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CEYLON

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WORK FOR WOMEN IN CEYLON

Introduction

WOMEN in Ceylon occupy in the labour market a position similar to that of women of the West in the early stages of the Industrial Revolution. At that time much of the population was occupied with agriculture and a wholly new source of labour was imperative if the potentialities offered by the infant factory system were to be realised. Then it was that industry turned to women and children welcoming them into the cotton establishments and pointing out the value to the community and to themselves of taking up work as textile weavers and spinners.

Pace of Development

Prior to this most women exercised their capacities for the needs of the family—the social unit that performed indispensable economic, educational, recreational and protective functions. Social changes take place slowly, on the whole, and occur in such a way that new developments are built on the foundations of the old. In the West it has come to be generally accepted that commercially supplied food, clothing and other necessities should be utilised by the family, a development that both enabled women to take up paid employment more easily and at the same time swelled the demand for women workers to produce these necessities. In the less developed areas of South-East Asia the economic unit still continues to be the family for the most part, although there is a tendency for activities formerly carried on in the home to be done in the factory and by the commercial agency. The same natural trend, observable elsewhere, for women to continue in new surroundings the activities they had formerly performed for their families, is present here. The production of cloth and clothing, the preparation of food, the care of the sick, the training of children have been women's activities from the dawn of history and they continue so to the present day. The methods adopted for these vital family and social services differ vastly in the two periods even when changes are only in their infancy as in Ceylon.

The Work Contribution of Women

According to the 1946 Census five times as many women are outside the labour force as in it. Most of them are engaged in doing household work in their own homes. If these are combined with the numbers in the labour force, over 90 per cent. of all women who are 14 years of age or more may be considered as contributing to the wellbeing of the nation through either paid or unpaid work. This is without including the work contribution of girls of school age of which no mention is made.

Women, therefore, have as workers a great concern in the state of the economy, in the nature of work opportunities available and in the wages, hours and working conditions in the enterprises of the country. However, society depends to a greater extent upon men for the paid work done in the fields, the plantations and factories and upon women for the unpaid work carried on in the home.

The Domestic Responsibilities of Women

By custom and tradition women are responsible for the care of the home. Even when women enter the labour force, many of them must continue with their unpaid services in the home, thus carrying a double burden. If they lose their jobs, or if they consider their employment of minor importance, experience has shown that they may be reported in the census in their alternative type of activity—engaged in housework—rather than as employed or seeking work. This is at least part of the reason for the relatively low proportion of women among those seeking work—4,151 as against 69,732 men.

Plantation Labour

(a) Tea

The largest number of females gainfully occupied is in the tea industry where there is a total of 467,713 workers of whom 221,141 or nearly half are women. The majority of these workers are Indian Tamils. It is an interesting fact that 56 per cent. of the Indian Tamils are of working age—15 to 49 years—and therefore no other community in the Island has so large a percentage of women at work as this.

(b) Rubber

The rubber industry has 64,468 women engaged in it. Indian Tamils and Sinhalese are in about equal proportion. The Indian Tamils living as they do on the estates themselves have a higher proportion of women at work than the Sinhalese who usually come daily to work from outlying villages.

(c) Coconut

The coconut plantations, the next highest employers of female labour, engage 13,483 as against a total of 69,683. This labour is almost entirely Sinhalese and women only weed or gather nuts in the plucking season. The census figure of 2,618 cadjan weavers could probably be greatly increased if a careful study be made of the leisure activities of women living on coconut estates or in their vicinity.

Domestic Service

Domestic service provides 59,013 women with work. In the United States domestic service remained the largest single occupation for women at every decennial census from 1870-1940. In 1940, 93.1 per cent. of those engaged in domestic service were women. In our country the proportion between men and women is about equal—the men occupying the better paid and more responsible positions. In no other occupation is there a greater need for research and study. It is generally believed that domestic servants are recruited from the villages. Occasionally a case is brought to the courts where gross injustice leads to a hue and cry which dies down till the next time. Probation workers have been known to admit that many of the cases with which they have to deal are bound up with the introduction of

village girls into urban households. In progressive countries the question of the reorganising of domestic service has resulted from the scarcity which, in the War years, with the accelerated expansion of women's occupational opportunities, took on alarming proportions. Women who were temporarily disabled by child birth or illness had no one at all to whom they could turn. Even Institutions such as hospitals could not obtain sufficient domestic help.

Labour Legislation

Even in Ceylon today with the growth of industry and trade there is said to be a shrinkage in the numbers seeking domestic employment, but, while the present disproportion in employment opportunity for men and women continues, the woman servant has less chance of improving her lot than the man servant. In Western countries the swift transition to industrial production accelerated the transference of workers from domestic to other fields. The poor conditions in factory employment resulting from an almost overnight increase in numbers produced a long series of beneficial measures which today find expression in the conventions and regulations of the I. L. O. Workers in Ceylon have also benefited by the interest shown by the Government of India in regard to its nationals who are employed in such large numbers in the tea and rubber plantations. The Labour Department has grown out of the Department of Indian Immigrant Labour set up to carry out the functions relating to Indian Labour on estates following the enactment of the Indian Immigrant Labour Ordinance, No. 1 of 1923. Each decade has showed marked progress in the improvement of the working conditions and welfare of workers covered by legislation. It is regrettable that even the capillary effect of these beneficent measures are not more markedly felt in the sphere of domestic service. It is not right that with all the lessons to be learnt from other countries, the improvement in the lot of such a large group of workers as the domestic servants should be left to chance. To wait for the process of industrialisation to raise standards is surely very short sighted policy.

Manual Work

Another feature peculiar to countries painfully evolving from an agricultural to an industrial economy is the concentration of workers in manual tasks. 36,513 women are employed as general labourers on undefined jobs. The 1946 Census Report Table 163 throws further light on this matter.

Wage Earners by Income

		<i>Males</i> <i>Per Cent.</i>		<i>Females</i> <i>Per Cent.</i>	
Under	Rs. 40 per mensem	..	64.2	91.5
	Rs. 40-120 per mensem	..	32.7	7.5
	Rs. 120-400 per mensem	..	2.8	1.0
Above	Rs. 400 per mensem	..	.303

The principle of a minimum wage was given effect to by the Wages Boards Ordinance, No. 27 of 1941. Under the decisions of the Wages Boards for the different trades, the minimum wage for women varies, according to November 1950 figures, from Rs. 2.51 to Rs. 1.22 per day. But the average daily wage earned by a woman worker in trades not covered by any Wages Board decision is about Rs. 1.08.

Factory Employment

In a recent survey of women workers in factories employing fifty women and over conducted within the Colombo Municipal limits, the universe was found to be approximately 2,360. Employment is practically limited to seven industries, Coconut Fibre Processing, Tea and Rubber Packing, Cigarette Manufacturing, Soap, Spinning and Weaving, Plumbago Processing and Match Manufacturing. The average wage of these workers tended to settle round Rs. 10-15 per week giving a monthly 'take home' pay of slightly more than Rs. 40 and so these women fall into the second category of workers listed above. Most of Ceylon's largest factories are concentrated in the Colombo Municipal area although several Match Manufactories and Tile Works in the Colombo District employ fifty women or more.

Fibre Industry

Women predominate in fibre processing both in the Colombo Municipal area and the district. According to the 1946 Census Report, 12,182 women are engaged in coir yarn making as against 832 males in this occupation. Nowhere is the division of labour between men and women more clearly marked than in this industry, especially in the processing factories and mills, which supply all the coir exported from Ceylon. Women engage only in hackling, that is the task of ridding the fibre of all impurities and preparing it for grading. It is only in the cottage type of fibre production that women engage in all the different stages of production—they soak the husks, beat them out and obtain the fibre. In the Mills in which all exported fibre is produced beating out is done by machinery and the machinery tended by men.

Machine Labour

Even in the Cigarette, Match, and Soap Factories where mechanical processes are widely used women are not in charge of machines. To them fall, for the most part, semi-skilled jobs such as packing and sorting. This selectivity tends to keep down their wages. Any attempt however to improve their wage rates materially is fraught with the danger of reducing the demand for labour by the introduction of machinery.

Cottage Industries—Mat and Basket Weaving

In recent years the cottage industries movement has been encouraged by Government and private bodies. 10,880 women are engaged in mat weaving. As a leisure activity, especially to meet local or domestic needs, this has been a popular solely feminine occupation in rural areas. In recent years Co-operative Societies and other organisations have attempted to channelise sales to hospitals and institutions in which there is a large demand for mats, but much more can be done, especially in the scattered villages of the Eastern Province to organise sales in order to make this a fairly remunerative cottage industry. Basket weaving which employs 1,357 falls into a similar category. Not having the high utility value of a mat, baskets are today being produced largely for export but dependence on luxury lines subject to the vagaries of fashion is too risky for women already on a bare subsistence standard.

Vegetable Sellers

The 5,225 women who find their principal gainful occupation in the sale of vegetables are an interesting group. There are two classes of vegetable vendor, one that hawks vegetables from door to door and the other and much more prosperous number that sells in the large markets of urban centres. In the open space market opposite Kachcheri Road, Pettah, Colombo, there are about 125 women who come there either daily or every other day from even distant Panadura with vegetables collected at local fairs or grown by market gardeners of their home area. Their nett earnings are said to vary from Re. 1 to Rs. 4 per day. Before legislation drove them to other haunts there were about 272 women who displayed their wares on the Gas Works Street pavement, Pettah. There is undoubtedly a small capitalist class among these women, some even employing boys or young women the better to organise their business.

Washer-Women

7,815 work as dhobies or washer-women. Culture patterns have altered so little in some respects, especially in rural areas, that the services of a woman dhoby are indispensable on certain ceremonial occasions. Except in such special cases there is little demarcation, a circumstance that calls for special comment owing to its rarity, between the work of men and women dhobies.

Lacemaking

Lace making is another of those cottage arts for which there is only an uncertain demand. At Piliyandala, a suburb of Colombo, a textile workshop has obtained many recruits from the lace-making industry. The production of textiles was found to be very remunerative during the war but in spite of the Industrial Products Act great hardship is being experienced by workers many, though not all, of whom are women. Banian-making is an allied task. Though these occupations are more genteel than hackling of fibre, remuneration is often not as high because of heavy competition from female workers who have benefited from the educational facilities now available and who as a result prefer this type of labour.

Teaching

The same is true of teaching. This has everywhere been a poorly paid profession because like nursing it has been a traditionally female occupation. In Ceylon both men and women teachers are paid on an equal basis though more higher paid openings are available to men. There are 11,911 women teachers.

Nursing

Nursing in Ceylon is losing its popularity as an avenue of employment after the introduction of free education to University level. Girls who pass the Senior School Certificate and decide on a career prefer medicine owing to its higher status value. The attempt to train girls educated only in the vernacular as nurses has not met with much success and so nursing is one of the few professions lacking a sufficient number of recruits. But there is heavy pressure for entry by girls of Vernacular Junior School Certificate Standard to become hospital attendants and midwives.

.03 per cent. women in the income group earning above Rs. 400 is indicative of the paucity of women in the higher professional grades. Clerical occupations which predominate in industrial economies are showing a slightly upward trend as trade and commerce expand but the relative increase is still small. It is probable that what increase there is, is due to the breakdown of old time mores under economic pressures.

Remuneration

The principle of equal pay for equal work is upheld in all higher progressive grades as it is in all advanced countries but wage rates differ for men and women in the lower rungs of the occupational ladder. The Wages Boards, the establishment of which is a progressive measure adopted by no other S. E. Asian country, have however not been able to dispense with a differential wage rate. It must in justice be admitted that a traditional and clearly defined separation of tasks between women and men in almost all industries reduces the iniquity of this legislation. Only a scientific evaluation of job content can entirely remove disabilities where they exist in present rates.

Preferential Legislation

There is also the vexed question of preferential treatment of women in such legislation as prohibition of night work and work in mines. These were found to be essential reforms in the early days of the Industrial Revolution when humanitarian principles were so little considered that cases were recorded of women dragging loaded trucks of coal on all fours in mines in England and worse conditions existed elsewhere. Today when democratic principles are universally accepted all forms of sweated labour must of necessity be eliminated and there is no need for differential treatment of women.

Maternity Benefits

Maternity benefit is designed to protect the future generation; so properly it does not fall into the category of special legislation for women. As it happens, in countries like Ceylon, where family planning is not understood or practised, maternity benefit tends to limit employment opportunity for women. Many firms prefer to employ unmarried girls without home ties. On the plantations however the need to mobilise all the labour available has resulted in the setting up of crèches, maternity homes and special legislation regarding maternity benefit. Even Mercantile firms have crèches for the children of their female employees. The standards of child care are so very low in this country that it would be unfair to judge these crèches from standards considered adequate elsewhere.

The conclusion thus is that Ceylon is following, albeit in hesitant and halting fashion, the pattern of female employment set in the industrial economies of the West half a century or more ago. Our labour legislation however tends to be in the vanguard of progress.

Contributed by :

(Mrs.) SYLVIA FERNANDO.

Ceylonisation

The following are the terms of the Agreement relating to conditions of employment on estates, signed at Colombo, on November 15, between the Minister of State, the Hon. Mr. A. E. Goonesinha, M.P., and the Ceylon Estates Employers' Federation:—

- (1) The agreement shall apply to the employment of persons in the following capacities: (a) Members of the Clerical Staff of estates, (b) Members of the Technical Staff of estates, including Tea-makers, Rubber-makers and their Assistants, (c) Conductors and their Assistants, (d) Store-keepers and their Assistants, (e) Schoolmasters, (f) Dispensers, (g) Engine drivers, lorry drivers and car drivers, and (h) Kanakkapulles.
- (2) (i) No person will be recruited or employed as a new entrant unless he is a citizen of Ceylon.
- (ii) Sub-paragraph (i) of this paragraph will not preclude the employment of a person who is not a citizen of Ceylon if he has applied for citizenship of Ceylon by registration and is certified by the Permanent Secretary, Ministry of Defence and External Affairs, or by the Commissioner for the Registration of Indian and Pakistani Residents, as the case may be, to be *prima facie* entitled to such citizenship.
- (iii) Where a person is employed upon production of a certificate referred to in sub-paragraph (ii) of this paragraph, and his application for registration as a citizen of Ceylon is refused, his employment will be terminated not later than three months after the date of the refusal of the application.
- (3) (i) Every person not a citizen of Ceylon who is in employment at the date of this Agreement will be retired on attaining the age of 60 years, unless he earlier becomes a citizen of Ceylon.
- (ii) Where—
 - (a) a person has on or before October 24, 1950, applied for citizenship in Ceylon by registration, or
 - (b) a person who thereafter has applied or applies for such citizenship is certified by the Permanent Secretary to the Ministry of Defence and External Affairs or the Commissioner for the Registration of Indian and Pakistani Residents, as the case may be, to be *prima facie* entitled to such citizenship,
 the employment of that person may be continued, notwithstanding sub-paragraph (i) of this paragraph, unless and until his application for registration as a citizen of Ceylon is refused.
- (iii) Sub-paragraph (i) of this paragraph shall not apply to any person employed as a dispenser, unless an adequately qualified citizen of Ceylon is available to replace him upon his attaining the age of 60 years.

- (4) The preceding paragraphs shall apply in relation to the employment of persons as Kanakkapulles only in so far as circumstances permit employment as such of persons who are citizens of Ceylon.
- (5) The Ceylon Estates Employers' Federation will take all necessary steps to secure that the Members of the Federation comply with this Agreement.

The Agreement was signed by the Hon. Mr. A. E. Goonesinha and Messrs. R. H. L. Brohier and J. A. T. Perera, President and Secretary of the Ceylon Estates Employers' Federation.

The Ceylon Estates Staffs' Union, having agreed to the terms of the Agreement, the President of the Union, Mr. E. G. Malhamy, has consented to the Agreement on behalf of the members of the Union.

The I. L. O. Plantations Committee

The I. L. O. Plantations Committee held its First Session at Bandoeng in Indonesia during this month. The following were the Ceylon delegates to the Committee:—

Government Representatives:	Mr. V. G. W. Ratnayake, M. P. (Chief Representative) Mr. C. Carthigesan, Assistant Commissioner of Labour.
Employers' Representatives:	Lt.-Col. J. A. T. Perera, M.B.E., (Ceylon Estates Employers' Federation). Mr. J. A. Gidden (Ceylon Estates Employers' Federation).
Workers' Representatives:	Mr. C. V. Veluppillay, M.P. (Ceylon Workers' Congress). Mr. M. G. Mendis (Ceylon Plantation Workers' Union).

Dr. Colvin R. de Silva and Messrs. S. Somasunderam and R. E. Jayatillaka, also accompanied this delegation as Advisers to the Workers' Representatives.

The Asian Advisory Committee

The Asian Advisory Committee also held its Second Session at Bandoeng during the course of this month. Mr. V. G. W. Ratnayake, M. P., and Mr. C. Carthigesan, Assistant Commissioner of Labour, attended the Session as representatives in the Government Group.

On the whole, the globe is anything but a model apartment house. Each family considers itself the only respectable one in the building and they are continually squabbling for the possession of the most desirable rooms.

OLIVER HERFORD.

Socialism will be possible only when we are all perfect; and then it will not be necessary.

BISHOP CREIGHTON.

GUIDE TO EMPLOYERS*—VI

THE COCONUT GROWING TRADE

Description of the Coconut Growing Trade

The notification under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette Extraordinary* No. 9,961 of March 30, 1949, gives a comprehensive description of this trade. The description covers the trade consisting of either of, or both, the following activities :—

- (1) The raising and maintenance of a coconut plantation of over ten acres in extent and the disposal of coconuts from such plantation otherwise than by conversion into copra, desiccated coconut, coconut oil, or coir and fibre products; including :—
 - (a) felling, burning and clearing jungle and old coconut land;
 - (b) draining and terracing;
 - (c) lining, pegging, holing, and planting seedlings;
 - (d) preparing beds, planting seed-nuts and watering seedlings in nurseries;
 - (e) supplying vacancies and watering supplies in the field;
 - (f) weeding, removing "illuk" grass, and clearing boundaries;
 - (g) collecting fronds and clearing estate;
 - (h) constructing, repairing and maintaining roads, paths, buildings, fences, and hedges;
 - (i) propping;
 - (j) taking a census of palms;
 - (k) digging, forking, ploughing, and harrowing;
 - (l) planting cover crops and green manure crops, lopping;
 - (m) cutting manure trenches, manuring and applying fertilizers;
 - (n) mulching, burying husks;
 - (o) picking, collecting, and counting nuts;
 - (p) making charcoal from coconut shells;
 - (q) care of palms in relation to pests and diseases;
 - (r) digging out and burning dead or diseased palms;
 - (s) transporting;
 - (t) cattle-keeping;
 - (u) conservancy work;
 - (v) the work of kangany;
 - (w) any other operation connected with or incidental to work specified in this paragraph;

but excluding the work of the following workers:—

Lorry and van driver, mechanic, clerk, conductor, store-keeper, dispenser, midwife, bungalow servant, teacher and watcher.

* "Guide to Employers" will be continued as a series in this *Gazette*. The guide which will be as comprehensive as possible will be in respect of trades for which Wages Boards have been established and decisions have been made.

Note by the Editor.

(2) The manufacture of copra; including—

- (a) husking and splitting nuts, copra curing, sorting, bagging, and weighing copra;
- (b) any other operation connected with or incidental to work specified in this paragraph;

but excluding the work of the following workers:—

Engine driver, lorry and van driver, clerk, mechanic, conductor, storekeeper, dispenser, midwife, bungalow servant, teacher and watcher.

Decisions of the Wages Board for the Trade

The Wages Board for the Trade has prescribed the normal working day, the minimum rates of wages for piece work and time work, the overtime rate, a weekly holiday and annual holidays.

Normal working day

The number of hours constituting a normal working day (inclusive of one hour for a meal) has been fixed at nine.

In computing the time worked on any day the entire period from the time the worker commences to work up to the time he finally ceases work for the day must be reckoned as time worked.

As it has been found that on most coconut estates an interval of more than one hour is allowed for the midday meal, the period of the interval in excess of one hour will be administratively ignored by the Department of Labour in computing the period of work for purposes of wages, provided such longer interval is actually allowed at the request of the workers and for their own convenience.

Minimum Rates of Wages for Piece Work

The minimum rates of wages for piece work applicable to certain processes in the Trade are as follows:—

Process	Rate
<i>In the raising and maintenance of plantations—</i>	
Picking nuts	Rs. 12.50 per 1,000 trees
<i>In the manufacture of copra—</i>	
Husking nuts	Rs. 1.75 per 1,000 nuts
Splitting nuts, copra curing and sorting	Rs. 1.50 per 1,000 nuts

The above rates are set out in a notification under section 27 (3) of the Wages Boards Ordinance published in *Government Gazette* No. 9,971 of April 30, 1949, as amended by notification published in *Government Gazette* No. 10,098 of April 28, 1950.

Minimum Rates of Wages for Time Work

The minimum time rate consists of a basic rate and a special allowance as set out in a notification under section 27 (3) of the Wages Boards Ordinance published in *Government Gazette Extraordinary* No. 9,971 of April 30, 1949, as amended by notification published in *Government Gazette* No. 10,154 of September 22, 1950.

The basic rate for a normal working day payable to a kangany is 90 cents, to a male worker not under 18 years of age 75 cents, to a female worker not under 18 years of age 60 cents and to a worker, irrespective of sex, under 18 years of age 50 cents.

The rate of special allowance per day payable in any month depends on the cost of living index number prepared by the Commissioner of Labour for the preceding month. The special allowance prescribed is 67 cents for a male adult worker, 54 cents for a female adult worker and 47 cents for a child worker when the index number for the preceding month is 215. An increase of 3 cents in the case of a male adult and 2 cents in the case of any other worker is made in the rate for every complete unit of 5 points by which the index number exceeds 215. Similarly decreases of the same amounts are made in respect of each complete unit of 5 points by which the index falls below 215.

A worker engaged in cattle-keeping who works for a normal period on a Sunday must be paid $1\frac{1}{2}$ times the rate applicable to a normal working day.

Notification regarding Special Allowances

The Commissioner of Labour publishes a notice showing the rates of special allowances for each month in the *Government Gazette* and in the newspapers sometime between the 26th and the end of the preceding month.

Overtime Rate

Overtime is payable in respect of work done for any period in excess of the normal working day. The minimum rate payable is $1\frac{1}{4}$ times the minimum hourly rate of the worker ascertained by dividing the daily minimum time rate (basic rate plus special allowance) by 8.

Weekly Holiday

All workers other than those engaged in cattle-keeping must be allowed Sunday as a holiday. Any such worker who is employed on a Sunday has not only to be allowed a holiday within the six days following that particular Sunday but also to be paid at $1\frac{1}{2}$ times the minimum time rate of wages for working on Sunday.

No such worker should be employed on a Sunday for more than nine hours (inclusive of one hour for a meal).

Annual Holidays

According to the decisions of the Wages Board workers in the trade are entitled to a number of holidays with pay each year based on the out-turn of the individual workers in the preceding year, which is referred to as the "qualifying year". The "qualifying year" is not a fixed period of time applicable to the trade. It is personal to each worker in the trade and is a period of 12 months of continuous employment beginning from the date on which he commenced working for that employer.

The retrospective effect of this decision has been restricted to the year preceding May 1, 1949. This means that the qualifying year of all workers who had been in the employment of an establishment for 12 months or more on May 1, 1949, will be May 1-April 30 in each year. In the case of a worker who had been less than 12 months in employment on that date, the qualifying year would end when he has completed 12 months of service, e.g., a worker who had been 3 months in service would complete 12 months at the end of January, 1950. His qualifying year would therefore be February 1-January 31.

The computation of the number of holidays a worker is entitled to presents no difficulty. Male workers who have worked for more than 228 days and female and child workers for more than 204 days in the qualifying year are entitled to one holiday for each unit of 5 days worked in excess of the respective minimum number prescribed. The maximum number of days worked which need be taken account of is 288 in the case of a male worker and 264 in the case of a female or a child worker which in effect limits the obligation of the employer to a maximum of 12 holidays per year. Two model computations are given to illustrate :—

- (a) A male worker who has put in 280 days work in the year is entitled to

$$\frac{280-228}{5} = \frac{52}{5} = 10 \text{ holidays.}$$

- (b) A female worker who has put in 280 days work in the year is entitled to

$$\frac{264-204}{5} = \frac{60}{5} = 12 \text{ holidays.}$$

Certain holidays and other days of absence must be included as working days for the purpose of this computation and employers are advised to make a careful study of the holiday regulations which have been published in *Government Gazette Extraordinary* No. 9,971 of April 30, 1949.

The holidays earned by a worker must be given in the 12 months immediately succeeding the qualifying year in which they were earned. The specific period at which the holiday is taken may be mutually arranged.

The worker must be paid the remuneration in respect of his holidays before he takes them. The remuneration per day is determined by dividing the total wages (excluding overtime) earned by the worker for the days which he has actually worked in the last six months of the qualifying year by the number of such days.

Both holidays and wages must be given. It is irregular to make a cash payment in lieu of holidays and the employer is obliged to give holidays in accordance with these regulations.

Payment of Wages

Workers engaged for time work in the Coconut Growing Trade employed on monthly contracts should be paid within ten days of the month in which the wages were earned. Workers engaged in a daily contract should receive payment within 3 days of the day in which they are employed.

The law requires an employer to pay the wages in cash directly to the worker. No deduction may be made other than an authorised deduction. Authorised deductions are limited to a sum not exceeding 75 per cent. of the wages earned by the worker in the relevant wage period.

Authorised Deductions

The purposes for which deductions have been authorised are set out in section 2 of the Wages Boards Ordinance and in regulation 2 (1) of the Wages Boards Regulations, 1943, published in *Government Gazette*

No. 9,209 of December 3, 1943, as amended by regulation published in *Government Gazette* No. 9,496 of December 21, 1945. This regulation was reproduced at pages 15 and 16 in the August 1950 issue of this *Gazette* (Vol. I, No. 8).

The schedule to the amending regulation referred to in the previous paragraph gives a list of foodstuffs and services for which deductions are authorised and a list of offences for which fines may be imposed.

It should be noted that in respect of deductions for services, specific written authority must be obtained by each employer from the Commissioner of Labour.

Amounts deducted as fines must be applied by the employer to such purposes beneficial to the worker as may be approved by the Commissioner of Labour. Each employer should make an application for approval to the Commissioner of Labour stating the purposes to which it is intended to apply the proceeds of fines imposed.

Where a deduction is made in respect of an advance of wages not already earned, such deduction has to be made in equal instalments spread over a period of six months.

As indicated earlier the aggregate of the deductions should not exceed 75 per cent. of the wages and an order of priority for making authorised deductions has been prescribed in regulation 4 of the Wages Boards Regulations, 1943, published in *Government Gazette* No. 9,209 of December 3, 1943.

Record of Wages

Every employer in the Trade is required by section 36 of the Wages Boards Ordinance, No. 27 of 1941, as amended by section 2 of Ordinance No. 19 of 1945, to keep a register of wages and other prescribed particulars. This register should be substantially in Form II set out in the Schedule to the Wages Boards Regulations, 1943. A note on this form appeared in the September 1950 issue of this *Gazette* (Vol. I, No. 9).

Exhibition of Notices

The obligation to exhibit notices setting out the latest decisions of the Wages Board for the Trade and the authorised deductions is as important as the obligation to maintain a record of wages. This is a requirement under section 37 of the Wages Boards Ordinance, No. 27 of 1941, as amended by section 11 of Ordinance No. 40 of 1943, and by regulation 23 of the Wages Boards Regulations, 1943. The notices should be substantially in Form III set out in the Schedule to the Wages Boards Regulations, 1943, and must be exhibited in all three languages, Sinhalese, Tamil and English. A note on this will be found in the September 1950 issue of this *Gazette* (Vol. I, No. 9).

Maternity Benefits

In terms of section 4 of the Maternity Benefits Ordinance, No. 32 of 1939, a woman worker who has worked for 150 days or more in the 12 months immediately preceding the date on which she gives birth to a child must be paid maternity benefits at the prescribed rate as laid down by section 5 (1). The rate prescribed at present is Re. 1 per day for the two weeks immediately preceding the confinement and for the four weeks following the confinement.

A notice book substantially in the Form E appearing in the Schedule appended to the regulations made under section 13 of the Maternity Benefits Ordinance, published in *Government Gazette* No. 9,634 of

November 22, 1946, should be maintained and Forms B and C set out in the same Schedule should be made available for the use of women workers. A register of women workers should be maintained substantially in Form D appearing in the Schedule appended to the regulations.

Alternative Benefits

Estates which have been issued certificates by the Commissioner of Labour under section 5 (3) of the Maternity Benefits Ordinance are exempted from paying the rate prescribed under section 5 (1) of the Ordinance but they are obliged to provide instead the following alternative benefits :—

- (a) the use, for the confinement, for a period of not less than ten days, of a maternity ward or lying-in-room, approved by the Commissioner of Labour;
- (b) the services of a midwife at the confinement;
- (c) food for each labourer during the period she remains in the maternity ward or lying-in-room; and
- (d) the payment in cash—
 - (i) of four rupees a week to each such labourer for the period of two weeks immediately preceding her confinement, or if she has worked during that period, four-sevenths of a rupee for each day in that period succeeding the last day on which she so worked; and
 - (ii) of four rupees a week to each such labourer for the four weeks immediately following her confinement.

Indian Labour Ordinances

In the case of an employer of Indian labour the following are some of the principal provisions of the law which have to be observed—

- (a) Every employer should maintain a complete and up-to-date register of Indian labour employed on the estate (Estate Labour (Indian) Ordinance). This register has to be kept in a prescribed form which should be obtained from the Commissioner of Labour.
- (b) When a labourer's services are lawfully terminated he should be issued a Discharge Certificate in the prescribed form and his or her spouse and minor child or children if also employed on the estate should be discharged at the same time (Estate Labour (Indian) Ordinance).
- (c) Every male labourer over 16 years of age and every widow with at least one child dependent on her should be provided with $\frac{1}{8}$ bushel of rice free per month or in the alternative the employer may, with the prior written approval of the Commissioner of Labour, issue one or more free meals daily to the non-working children on the estate subject to certain prescribed conditions. (Minimum Wages Ordinance.)

Notifications

Notifications relating to the decisions of the Wages Board for the Coconut Growing Trade have been published in *Government Gazette Extraordinary*, No. 9,971 of April 30, 1949, and *Government Gazette* No. 10,098 of April 28, 1950, and No. 10,154 of September 22, 1950. Extracts of the *Gazette* notifications are available for sale at the Government Publications Bureau, Secretariat, Colombo. They are not available at the Office of the Commissioner of Labour.

JUDGMENTS IN APPEAL IN WORKMEN'S COMPENSATION CASES

Present : Poyser S.P.J.

ROSA MARIA v. JAYAWARDENE

362 S. C. Colombo—C 3/19/38

Workmen's Compensation—Claim by sister of deceased workman—Test of dependency—Ordinance No. 19 of 1934.

The deceased workman contributed to the maintenance of his sister, the applicant, till two years before his death, when he obtained employment in mines at Anuradhapura. After obtaining employment he ceased to contribute to her support. Shortly before his death the deceased had written to his sister and aunt saying that he was coming for the New Year with money.

Held, that the evidence was not sufficient to establish that the applicant was a dependant of the deceased.

APPEAL from an order under the Workmen's Compensation Ordinance.

J. R. Jayewardene (with him R. G. C. Pereira), for appellant.

No appearance for respondent.

November 11, 1938. POYSER S. P. J.—

This is an appeal under Workmen's Compensation Ordinance, No. 19 of 1934. The Commissioner found that the applicant was a dependant of the deceased workman and the only question that arises on this appeal is whether there was sufficient evidence before him to justify such finding.

The relevant facts as found by the Commissioner are as follows:—
The deceased workman contributed to the maintenance of the applicant, his sister, till two years before his death. The deceased then obtained employment in the mines at Anuradhapura and after obtaining such employment ceased to contribute to his sister's support. That evidence of itself is certainly not sufficient to establish that the applicant was in fact a dependant of the deceased. Dependency, however, may exist in certain cases without any actual payment being made at the time dependency is claimed. In deciding whether or not there is dependency the facts to be considered are past events and future probabilities, see *Lee v. George Munro*. There were in this case payments to the applicant in the past, but what were the future probabilities that the deceased would resume such payments? The only evidence on this point is that the deceased had written a letter to his sister and aunt saying he was coming in the New Year with money. There was no evidence that he was going to give such money to his sister or to resume payments to her. I do not think this evidence is sufficient to bring the case within the principles laid down by Lord Justice Sankey in the case above referred to. It should be noted that in *Lee v. George Munro* (*supra*) the facts were very different. It was a claim by a widow and the deceased workman had supported his wife regularly and continuously, but at the time when he met with his accident he was only earning a very small amount, which did not permit of his supporting his wife. In the other case referred to by the Commissioner, namely, *Robertson v. Hall Brothers Steamship Co.*, the

facts also are very different to those in this case. In that case a father claimed to be a dependant of his son. The son had for some four years contributed towards his father's upkeep, but did not during the last two or three months before his death make any contribution, but during such time he was mostly out of England. It was held that there was sufficient evidence to find that the father was in fact a dependant.

In this case, as stated before, I do not think there was sufficient evidence before the Commissioner to justify his finding. The appeal is accordingly allowed and the award in favour of the applicant set aside.

Appeal allowed.

Present: Soertsz J.

DON ASLIN *v.* SAMARAKONE BROS.

980 S. C.—C 3/28/37

Workmen's Compensation—Building Contract—Deceased workman employed by sub-contractor—Liability of building contractor—Casual workman—Ordinance No. 19 of 1934, ss. 2 and 22.

The appellants who were building contractors entered into a contract for erecting a market and for sinking a well in the market premises. In the course of sinking a well, blasting operations became necessary which were entrusted to a sub-contractor and the latter employed a workman who met with his death as the result of an explosion caused by dynamite.

Held, that the deceased workman was employed in work in the course of an enterprise in which the appellants were engaged as part of their business as building contractors and that they were liable to pay compensation.

A person "whose employment is of a casual nature" within the meaning of section 2 of the Workmen's Compensation Ordinance means one whose work is casual when regarded in relation to the employer's trade or business.

This was an application under section 34 of the Workmen's Compensation Ordinance, No. 19 of 1934. The application was made by the mother of the illegitimate children of the deceased workman for compensation on account of his death which was the result of an explosion caused by the use of dynamite which was found necessary to blast rock that was encountered in the sinking of a well.

The Commissioners held that the appellants as contractors were liable to pay a sum of Rs. 1,500 as compensation even though the appellants had engaged a sub-contractor, who had employed the deceased, as the sub-contractor's work was within the scope of the contractor's employment.

C. Seneviratne, for appellants.—Section 2 of the Workmen's Compensation Ordinance, No. 19 of 1934, defines "workman" and specially excludes "casual" workmen who are employed otherwise than for the purpose of the employer's trade or business. The sinking of a well is not within the ordinary scope of a building contractor's work and in this case where rock was encountered in the sinking of a well, a contractor duly licensed to carry out blasting operations had to be engaged and such blasting operations are not part of the trade or business of a building contractor.

The engagement by the sub-contractor of an umbrella-maker working on the roadside clearly excludes the class of workman for whom compensation is provided in the Ordinance. Such a workman is a "casual workman employed otherwise than for the purposes of the employer's trade or business", and therefore is specially exempted from claim to compensation. In terms of section 22 of the Ordinance where the principal contractor's work does not include blasting operations and is not ordinarily part of his trade or business the sub-contractor, if any, and not the principal is liable. In this case even if the principal was called upon to pay any compensation that may be due by the sub-contractor, under section 22 the principal was entitled to be indemnified by the sub-contractor.

Cur. adv. vult.

February, 1938. SOERTSZ J.—

This is an appeal from an order of the Commissioner of Workmen's Compensation declaring that in terms of Schedule IV of Ordinance No. 19 of 1934, the dependants of a deceased workman are entitled to compensation in a sum of Rs. 1,500, and calling upon the appellants to deposit that amount forthwith in order that the distribution of compensation may be considered under section 12 (2) of the Ordinance.

The facts are as follows: The appellants carry on the business of building contractors. They entered into a contract with the Urban District Council of Dehiwala for erecting a market, and for sinking a well on the market premises. In the course of sinking this well, they encountered rock, and blasting operations became necessary. They gave one Boteju a sub-contract for this purpose, and he employed the deceased workman to carry out that work.

On February 22, 1937, while the deceased was engaged on it, there was an explosion in which he received injuries that resulted in his death four days later. The respondent who is the mistress of the deceased, thereupon, applied to the Commissioner for compensation on behalf of the dependants of the deceased, namely, three illegitimate children of his of the ages of 9 years, 6 years, and 4 months, at the date of her application. The Commissioner made the order I have already referred to.

The appellants contend that they are not liable to pay compensation because (1) the deceased was not employed by them, (2) he was not a workman within the meaning of section 2 of the Ordinance.

In regard to the first of the contentions, the argument advanced was that section 22 (1) which would ordinarily have applied, did not apply in this instance because the work entrusted for execution by or under the contractor Boteju was not work that was ordinarily part of the trade or business, of the appellants. On the evidence I find it impossible to sustain this argument. It is admitted that the appellants are building contractors. The fact that in their contract to build a market, they also undertook to sink a well clearly indicates that they did not regard that work as foreign to their business. The evidence shows that it was only when they met rock in the course of excavation, that they found it more convenient to entrust blasting operations to Boteju. This blasting was something that became necessary in the course of an enterprise they were engaged in as part of their business as building contractors.

The second contention is based on the ground that the deceased was not a "workman". It was urged that he came within the description of "a person whose employment is of a casual nature and who is employed otherwise than for the purpose of the employer's trade or business", and was, therefore, outside the definition of "workman" in section 2.

Counsel for the appellants relied upon the evidence that the deceased was an umbrella mender at the time he undertook this job of blasting, and submitted that he was, therefore, employed in employment of a casual nature when he was carrying out blasting operations. But in my view, the whole of that part of the definition must be considered in examining this question, and not only the words "whose employment is of a casual nature". Section 2 provides that "a person whose employment is of a casual nature and who is employed otherwise than for the purposes of the employer's trade or business" is not a workman. In this case, as I have already observed, the work the deceased was engaged in at the time of the accident was work which was ordinarily part of the appellants' business. If the appellants can be regarded as his employers, then clearly, the work done by the deceased was work for the purposes of the employer's trade or business. Now although the appellants did not directly engage the services of the deceased, yet by virtue of section 22 of the Ordinance, the deceased must be treated, in regard to the matter of compensation, as if he had been a workman immediately employed by them, because he was engaged in work which had by them been entrusted to Boteju "in the course of or for purpose of their trade or business". The deceased therefore escapes from the second condition of the section I have quoted above. But to put him outside the definition of "workman" both conditions must be satisfied, namely (1) that his employment was of a casual nature, (2) that it was otherwise than for the purposes of the employer's trade or business. In this instance even if his employment must be held to be of a casual nature it was nevertheless for the purposes of the employer's trade or business. But in my opinion the word casual must be interpreted with reference to the words "and who is employed otherwise than for the purposes of the employer's trade or business".

Those words serve to determine the meaning of the word casual in this context. Viewed in that way the words "a person whose employment is of a casual nature" mean, I think, a person whose work is casual when regarded in relation to the employer's trade or business. They do not mean a person who is employed in work that is not his usual or habitual work. If that is the meaning to be given to these words then a "jack of all trades" can never be a workman for the purposes of the Ordinance. There is no reason for thinking that the Legislature intended to punish versatility in this manner. I have no doubt that the Commissioner reached a correct conclusion. I dismiss the appeal.

Appeal dismissed.

The origin of civilisation is in man's determination to do nothing for himself which he can get done for him.

H. C. BAILEY.

Mankind are very odd creatures; one half censure what they practise, the other half practise what they censure; the rest always say and do as they ought.

BENJAMIN FRANKLIN.

DECISIONS OF WAGES BOARDS

WAGES BOARD FOR THE TEA GROWING AND MANUFACTURING TRADE

The following new decisions of the Wages Board for the Tea Growing and Manufacturing Trade made under section 28 of the Wages Boards Ordinance, No. 27 of 1941, came into force on December 1, 1950:—

The decisions made by the Wages Board for the Tea Growing and Manufacturing Trade and set out in the Schedule to the notification published in *Gazette Extraordinary* No. 9,441 of July 31, 1945, as varied in the manner set out in the notification published in *Gazette* No. 10,047 of November 25, 1949, are hereby further varied in Part II of that Schedule, under the heading "Basic Rate for a normal working day", as follows:—

- (a) by the substitution, for "75 cents", of "Re. 1.10";
- (b) by the substitution, for "60 cents", of "90 cents"; and
- (c) by the substitution, for "50 cents", of "65 cents".

WAGES BOARD FOR THE COCONUT GROWING TRADE

Part I

Direction under section 20 (2) (b)

The special allowance shall be computed and published once a month by the Commissioner of Labour.

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

Definition of a normal working day (section 24)

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

Part II

Minimum rates of wages for piece work applicable to certain processes in the activities of the Coconut Growing Trade described in the notification under section 6 of the Ordinance for the time being in force.

<i>Process</i>	<i>Rate</i>
1) In the raising and maintenance of plantations—	
Picking nuts	Rs. 12.50 per 1,000 trees
(2) In the manufacture of copra—	
Husking nuts	Rs. 1.75 per 1,000 nuts
Splitting nuts, copra curing and sorting	Rs. 1.50 per 1,000 nuts

Part III

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

- (1) a basic rate, and
- (2) a special allowance, as set out hereunder, and shall be applicable in the case of activities of the coconut growing trade which are specified in column 1 to all processes other than the processes for which minimum rates of wages for piece work have been prescribed in Part II.

1	2	3
<i>Activities</i>	<i>Basic rate for a normal working day</i>	<i>Rate of special allowance for a normal working day in any month</i>
	<i>Cents</i>	
		Where the cost of living index number for the preceding month is 215, the special allowance shall be—
		<i>Cents</i>
		For a male worker not under 18 years of age (including a kangany) ... 67
		For a female worker not under 18 years of age ... 54
		For a worker, irrespective of sex, under 18 years of age ... 47
		Where the cost of living index number for the preceding month is above or below 215, the rate of the special allowance hereinbefore prescribed shall be increased or decreased as the case may be, for each complete unit of 5 points by which the index number exceeds or falls short of 215 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in the tables below*—
		3 cents in the case of a male worker not under 18 years of age (including a kangany).
		2 cents in the case of a female worker not under 18 years of age.
		2 cents in the case of a worker, irrespective of sex, under 18 years of age.
(1) The raising and maintenance of a coconut plantation	For a kangany ... 90 For a worker other than a kangany— Where such worker is a male not under 18 years of age ... 75 Where such worker is a female not under 18 years of age ... 60	
(2) The manufacture of copra	Where such worker, irrespective of sex, is under 18 years of age ... 50	

* Tables illustrating the application of the directions set out in column 3 above.

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

Index Numbers	<i>Special allowance</i>		
	<i>for a male worker not under 18 years of age (including a kangany)</i>	<i>for a female worker not under 18 years of age</i>	<i>for a worker (irrespective of sex) under 18 years of age</i>
	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>
215-219 ..	67	54	47
220-224 ..	70	56	49
225-229 ..	73	58	51
230-234 ..	76	60	53
235-239 ..	79	62	55

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

Index Numbers	Special allowance		
	for a male worker not under 18 years of age (including a kangany)	for a female worker not under 18 years of age	for a worker (irres- pective of sex) under 18 years of age
	Cents	Cents	Cents
215-211 ..	67	54	47
210-206 ..	64	52	45
205-201 ..	61	50	43
200-196 ..	58	48	41
195-191 ..	55	46	39

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum rate of wages for time work for any worker engaged in cattle-keeping on a Sunday shall be one and a half times the minimum rate of wages fixed for such worker in respect of a normal working day.

Part IV

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 25 per cent. of such minimum hourly rate.

Part V

Weekly holidays (section 24)

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

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday;
- (2) that in respect of work done on a Sunday—
 - (a) a worker who has worked for nine hours (inclusive of one hour for a meal), or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work, shall be paid at one and a half times the minimum rate of wages for a normal working day;
 - (b) a worker who has worked for less than nine hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid at one and a half times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by eight); 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 during any period shall be paid along with the wages payable for that period.

The preceding provisions of this Part shall not apply to workers engaged in cattle-keeping.

Annual holidays (section 25)

1. (a) If a male worker, not under 18 years of age, has been in continuous employment and has worked under the same employer for more than 228 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 228: 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.

(b) If a female worker or a worker (irrespective of sex) under 18 years of age has been in continuous employment and has worked under the same employer for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 204: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

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 ;
- (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 provided such days do not in the aggregate exceed 30 days a year ; and
- (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ;

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

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

3. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime) earned by the worker for the days on which he has actually worked in the last six months of the qualifying year by the number of such days.

4. Payment for the holiday or holidays shall be made before the commencement of such holiday or holidays.

5. Where a worker intends to leave his employment of his own accord, or is to be discontinued or dismissed from employment, on any date, he shall be entitled to take and shall take before that date—

- (a) every holiday which he was entitled to in respect of the last preceding year and which he has not already taken; and
- (b) where the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 1, every holiday which, but for the termination of his employment, he would be entitled to in the next succeeding year ;

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 3 of these decisions.

6. In these paragraphs "year" means a continuous period of 12 months.

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

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

Base : November, 1938-April, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

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 ..	128 ..	156 ..	148 ..	141 .. 258
January	..	147 ..	99 ..	129 ..	174 ..	143 ..	144 .. 263
February	..	145 ..	98 ..	129 ..	166 ..	146 ..	143 .. 261
March	..	143 ..	98 ..	129 ..	160 ..	145 ..	140 .. 257
April	..	141 ..	96 ..	126 ..	160 ..	149 ..	140 .. 255
May	..	141 ..	96 ..	129 ..	155 ..	148 ..	139 .. 254
June	..	141 ..	96 ..	129 ..	156 ..	150 ..	140 .. 255
July	..	142 ..	96 ..	120 ..	153 ..	151 ..	140 .. 256
August	..	142 ..	96 ..	129 ..	149 ..	152 ..	140 .. 256
September	..	143 ..	96 ..	129 ..	146 ..	151 ..	140 .. 256
October	..	146 ..	96 ..	129 ..	150 ..	148 ..	142 .. 259
November	..	148 ..	96 ..	129 ..	152 ..	149 ..	143 .. 262
December	..	149 ..	96 ..	129 ..	153 ..	148 ..	144 .. 264

1950—

January	..	155 ..	96 ..	129 ..	152 ..	151 ..	148 .. 271
February	..	154 ..	97 ..	129 ..	150 ..	155 ..	148 .. 271
March	..	151 ..	95 ..	129 ..	149 ..	151 ..	145 .. 266
April	..	150 ..	96 ..	129 ..	151 ..	154 ..	145 .. 266
May	..	151 ..	95 ..	129 ..	151 ..	153 ..	146 .. 266
June	..	154 ..	96 ..	129 ..	151 ..	154 ..	148 .. 271
July	..	155 ..	96 ..	129 ..	153 ..	155 ..	149 .. 272
August	..	156 ..	97 ..	129 ..	151 ..	158 ..	150 .. 274
September	..	162 ..	106 ..	129 ..	155 ..	158 ..	155 .. 283
October	..	158 ..	113 ..	129 ..	158 ..	155 ..	152 .. 279
November	..	155 ..	116 ..	129 ..	166 ..	154 ..	151 .. 277

TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

Base: July-September, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

Year		Food	Clothing	Fuel and Light	Miscel- laneous	Final Index Number
Group weights	..	64	12	8	16	
INDEX NUMBERS						(July-Sept., 1939 = 100)
Base: July-September, 1939 = 100						1939 = 100)
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	118	115 .. 199
1944	..	110	202	105	114	122 .. 211
1945	..	115	196	104	137	128 .. 222
1946	..	118	214	106	131	131 .. 228
1947	..	124	220	112	139	138 .. 239
1948	..	142	224	112	128	149 .. 259
1949	..	154	182	111	126	152 .. 264
January	..	157	202	112	117	155 .. 269
February	..	154	199	112	121	153 .. 266
March	..	158	197	112	126	159 .. 272
April	..	153	197	112	127	153 .. 266
May	..	152	189	112	125	151 .. 262
June	..	151	188	112	124	150 .. 261
July	..	152	187	112	126	151 .. 262
August	..	151	176	112	128	150 .. 259
September	..	153	168	108	131	150 .. 261
October	..	154	164	108	129	150 .. 261
November	..	157	159	108	132	152 .. 264
December	..	160	160	108	125	153 .. 266
1950—						
January	..	165	160	108	127	157 .. 273
February	..	168	155	108	134	160 .. 277
March	..	166	155	108	135	159 .. 275
April	..	166	157	108	134	159 .. 275
May	..	161	158	108	134	155 .. 269
June	..	162	162	108	132	156 .. 271
July	..	162	164	108	135	158 .. 272
August	..	164	164	108	142	160 .. 277
September	..	166	163	108	138	160 .. 278
October	..	163	165	108	134	158 .. 273
November	..	164	166	108	133	158 .. 274

TABLE III—UNEMPLOYMENT

Table showing the number of Persons unemployed according to Registers maintained at the Employment Exchanges in the Island

Years	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939 ..	3,712 ..	11,964 ..	5,034 ..	5,967 ..	26,677
1940 ..	4,734 ..	13,130 ..	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 January	4,946 ..	12,423 ..	12,754 ..	36,691 ..	66,814
February	5,361 ..	12,263 ..	12,887 ..	36,765 ..	67,276
March	5,701 ..	12,400 ..	13,788 ..	36,488 ..	68,377
April	5,698 ..	12,233 ..	13,601 ..	36,264 ..	67,796
May	5,340 ..	11,825 ..	13,311 ..	35,505 ..	65,981
June	5,289 ..	12,176 ..	13,523 ..	37,413 ..	68,401
July	5,180 ..	12,251 ..	13,913 ..	38,845 ..	70,189
August	5,155 ..	12,382 ..	13,788 ..	39,057 ..	70,382
September	5,139 ..	12,174 ..	13,642 ..	36,707 ..	67,662
October	5,135 ..	12,014 ..	13,309 ..	37,341 ..	67,799
November	5,077 ..	12,120 ..	13,665 ..	39,027 ..	69,889
December	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 ..	13,789 ..	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

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

TABLE IV—UNEMPLOYMENT

Table showing the number of Persons Unemployed according to Registers maintained at the Employment Exchanges

Classification by Exchange Areas

Years	Colombo	Neymbo	Kalutara	Galle	Kandy	Nasodapitiya	Kurunegala	Jaffna	Ratnapura	Batulla	Batickaloa	Trincomalee	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,336	—	—	—	—	—	—	—	—	—	—	—	8,336
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	1,497	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	611	36,544†
1947	21,589	2,239	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	293	66,656
1949 Jan.	40,604	7,903	2,561	4,005	5,273	1,095	877	1,729	617	761	1,091	298	66,814
Feb.	40,252	8,109	2,679	4,056	5,222	1,131	1,139	1,684	612	673	1,413	306	67,276
Mar.	39,801	8,839	2,934	4,173	5,528	1,025	1,164	2,085	579	624	1,360	315	68,377
Apr.	39,537	8,702	3,050	4,130	4,979	1,031	1,195	2,084	857	607	1,236	338	67,796
May	38,524	8,125	3,592	4,188	4,569	1,085	1,077	2,024	920	660	882	335	65,981
Jun.	40,269	7,978	4,156	4,739	4,726	837	864	2,037	965	651	772	407	68,401
Jul.	41,588	7,511	4,551	5,129	4,980	856	935	1,979	928	634	671	377	70,189
Aug.	43,246	6,322	4,636	5,372	3,819	922	987	2,057	759	619	696	398	70,382
Sep.	41,707	6,354	4,466	5,256	3,447	949	1,130	2,022	707	583	572	419	67,662
Oct.	42,749	5,771	4,003	5,443	3,300	939	1,113	2,079	715	623	571	493	67,799
Nov.	44,123	5,513	4,107	5,639	3,516	930	1,006	2,079	726	1,028	611	561	69,869
Dec.	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	606	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
June	41,174	4,536	3,881	6,011	4,766	918	1,000	1,853	580	1,073	1,458	500	67,750
July	42,113	4,433	3,967	6,322	3,297	923	1,031	1,989	573	996	1,441	417	67,502
August	43,020	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	3,302	6,294	2,848	964	986	1,908	576	929	1,144	439	68,129
October	44,675	4,067	3,916	6,294	2,955	959	942	1,768	530	1,032	1,109	432	68,670

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matape, 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—UNEMPLOYMENT

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

Year		Technical and Clerical	Skilled	Semi- Skilled	Unskilled	Total
1939	..	—	—	—	—	2,583
1940	..	—	—	—	—	5,089
1941	..	—	—	—	—	9,071
1942	..	—	—	—	—	8,129
1943	..	—	—	—	—	4,170
1944	..	—	—	—	—	1,875
1945	..	369	1,104	411	2,653	4,537
1946	..	1,303	3,012	1,341	10,130	15,786
1947	..	915	1,417	911	4,161	7,404
1948	..	1,355	1,563	1,311	6,118	10,347
1949	..	1,807	1,616	1,767	9,590	14,780
1949	January	168	185	139	585	1,067
	February	127	117	102	375	721
	March	185	209	171	600	1,165
	April	103	134	146	542	925
	May	199	190	195	966	1,550
	June	143	91	142	823	1,199
	July	152	97	171	1,536	1,956
	August	143	132	154	1,542	1,971
	September	122	100	139	795	1,166
	October	107	106	105	754	1,072
	November	204	136	171	541	1,052
	December	164	119	132	531	946
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
	Aug.	222	122	91	774	1,209
	Sept.	282	179	131	540	1,132
	October	279	195	114	568	1,156

TABLE VI—UNEMPLOYMENT

Table showing the number of Unemployed Persons Registered and the number placed in Employment during the Month of October, 1950.

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central (Colombo) ..	403	101	651	141	619	47	1,860	237	3,533	526
Negombo ..	57	5	58	21	78	24	253	54	446	104
Kalutara ..	58	12	43	5	153	—	219	18	473	35
Galle ..	94	51	53	2	111	1	257	1	520	55
Kandy ..	127	9	109	1	300	11	464	34	1,000	55
Nawalapitiya ..	1	—	7	—	29	—	49	15	86	15
Kurunegala ..	32	33	15	3	56	3	70	6	173	45
Jaffna ..	105	28	16	1	152	9	101	41	374	72
Ratnapura ..	18	15	7	—	16	—	19	—	60	15
Badulla ..	41	2	32	—	59	8	134	23	166	31
Batticaloa ..	36	6	22	14	52	—	310	136	420	156
Trincomealee ..	12	5	15	1	40	7	20	—	87	13
Women's ..	67	12	57	6	70	6	198	3	392	27
Total ..	1,051	279	1,090	195	1,735	114	3,954	568	7,830	1,156

TABLE VII—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 ..	42	Not available	Not available	5	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	55	28,875	153,388‡
1946 ..	87	15,259	31,830‡	69	39,237	250,866
1947 ..	53	11,849	190,657	52	43,485	544,174
1948 ..	32	4,516	31,349‡	20	1,065	2,497‡
1949 ..	66	477,412	681,340	28	2,874	14,576‡
1949 January	4	11,207‡	12,145	4	380	1,546‡
February	1	450	450	2	90	123
March	2	522	40,073	5	138	218‡
April ..	2	515	4,203	2	855	995
May ..	2	386	386	3	187	256‡
June	4	1,146	2,580	—	—	—
July	7	432,384§	432,332	2	248	6,800
August	6	3,874	21,217	4	311	1,379
September	6	16,597¶	17,114	1	79	395
October	14	2,403	6,991	3	516	2,076
November	5	1,892	81,231	1	24	57
December	13	6,036	62,111	1	46	230
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	1,312	3,087	5	1,739	7,560
July	8	3,155	4,861	Nil	Nil	Nil
August	2	279	529	1	50	75
September	11	1,637+	2,056+	2	335	173

* 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.

‡ Includes a one-day token strike on 22 estates in the Gampola and Pussellawa Districts in sympathy with strikers on Melfort Estate.

§ Includes two Island-wide token strikes on July 15 and 22, as a protest against the removal of the Rubber Growing and Manufacturing Trade from the decisions of the Wages Board.

|| Includes stoppage of work on five estates on Indian Independence Day.

¶ Includes two token strikes.

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

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

**TABLE VIII—CLASSIFICATION OF THE STRIKES IN
SEPTEMBER, 1950, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>	<i>Number of Strikes</i>	<i>Number of Workers involved</i>	<i>Number of Man-days lost</i>
Plantations—Tea ..	5	682*	1,031*
Rubber ..	4	281	281
Tea-cum-Rubber ..	1	604	604
Coconut ..	—	—	—
Coconut-cum-Rubber ..	1	70	140
Total ..	11	1,637	2,056
Engineering ..	—	—	—
Printing ..	1	10	10
Motor Transport ..	—	—	—
Tea Export ..	—	—	—
Rubber Export ..	—	—	—
Coconut Manufacturing ..	—	—	—
Toddy, Arrack and Vinegar ..	—	—	—
Match Manufacturing ..	—	—	—
Plumbago ..	—	—	—
Cinema ..	—	—	—
Dock, Harbour and Port Transport ..	1	325	163
Local Government Services ..	—	—	—
Service Institutions ..	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—
Textile ..	—	—	—
Relief Schemes ..	—	—	—
Wholesale and Retail Distribution ..	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—
Beedi Manufacturing ..	—	—	—
Total ..	2	335	173
Grand Total ..	13	1,972*	2,229*

* These figures do not include information in respect of one strike.

**TABLE IX—CLASSIFICATION OF THE STRIKES IN
SEPTEMBER, 1950, BY CAUSES**

<i>Cause</i>	<i>Number of Strikes</i>		<i>Number of Workers Involved</i>	
	<i>Plantation</i>	<i>Others</i>	<i>Plantation</i>	<i>Others</i>
1. Dismissal or loss of employment in any way Failure to provide work ..	1	—	453	—
2. Wage increases. Higher rates for piece work, &c. ..	2	—	94	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	1	12	10
4. Estate rules, working arrangements, dis- cipline, disputes with sub-staff, &c. ..	1	—	120	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	2	—	70*	—
7. Factional disputes and domestic matters ..	1	—	62	—
8. External matters, e.g., arrest by Police, immorality, &c. ..	—	—	—	—
9. Assaults by employer or agent or others ..	2	1	222	325
10. General demands ..	1	—	604	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	11	2	1,637*	335

* These figures do not include information in respect of one strike.

**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	Repatria- tion on Govt. account	Left Ceylon Un- assisted	Total		
1939	.. 25,425..	3,834..	29,259..	2,975..	31,714..	34,689..	—	.. 5,430
1940	.. 2,955..	363..	3,318..	5,560..	12,578..	18,138..	—	.. 14,820
1941	.. 3,234..	350..	3,584..	8,410..	11,243..	19,653..	—	.. 16,069
1942	.. 6,585..	229..	6,814..	5,398..	33,183..	38,581..	—	.. 31,767
1943	.. 42,677..	2,076..	44,753..	1,368..	52,577..	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
1949 January	.. 1,498..	138..	1,636..	5..	3,533..	3,538..	—	.. 1,902
February	.. 2,340..	151..	2,491..	14..	5,417..	5,431..	—	.. 2,940
March	.. 4,039..	202..	4,241..	18..	5,540..	5,558..	—	.. 1,317
April	.. 4,249..	195..	4,444..	16..	5,579..	5,595..	—	.. 1,151
May	.. 5,041..	198..	5,239..	49..	6,150..	6,199..	—	.. 960
June	.. 5,578..	238..	5,816..	32..	5,223..	5,255..	561..	—
July	.. 5,626..	208..	5,834..	44..	2,613..	2,657..	3,177..	—
August	.. 3,437..	244..	3,681..	39..	3,444..	3,483..	198..	—
September	.. 3,416..	230..	3,646..	35..	3,037..	3,072..	574..	—
October	.. 2,482..	94..	2,576..	21..	2,166..	2,187..	389..	—
November	.. 2,650..	206..	2,856..	22..	1,858..	1,880..	976..	—
December	.. 1,832..	133..	1,965..	7..	1,978..	1,985..	—	.. 20
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..	—

APPENDIX I

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

Month : December, 1950.

<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>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10 ..	1 0 ..	2 10
Female worker not under 15 years ..	0 90 ..	0 76 ..	1 66
Child worker ..	0 65 ..	0 69 ..	1 34
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	0 58 ..	1 0 ..	1 58
Female worker not under 15 years ..	0 46 ..	0 76 ..	1 22
Child worker ..	0 41 ..	0 69 ..	1 10
Rubber Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10 ..	1 0 ..	2 10
Female worker not under 15 years ..	1 0 ..	0 76 ..	1 76
Child worker ..	0 75 ..	0 69 ..	1 44
Cocconut Growing Trade.			
<i>Daily Rates.</i>			
The raising and maintenance of a cocconut plantation; and			
The manufacture of copra—			
Kangany ..	0 90 ..	1 0 ..	1 90
Male not under 18 years ..	0 75 ..	1 0 ..	1 75
Female not under 18 years ..	0 60 ..	0 76 ..	1 36
Worker under 18 years ..	0 50 ..	0 69 ..	1 19
Cocconut Manufacturing Trade.			
The manufacture of desiccated cocconut ;			
The manufacture of cocconut oil ; and			
The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany ..	1 44 ..	0 98 ..	2 42
Male not under 18 years ..	1 24 ..	0 98 ..	2 22
Female not under 18 years ..	1 0 ..	0 69 ..	1 69
Worker under 18 years ..	0 75 ..	0 62 ..	1 37
Outside the Colombo area—			
Kangany ..	1 20 ..	0 98 ..	2 18
Male not under 18 years ..	1 0 ..	0 98 ..	1 98
Female not under 18 years ..	0 80 ..	0 69 ..	1 49
Worker under 18 years ..	0 60 ..	0 62 ..	1 22
“ Colombo area ” includes any place within 5 miles of the Municipal limits of Colombo.			
Piece rates have been fixed for certain processes.			
Engineering Trade.			
<i>Daily Rates.</i>			
Unskilled labourer ..	1 24 ..	1 07 ..	2 31
Semi-skilled, Grade I ..	1 44 ..	1 17 ..	2 61
Semi-skilled, Grade II ..	1 28 ..	1 17 ..	2 45
Skilled worker ..	1 80 ..	1 17 ..	2 97
Kangany ..	1 60 ..	1 17 ..	2 77
Watcher ..	1 50 ..	1 17 ..	2 67

Month: December, 1950.

Class of Worker	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Engineering Trade (contd.)			
<i>Trade Learners and Apprentices.</i>			
1st year	0 40 ..	0 35 ..	0 75
2nd year	0 56 ..	0 43 ..	0 99
3rd year	0 72 ..	0 66 ..	1 38
4th year	0 96 ..	0 78 ..	1 74
Printing Trade.			
<i>Monthly Rates.</i>			
Class A worker	100 0 ..	70 0 ..	170 0
B "	75 0 ..	52 50 ..	127 50
C "	50 0 ..	43 75 ..	93 75
D "	40 0 ..	35 0 ..	75 0
E "	37 50 ..	32 85 ..	70 35
F "	13 0 ..	15 75 ..	33 75
G "	40 0 ..	35 0 ..	75 0
Class A 1st year learner	30 0 ..	21 0 ..	51 0
B "	22 50 ..	15 75 ..	38 25
C "	20 0 ..	17 50 ..	37 50
D "	16 0 ..	14 0 ..	30 0
Class A 2nd year learner	40 0 ..	28 0 ..	68 0
B "	37 50 ..	26 25 ..	63 75
C "	25 0 ..	21 80 ..	46 80
D "	20 0 ..	17 50 ..	37 50
Class A 3rd year learner	50 0 ..	35 0 ..	85 0
B "	45 0 ..	31 50 ..	76 50
C "	30 0 ..	26 25 ..	56 25
D "	24 0 ..	21 0 ..	45 0
Class A 4th year learner	65 0 ..	45 50 ..	110 50
B "	56 25 ..	39 30 ..	95 55
C "	37 50 ..	32 85 ..	70 35
D "	30 0 ..	26 25 ..	56 25
Class A 5th year learner	80 0 ..	56 0 ..	136 0

Cigar Trade.

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

Plumbago Trade.

Daily Rates.

Underground workers—				
Basses	..	2 75	1 0	3 75
Kanganies	}	2 25	1 0	3 25
Loaders				
Overseers	..	2 8	1 0	3 8
Shift bosses	..	2 0	1 0	3 0
Blasters				
Drillers (hand and machine)				
Shaft drivers				
Stoppers (excavators)	}	1 50	1 0	2 50
Timber men				
Muckers	}	2 25	1 0	3 25
Trolley men				
Unskilled labourers	..	2 25	1 0	3 25
Ousetts or Donakatakarayas	..	2 25	1 0	3 25
Underground and surface workers—				
Electricians	}	2 50	1 0	3 50
Enginemen				
Fitters				
Hoistmen				
Mechanics	}	2 25	1 0	3 25
Pumpmen				
Winchmen	}	2 25	1 0	3 25
Checkers				
Electricians (assistants)	}	1 50	1 0	2 50
Fitters (assistants)				
Windlassmen (dabare workers)				

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Plumbago Trade (contd.)			
Surface workers—			
Carpenters } ..	2 50	1 0	3 50
Masons } ..	2 25	1 0	3 25
Overseers ..	2 0	1 0	3 0
Blacksmiths } ..	1 60	1 0	2 60
Boilermen } ..	1 50	1 0	2 50
Drill sharpeners } ..	2 0	1 0	3 0
Firewood cutters and splitters ..	1 24	1 0	2 24
Carters ..	2 0	1 0	3 0
Watchers } ..	1 24	1 0	2 24
Bakkikarayas or Banksmon ..			
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 69 cents.

Workers employed in curing and dressing—

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

(B) On different jobs—

Within the Colombo area—

Male worker not under 18 years .. 1 25 .. 1 0 .. 2 25

Female worker not under 18 years .. 0 87 .. 0 76 .. 1 63

Worker under 18 years .. 0 50 .. 0 69 .. 1 19

Outside the Colombo area—

Male worker not under 18 years .. 1 0 .. 1 00 .. 2 0

Female worker not under 18 years .. 0 70 .. 0 76 .. 1 46

Worker under 18 years .. 0 40 .. 0 69 .. 1 09

‘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 07 .. 2 31

(b) Intermediate Grade .. 1 40 .. 1 17 .. 2 57

(c) Grade I .. 1 60 .. 1 17 .. 2 77

(d) Box makers and repairers .. 1 40 .. 1 17 .. 2 57

(e) Watchers .. 1 50 .. 1 17 .. 2 67

B. Female workers not under 18 years .. 1 0 .. 0 95 .. 1 95

C. Workers over 14 years but under 15 years .. 0 60 .. 0 60 .. 1 20

“ 15 “ 16 “ .. 0 70 .. 0 65 .. 1 35

“ 16 “ 17 “ .. 0 80 .. 0 70 .. 1 50

“ 17 “ 18 “ .. 1 0 .. 0 80 .. 1 80

Rubber Export Trade.

Daily Rates.

A. Male workers not under 18 years—

(a) Grade II .. 1 24 .. 1 07 .. 2 31

(b) Intermediate Grade .. 1 40 .. 1 17 .. 2 57

(c) Grade I .. 1 60 .. 1 17 .. 2 77

(d) Watchers .. 1 50 .. 1 17 .. 2 67

B. Female workers not under 18 years .. 1 0 .. 0 95 .. 1 95

C. Workers over 14 years but under 15 years .. 0 60 .. 0 60 .. 1 20

“ 15 “ 16 “ .. 0 70 .. 0 65 .. 1 35

“ 16 “ 17 “ .. 0 80 .. 0 70 .. 1 50

“ 17 “ 18 “ .. 1 0 .. 0 80 .. 1 80

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Toddy, Arrack, and Vinegar Trade.			

Monthly Rates.

Tope kangany	100 0	—	100 0
Toddy tavern watcher	50 0	—	50 0
Tope watcher	40 0	—	40 0
Collecting station manager	60 0	—	60 0
Selling toddy at tavern	60 0	—	60 0
Selling arrack at tavern	60 0	—	60 0
Preparing spadices for tapping	45 0	—	45 0
Collecting toddy from trees in the toddy section of the trade	70 0	—	70 0
Collecting toddy from trees in the arrack section of the trade	35 0	—	35 0
Distilling toddy at distillery	60 0	—	60 0

Daily Rates.

Unskilled labourers—

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	35 0	135 0
B	90 0	35 0	125 0
C	85 0	32 50	117 50
D	100 0	35 0	135 0
E	70 0	30 0	100 0
F	67 50	35 0	102 50
G	60 0	31 50	91 50
H	50 0	31 50	81 50
J	60 0	31 50	91 50
K	90 0	31 50	121 50
L	45 0	22 50	67 50

Daily Rates.

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

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 17	2 97
Female 18 years and over	1 44	1 7	2 51
Young person over 14 and under 17 years	0 85	0 63	1 48
Young person 17 and over but under 18 years	1 15	0 80	1 95

Month: December, 1950.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
<i>Grade II—</i>			
Male 18 years and over	1 40 ..	1 17 ..	2 57
Female 18 years and over	1 12 ..	1 7 ..	2 19
Young person over 14 and under 17 years ..	0 70 ..	0 63 ..	1 33
Young person 17 and over but under 18 years ..	0 90 ..	0 80 ..	1 70
<i>Grade III—</i>			
Male 18 years and over	1 24 ..	1 7 ..	2 31
Female 18 years and over	1 0 ..	0 95 ..	1 95
Young person over 14 and under 17 years ..	0 60 ..	0 63 ..	1 23
Young person 17 and over but under 18 years ..	0 80 ..	0 80 ..	1 60
<i>Grade IV—</i>			
Watcher	1 50 ..	1 17 ..	2 67
Cinema Trade.			
<i>Within the Municipal areas.</i>			
<i>A—Non-clerical—</i>			
Unskilled	32 25 ..	27 82 ..	60 7
Semi-skilled	37 50 ..	30 42 ..	67 92
Skilled, Grade II	50 0 ..	32 24 ..	82 24
Skilled, Grade I	60 0 ..	32 24 ..	92 24
<i>B—Clerical—</i>			
Grade III	45 0 ..	28 50 ..	73 50
Grade II	50 0 ..	31 50 ..	81 50
Grade I	100 0 ..	36 50 ..	136 50
<i>Outside the Municipal areas.</i>			
<i>A—Non-clerical—</i>			
Unskilled	32 25 ..	27 82 ..	60 7
Semi-skilled	35 0 ..	30 42 ..	65 42
Skilled, Grade II	42 0 ..	32 24 ..	74 24
Skilled, Grade I	55 0 ..	32 24 ..	87 24
<i>B—Clerical—</i>			
Grade III	40 0 ..	28 50 ..	68 50
Grade II	45 0 ..	31 50 ..	76 50
Grade I	100 0 ..	36 50 ..	136 50
Dock, Harbour, and Port Transport Trade.			
<i>Manual Work.</i>			
Special Grade	65 0 ..	31 0 ..	96 0
Skilled Grade	55 0 ..	27 0 ..	82 0
Semi-skilled Grade	45 0 ..	24 0 ..	69 0
Unskilled, Grade I	37 0 ..	24 0 ..	61 0
Unskilled, Grade II	31 0 ..	24 0 ..	55 0
<i>Women Workers.</i>			
Female Kanganies	35 0 ..	24 0 ..	59 0
Female labourers	30 0 ..	24 0 ..	54 0
<i>Non-manual Workers.</i>			
Special Grade	75 0 ..	36 0 ..	111 0
Grade I	55 0 ..	27 0 ..	82 0

Month : December, 1950.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Building Trade.			
<i>Unskilled—</i>			
Male labourers—			
Not under 18 years	1 24	1 7	2 31
Female labourers—			
Not under 18 years	1 0	1 7	2 7
Unskilled labourers— (irrespective of sex)			
Under 18 years of age	0 80	1 7	1 87
Semi-skilled, Grade II	1 44	1 17	2 61
Semi-skilled, Grade I	1 60	1 17	2 77
Skilled	1 80	1 17	2 97

APPENDIX II (A)

The Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wage payable for the number of days worked during December, 1950, to Workers in the Tea Growing and Manufacturing Trade

No. of Days				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.	
1	0 55	0 50	1 05	0 45	0 38	0 33	0 32½	0 34½	0 67	1
2	1 10	1 00	2 10	0 90	0 76	1 06	0 65	0 69	1 34	2
3	2 20	2 00	4 20	1 80	1 52	3 32	1 30	1 38	2 68	3
4	3 30	3 00	6 30	2 70	2 28	4 98	1 95	2 07	4 02	4
5	4 40	4 00	8 40	3 60	3 04	6 64	2 60	2 76	5 36	5
6	5 50	5 00	10 50	4 50	3 80	8 30	3 25	3 45	6 70	6
7	6 60	6 00	12 60	5 40	4 56	9 96	3 90	4 14	8 04	7
8	7 70	7 00	14 70	6 30	5 32	11 62	4 55	4 83	9 38	8
9	8 80	8 00	16 80	7 20	6 08	13 28	5 20	5 52	10 72	9
10	9 90	9 00	18 90	8 10	6 84	14 94	5 85	6 21	12 06	10
11	11 00	10 00	21 00	9 00	7 60	16 60	6 50	6 90	13 40	11
12	12 10	11 00	23 10	9 90	8 36	18 26	7 15	7 59	14 74	12
13	13 20	12 00	25 20	10 80	9 12	19 92	7 80	8 28	16 08	13
14	14 30	13 00	27 30	11 70	9 88	21 58	8 45	8 97	17 42	14
15	15 40	14 00	29 40	12 60	10 64	23 24	9 10	9 66	18 76	15
16	16 50	15 00	31 50	13 50	11 40	24 90	9 75	10 35	20 10	16
17	17 60	16 00	33 60	14 40	12 16	26 56	10 40	11 04	21 44	17
18	18 70	17 00	35 70	15 30	12 92	28 22	11 05	11 73	22 78	18
19	19 80	18 00	37 80	16 20	13 68	29 88	11 70	12 42	24 12	19
20	20 90	19 00	39 90	17 10	14 44	31 54	12 35	13 11	25 46	20
21	22 00	20 00	42 00	18 00	15 20	33 20	13 00	13 80	26 80	21
22	23 10	21 00	44 10	18 90	15 96	34 86	13 65	14 49	28 14	22
23	24 20	22 00	46 20	19 80	16 72	36 52	14 30	15 18	29 48	23
24	25 30	23 00	48 30	20 70	17 48	38 18	14 95	15 87	30 82	24
25	26 40	24 00	50 40	21 60	18 24	39 84	15 60	16 56	32 16	25
26	27 50	25 00	52 50	22 50	19 00	41 50	16 25	17 25	33 50	26
27	28 60	26 00	54 60	23 40	19 76	43 16	16 90	17 94	34 84	27
28	29 70	27 00	56 70	24 30	20 52	44 82	17 55	18 63	36 18	28
29	30 80	28 00	58 80	25 20	21 28	46 48	18 20	19 32	37 52	29
30	31 90	29 00	60 90	26 10	22 04	48 14	18 85	20 01	38 86	30
31	33 00	30 00	63 00	27 00	22 80	49 80	19 50	20 70	40 20	31
32	34 10	31 00	65 10	27 90	23 56	51 46	20 15	21 39	41 54	32

* "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 total Minimum Wages payable for the number of days worked during December, 1950, 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.	
1	0 35	0 50	1 05	0 50	0 38	0 88	0 37½	0 34½	0 72	1
2	1 10	1 00	2 10	1 00	0 76	1 76	0 75	0 69	1 44	2
3	2 20	2 00	4 20	2 00	1 52	3 52	1 50	1 38	2 88	3
4	3 30	3 00	6 30	3 00	2 28	5 28	2 25	2 07	4 32	4
5	4 40	4 00	8 40	4 00	3 04	7 04	3 00	2 76	5 76	5
6	5 50	5 00	10 50	5 00	3 80	8 80	3 75	3 45	7 20	6
7	6 60	6 00	12 60	6 00	4 56	10 56	4 50	4 14	8 64	7
8	7 70	7 00	14 70	7 00	5 32	12 32	5 25	4 83	10 08	8
9	8 80	8 00	16 80	8 00	6 08	14 08	6 00	5 52	11 52	9
10	9 90	9 00	18 90	9 00	6 84	15 84	6 75	6 21	12 96	10
11	11 00	10 00	21 00	10 00	7 60	17 60	7 50	6 90	14 40	11
12	12 10	11 00	23 10	11 00	8 36	19 36	8 25	7 59	15 84	12
13	13 20	12 00	25 20	12 00	9 12	21 12	9 00	8 28	17 28	13
14	14 30	13 00	27 30	13 00	9 88	22 88	9 75	8 97	18 72	14
15	15 40	14 00	29 40	14 00	10 64	24 64	10 50	9 66	20 16	15
16	16 50	15 00	31 50	15 00	11 40	26 40	11 25	10 35	21 60	16
17	17 60	16 00	33 60	16 00	12 16	28 16	12 00	11 04	23 04	17
18	18 70	17 00	35 70	17 00	12 92	29 92	12 75	11 73	24 48	18
19	19 80	18 00	37 80	18 00	13 68	31 68	13 50	12 42	25 92	19
20	20 90	19 00	39 90	19 00	14 44	33 44	14 25	13 11	27 36	20
21	22 00	20 00	42 00	20 00	15 20	35 20	15 00	13 80	28 80	21
22	23 10	21 00	44 10	21 00	15 96	36 96	15 75	14 49	30 24	22
23	24 20	22 00	46 20	22 00	16 72	38 72	16 50	15 18	31 68	23
24	25 30	23 00	48 30	23 00	17 48	40 48	17 25	15 87	33 12	24
25	26 40	24 00	50 40	24 00	18 24	42 24	18 00	16 56	34 56	25
26	27 50	25 00	52 50	25 00	19 00	44 00	18 75	17 25	36 00	26
27	28 60	26 00	54 60	26 00	19 76	45 76	19 50	17 94	37 44	27
28	29 70	27 00	56 70	27 00	20 52	47 52	20 25	18 63	38 88	28
29	30 80	28 00	58 80	28 00	21 28	49 28	21 00	19 32	40 32	29
30	31 90	29 00	60 90	29 00	22 04	51 04	21 75	20 01	41 76	30
31	33 00	30 00	63 00	30 00	22 80	52 80	22 50	20 70	43 20	31
32	34 10	31 00	65 10	31 00	23 56	54 56	23 25	21 39	44 64	32

* A "child worker" means a male worker under 18 years of age or a female worker under 15 years of age.

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the total Minimum Wages payable for the number of days worked during December, 1950, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trades

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Sp. 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.	
1	0 29	0 50	0 79	0 23	0 38	0 61	0 20½	0 34½	0 55	1
2	0 58	1 0	1 58	0 46	0 76	1 22	0 41	0 69	1 10	2
3	1 16	2 0	3 16	0 92	1 52	2 44	0 82	1 38	2 20	3
4	1 74	3 0	4 74	1 38	2 28	3 66	1 23	2 7	3 30	4
5	2 32	4 0	6 32	1 84	3 4	4 88	1 64	2 76	4 40	5
6	2 90	5 0	7 90	2 30	3 80	6 10	2 5	3 45	5 50	6
7	3 48	6 0	9 48	2 76	4 56	7 32	2 46	4 14	6 60	7
8	4 6	7 0	11 6	3 22	5 32	8 54	2 87	4 83	7 70	8
9	4 64	8 0	12 64	3 68	6 8	9 76	3 28	5 52	8 80	9
10	5 22	9 0	14 22	4 14	6 84	10 98	3 69	6 21	9 90	10
11	5 80	10 0	15 80	4 60	7 60	12 20	4 10	6 90	11 0	11
12	6 38	11 0	17 38	5 6	8 36	13 42	4 51	7 59	12 10	12
13	6 96	12 0	18 96	5 52	9 12	14 64	4 92	8 28	13 20	13
14	7 54	13 0	20 54	5 98	9 88	15 86	5 33	8 97	14 30	14
15	8 12	14 0	22 12	6 44	10 64	17 8	5 74	9 66	15 40	15
16	8 70	15 0	23 70	6 90	11 40	18 30	6 15	10 35	16 50	16
17	9 28	16 0	25 28	7 36	12 16	19 52	6 56	11 4	17 60	17
18	9 86	17 0	26 86	7 82	12 92	20 74	6 97	11 73	18 70	18
19	10 44	18 0	28 44	8 28	13 68	21 96	7 38	12 42	19 80	19
20	11 2	19 0	30 2	8 74	14 44	23 18	7 79	13 11	20 90	20
21	11 60	20 0	31 60	9 20	15 20	24 40	8 20	13 80	22 0	21
22	12 18	21 0	33 18	9 66	15 96	25 62	8 61	14 49	23 10	22
23	12 76	22 0	34 76	10 12	16 72	26 84	9 2	15 18	24 20	23
24	13 34	23 0	36 34	10 58	17 48	28 6	9 43	15 87	25 30	24
25	13 92	24 0	37 92	11 4	18 24	29 28	9 84	16 56	26 40	25
26	14 50	25 0	39 50	11 50	19 0	30 50	10 25	17 25	27 50	26
27	15 8	26 0	41 8	11 96	19 76	31 72	10 66	17 94	28 60	27
28	15 66	27 0	42 66	12 42	20 52	32 94	11 7	18 63	29 70	28
29	16 24	28 0	44 24	12 88	21 28	34 16	11 48	19 32	30 80	29
30	16 82	29 0	45 82	13 34	22 4	35 38	11 89	20 1	31 90	30
31	17 40	30 0	47 40	13 80	22 80	36 60	12 30	20 70	33 0	31
32	17 98	31 0	48 98	14 26	23 56	37 82	12 71	21 39	34 10	32

* 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 December, 1950, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Manufacturing Trade								The Coconut Growing Trade				No. of Days
	Within the Colombo area				Outside the Colombo area								
	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 21	1 11	0 84	0 68	1 9	0 99	0 74	0 61	0 95	0 87	0 68	0 59	1
2	2 42	2 22	1 69	1 37	2 18	1 98	1 49	1 22	1 90	1 75	1 36	1 19	2
3	4 84	4 44	3 38	2 74	4 36	3 96	2 98	2 44	3 80	3 50	2 72	2 38	3
4	7 26	6 66	5 7	4 11	6 54	5 94	4 47	3 66	5 70	5 25	4 8	3 57	4
5	9 68	8 88	6 76	5 48	8 72	7 92	5 96	4 88	7 60	7 0	5 44	4 76	5
6	12 10	11 10	8 45	6 85	10 90	9 90	7 45	6 10	9 50	8 75	6 80	5 95	6
7	14 52	13 32	10 14	8 22	13 8	11 88	8 94	7 32	11 40	10 50	8 16	7 14	7
8	16 94	15 54	11 83	9 59	15 26	13 86	10 43	8 54	13 30	12 25	9 52	8 33	8
9	19 36	17 76	13 52	10 96	17 44	15 84	11 92	9 76	15 20	14 0	10 88	9 52	9
10	21 78	19 98	15 21	12 33	19 62	17 82	13 41	10 98	17 10	15 75	12 24	10 71	10
11	24 20	22 20	16 90	13 70	21 80	19 80	14 90	12 20	19 0	17 50	13 60	11 90	11
12	26 62	24 42	18 59	15 07	23 98	21 78	16 39	13 42	20 90	19 25	14 96	13 9	12
13	29 4	26 64	20 28	16 44	26 16	23 76	17 88	14 64	22 80	21 0	16 32	14 28	13
14	31 46	28 86	21 97	17 81	28 34	25 74	19 37	15 86	24 70	22 75	17 68	15 47	14
15	33 88	31 08	23 66	19 18	30 52	27 72	20 86	17 8	26 60	24 50	19 4	16 66	15
16	36 30	33 30	25 35	20 55	32 70	29 70	22 35	18 30	28 50	26 25	20 40	17 85	16
17	38 72	35 52	27 4	21 92	34 88	31 68	23 84	19 52	30 40	28 0	21 76	19 4	17
18	41 14	37 74	28 73	23 29	37 6	33 66	25 33	20 74	32 30	29 75	23 12	20 23	18
19	43 56	39 96	30 42	24 66	39 24	35 64	26 82	21 96	34 20	31 50	24 48	21 42	19
20	45 98	42 18	32 11	26 3	41 42	37 62	28 31	23 18	36 10	33 25	25 84	22 61	20
21	48 40	44 40	33 80	27 40	43 60	39 60	29 80	24 40	38 0	35 0	27 20	23 80	21
22	50 82	46 62	35 49	28 77	45 78	41 58	31 29	25 62	39 90	36 75	28 56	24 99	22
23	53 24	48 84	37 18	30 14	47 96	43 56	32 78	26 84	41 80	38 50	29 92	26 18	23
24	55 66	51 6	38 87	31 51	50 14	45 54	34 27	28 6	43 70	40 25	31 28	27 37	24
25	58 8	53 28	40 56	32 88	52 32	47 52	35 76	29 28	45 60	42 0	32 64	28 56	25
26	60 50	55 50	42 25	34 25	54 50	49 50	37 25	30 50	47 50	43 75	34 0	29 75	26
27	62 92	57 72	43 94	35 62	56 68	51 48	38 74	31 72	49 40	45 50	35 36	30 94	27
28	65 34	59 94	45 63	36 99	58 86	53 46	40 23	32 94	51 30	47 25	36 72	32 13	28
29	67 76	62 16	47 32	38 36	61 4	55 44	41 72	34 16	53 20	49 0	38 8	33 32	29
30	70 18	64 38	49 1	39 73	63 22	57 42	43 21	35 38	55 10	50 75	39 44	34 51	30
31	72 60	66 60	50 70	41 10	65 40	59 40	44 70	36 60	57 0	52 50	40 80	35 70	31
32	75 02	68 82	52 39	42 47	67 58	61 38	46 19	37 82	58 90	54 25	42 16	36 89	32

Note:—"Colombo Area" includes any place within 5 miles of the Municipal limits of Colombo; "Male" refers to male workers not under 18 years; "Female" to female workers not under 18 years; 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 December, 1950, 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 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.	
1	1 15½	1 28½	1 38½	1 23½	1 33½	0 97½	0 60	0 67½	0 75	0 90	1
2	2 31	2 57	2 77	2 57	2 67	1 95	1 20	1 35	1 50	1 80	2
3	4 62	5 14	5 54	5 14	5 34	3 90	2 40	2 70	3 0	3 60	3
4	6 93	7 71	8 31	7 71	8 1	5 85	3 60	4 5	4 50	5 40	4
5	9 24	10 28	11 8	10 28	10 63	7 80	4 80	5 40	6 0	7 20	5
6	11 55	12 85	13 85	12 85	13 35	9 75	6 0	6 75	7 50	9 0	6
7	13 86	15 42	16 62	15 42	16 2	11 70	7 20	8 10	9 0	10 80	7
8	16 17	17 99	19 39	17 99	18 69	13 65	8 40	9 45	10 50	12 60	8
9	18 48	20 56	22 16	20 56	21 36	15 60	9 60	10 80	12 0	14 40	9
10	20 79	23 13	24 93	23 13	24 3	17 55	10 80	12 15	13 50	16 20	10
11	23 10	25 70	27 70	25 70	26 70	19 50	12 0	13 50	15 0	18 0	11
12	25 41	28 27	30 47	28 27	29 37	21 45	13 20	14 85	16 50	19 80	12
13	27 72	30 84	33 24	30 84	32 4	23 40	14 40	16 20	18 0	21 60	13
14	30 3	33 41	36 1	33 41	34 71	25 35	15 60	17 55	19 50	23 40	14
15	32 34	35 98	38 78	35 98	37 38	27 30	16 80	18 90	21 0	25 20	15
16	34 65	38 55	41 55	38 55	40 5	29 25	18 0	20 25	22 50	27 0	16
17	36 96	41 12	44 32	41 12	42 72	31 20	19 20	21 60	24 0	28 80	17
18	39 27	43 69	47 9	43 69	45 39	33 15	20 40	22 95	25 50	30 60	18
19	41 58	46 26	49 86	46 26	48 6	35 10	21 60	24 30	27 0	32 40	19
20	43 89	48 83	52 63	48 83	50 73	37 5	22 80	25 65	28 50	34 20	20
21	46 20	51 40	55 40	51 40	53 40	39 0	24 0	27 0	30 0	36 0	21
22	48 51	53 97	58 17	53 97	56 7	40 95	25 20	28 35	31 50	37 80	22
23	50 82	56 54	60 94	56 54	58 74	42 90	26 40	29 70	33 0	39 60	23
24	53 13	59 11	63 71	59 11	61 41	44 85	27 60	31 5	34 50	41 40	24
25	55 44	61 68	66 43	61 68	64 8	46 80	28 80	32 40	36 0	43 20	25
26	57 75	64 25	69 25	64 25	66 75	48 75	30 0	33 75	37 50	45 0	26
27	60 0	66 82	72 2	66 82	69 42	50 70	31 20	35 10	39 0	46 80	27
28	62 37	69 39	74 79	69 39	72 09	52 65	32 40	36 45	40 50	48 60	28
29	64 68	71 96	77 56	71 96	74 76	54 60	33 60	37 80	42 0	50 40	29
30	66 99	74 53	80 33	74 53	77 43	56 55	34 80	39 15	43 50	52 20	30
31	69 30	77 10	83 10	77 10	80 10	58 50	36 0	40 50	45 0	54 0	31
32	71 61	79 67	85 87	79 67	82 77	60 45	37 20	41 85	46 50	55 80	32

* Applicable to Tea Export Trade only.

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1950, 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.	
1	1 15	1 30	1 22	1 48	1 38	1 33	0 87	0 49	0 69	0 87	1
2	2 31	2 61	2 45	2 97	2 77	2 67	0 75	0 99	1 38	1 74	2
3	4 62	5 22	4 90	5 94	5 54	5 34	1 50	1 98	2 76	3 48	3
4	6 93	7 83	7 35	8 91	8 31	8 1	2 25	2 97	4 14	5 22	4
5	9 24	10 44	9 80	11 88	11 8	10 68	3 0	3 96	5 52	6 96	5
6	11 55	13 5	12 25	14 85	13 85	13 35	3 75	4 95	6 90	8 70	6
7	13 86	15 66	14 70	17 82	16 62	16 02	4 50	5 94	8 28	10 44	7
8	16 17	18 27	17 15	20 79	19 39	18 69	5 25	6 93	9 66	12 18	8
9	18 48	20 88	19 60	23 76	22 16	21 36	6 0	7 92	11 4	13 92	9
10	20 79	23 49	22 5	26 73	24 93	24 3	6 75	8 91	12 42	15 66	10
11	23 10	26 10	24 50	29 70	27 70	26 70	7 50	9 90	13 50	17 40	11
12	25 41	28 71	26 95	32 67	30 47	29 37	8 25	10 89	15 18	19 14	12
13	27 72	31 32	29 40	35 64	33 24	32 4	9 0	11 88	16 56	20 88	13
14	30 3	33 93	31 85	38 61	36 1	34 71	9 75	12 87	17 94	22 62	14
15	32 34	36 54	34 30	41 58	38 78	37 38	10 50	13 86	19 32	24 36	15
16	34 65	39 15	36 75	44 55	41 55	40 5	11 25	14 85	20 70	26 10	16
17	36 96	41 76	39 20	47 52	44 32	42 72	12 0	15 84	22 8	27 84	17
18	39 27	44 37	41 65	50 49	47 9	45 39	12 75	16 83	23 46	29 58	18
19	41 58	46 98	44 10	53 46	49 86	48 6	13 50	17 82	24 84	31 32	19
20	43 89	49 59	46 55	56 43	52 63	50 73	14 25	18 81	26 22	33 6	20
21	46 20	52 20	49 0	59 40	55 40	53 40	15 0	19 80	27 60	34 80	21
22	48 51	54 81	51 45	62 37	58 17	56 7	15 75	20 79	28 98	36 54	22
23	50 82	57 42	53 90	65 34	60 94	58 74	16 50	21 78	30 36	38 28	23
24	53 13	60 3	56 35	68 31	63 71	61 41	17 25	22 77	31 74	40 2	24
25	55 44	62 64	58 80	71 28	66 48	64 8	18 0	23 76	33 12	41 76	25
26	57 75	65 25	61 25	74 25	69 25	66 75	18 75	24 75	34 50	43 50	26
27	60 6	67 86	63 70	77 22	72 2	69 42	19 50	25 74	35 88	45 24	27
28	62 37	70 47	66 15	80 19	74 79	72 9	20 25	26 73	37 26	46 98	28
29	64 68	73 8	68 60	83 16	77 56	74 76	21 0	27 72	38 61	48 72	29
30	66 99	75 69	71 5	86 13	80 33	77 43	21 75	28 71	40 2	50 46	30
31	69 30	78 30	73 50	89 10	83 10	80 10	22 50	29 70	41 40	52 20	31
32	71 61	80 91	75 95	92 07	85 87	82 77	23 25	30 69	42 78	53 94	32

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during December, 1950, 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			
	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		
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 48½	1 25½	0 74	0 97½	1 28½	1 9½	0 66½	0 85	1 15½	0 97½	0 61½	0 80	1 38½	1
2	2 97	2 51	1 48	1 95	2 57	2 19	1 33	1 70	2 31	1 95	1 23	1 60	2 67	2
3	5 94	5 2	2 96	3 90	5 14	4 38	2 66	3 40	4 82	3 90	2 46	3 20	5 34	3
4	8 91	7 53	4 44	5 85	7 71	6 57	3 99	5 10	6 93	5 85	3 69	4 80	8 01	4
5	11 88	10 4	5 92	7 80	10 28	8 76	5 32	6 80	9 24	7 80	4 92	6 40	10 68	5
6	14 85	12 55	7 40	9 75	12 85	10 95	6 65	8 50	11 55	9 75	6 15	8 0	13 35	6
7	17 82	15 6	8 88	11 70	15 42	13 14	7 98	10 20	13 86	11 70	7 38	9 60	16 02	7
8	20 79	17 57	10 36	13 65	17 99	15 83	9 31	11 90	16 17	13 65	8 61	11 20	18 69	8
9	23 76	20 8	11 84	15 60	20 56	17 52	10 64	13 60	18 48	15 60	9 84	12 80	21 36	9
10	26 73	22 59	13 32	17 55	23 13	19 71	11 97	15 30	20 79	17 55	11 7	14 40	24 3	10
11	29 70	25 10	14 80	19 50	25 70	21 90	13 30	17 0	23 10	19 50	12 30	16 0	26 70	11
12	32 67	27 61	16 28	21 45	28 27	24 9	14 63	18 70	25 41	21 45	13 53	17 60	29 37	12
13	35 64	30 12	17 76	23 40	30 84	26 28	15 96	20 40	27 72	23 40	14 76	19 20	32 4	13
14	38 61	32 63	19 24	25 35	33 41	28 47	17 29	22 10	30 3	25 35	15 99	20 80	34 71	14
15	41 58	35 1	20 72	27 30	35 98	30 66	18 62	23 80	32 34	27 30	17 22	22 40	37 38	15
16	44 55	37 65	22 20	29 25	38 55	32 85	19 95	25 50	34 65	29 25	18 45	24 0	40 5	16
17	47 52	40 16	23 68	31 20	41 12	35 4	21 28	27 20	36 96	31 20	19 68	25 60	42 72	17
18	50 49	42 67	25 16	33 15	43 69	37 23	22 61	28 90	39 27	33 15	20 91	27 20	45 39	18
19	53 46	45 18	26 64	35 10	46 26	39 42	23 94	30 60	41 58	35 10	22 14	28 80	48 6	19
20	56 43	47 69	28 12	37 5	48 83	41 61	25 27	32 30	43 89	37 5	23 37	30 40	50 73	20
21	59 40	50 20	29 60	39 0	51 40	43 80	26 60	34 0	46 20	39 0	24 60	32 0	53 40	21
22	62 37	52 71	31 8	40 95	53 97	45 99	27 93	35 70	48 51	40 95	25 83	33 60	56 7	22
23	65 34	55 22	32 56	42 90	56 54	48 18	29 26	37 40	50 82	42 90	27 6	35 20	58 74	23
24	68 31	57 73	34 4	44 85	59 11	50 37	30 59	39 10	53 13	44 85	28 29	36 80	61 41	24
25	71 28	60 24	35 52	46 80	61 68	52 56	31 92	40 80	55 44	46 80	29 52	38 40	64 8	25
26	74 25	62 75	37 0	48 75	64 25	54 75	33 25	42 50	57 75	48 75	30 75	40 0	66 75	26
27	77 22	65 26	38 48	50 70	66 82	56 94	34 58	44 20	60 6	50 70	31 98	41 60	69 42	27
28	80 19	67 77	39 96	52 65	69 39	59 13	35 91	45 90	62 37	52 65	33 21	43 20	72 69	28
29	83 16	70 28	41 44	54 60	71 96	61 32	37 24	47 60	64 68	54 60	34 44	44 80	74 76	29
30	86 13	72 79	42 92	56 55	74 53	63 51	38 57	49 30	66 99	56 55	35 67	46 40	77 43	30
31	89 10	75 30	44 40	58 50	77 10	65 70	39 90	51 0	69 30	58 50	36 90	48 0	80 10	31
32	92 07	77 81	45 88	60 45	79 67	67 89	41 23	52 70	71 61	60 45	38 13	49 60	82 77	32

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1950, 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.	
1	1 15½	1 3½	0 03½	1 30½	1 33½	1 48½	1
2	2 31	2 7	1 87	2 61	2 77	2 97	2
3	4 02	4 14	3 74	5 22	5 54	5 94	3
4	6 03	6 21	5 61	7 83	8 31	8 91	4
5	8 24	8 28	7 48	10 44	11 8	11 88	5
6	11 55	10 35	9 35	13 5	13 85	14 85	6
7	13 86	12 42	11 22	15 66	16 62	17 82	7
8	16 17	14 49	13 9	18 27	19 39	20 79	8
9	18 48	16 56	14 96	20 88	22 16	23 76	9
10	20 79	18 63	16 83	23 49	24 93	26 73	10
11	23 10	20 70	18 70	26 10	27 70	29 70	11
12	25 41	22 77	20 57	28 71	30 47	32 67	12
13	27 72	24 84	22 44	31 32	33 24	35 64	13
14	30 3	26 91	24 31	33 93	36 1	38 61	14
15	32 34	28 98	26 18	36 54	38 78	41 58	15
16	34 65	31 5	28 5	39 15	41 55	44 55	16
17	36 96	33 12	29 92	41 76	44 32	47 52	17
18	39 27	35 19	31 79	44 37	47 9	50	18
19	41 58	37 26	33 66	46 98	49 86	53 46	19
20	43 89	39 33	35 33	49 59	52 63	56 43	20
21	46 20	41 40	37 40	52 20	55 40	59 40	21
22	48 51	43 47	39 27	54 81	58 17	62 37	22
23	50 82	45 54	41 14	57 42	60 94	65 34	23
24	53 13	47 61	43 1	60 3	63 71	68 31	24
25	55 44	49 68	44 88	62 64	66 48	71 28	25
26	57 75	51 75	46 75	65 25	69 25	74 25	26
27	60 6	53 82	48 62	67 86	72 2	77 22	27
28	62 37	55 89	50 49	70 47	74 79	80 19	28
29	64 68	57 96	52 36	73 8	77 56	83 16	29
30	66 99	60 3	54 23	75 69	80 33	86 13	30
31	69 30	62 10	56 10	78 30	83 10	89 10	31
31	71 61	64 17	57 97	80 91	85 87	92 07	31

"Unskilled Male" means a male 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.

