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CEYLON

LABOUR GAZETTE

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PROTECTION OF SHOPS WORKERS

The Aim of the Ordinance

The caption of the Shops Ordinance, No. 66 of 1938, indicates that the intention of the Ordinance is to provide for the regulation of the employment of persons in shops and for the control of the hours of business in shops. The Ordinance which was passed in 1938 has been in force since August 1, 1939. The aim behind the Ordinance is to achieve working conditions for employees in shops in keeping with advanced international standards. Although the Ordinance is applicable to the Island in its entirety, it is in operation only in the various Municipal and Urban Council areas.

Administration

The administration of this Ordinance is in the hands of the Commissioner of Labour, who is assisted in this work by the Deputy Commissioner, Assistant Commissioners and Inspectors of Labour. These officers are vested with power to enter any shop or any part of a shop at all reasonable hours by day or by night for the purpose of examining the records and notices which are required to be kept under the Ordinance and of ascertaining whether the provisions of the Ordinance are being complied with. The officers are also empowered to question persons whom they find in a shop and whom they have reasonable cause to believe are employees in or about the business of the shop. The Ordinance requires the occupier of any shop and his agents and servants to facilitate the work of the prescribed officers, and any person who wilfully delays or obstructs the performance of these duties is liable to prosecution and penalties of a fine of one hundred rupees or to imprisonment of either description for a period not exceeding six months.

Definition of "Shop" and "Occupier"

For the purposes of the Ordinance a 'Shop' has been defined as any premises in which any retail or wholesale trade or business is carried on, and includes premises in which the business of a barber or hair-dresser or the sale of articles of food or drink is carried on. The Ordinance, however, does not cover the business carried on in any prescribed premises or the premises in which any prescribed trade or business is carried on. Section 32 of the Ordinance exempts from the provisions of the Ordinance—

- (a) any bazaar or sale of work for charitable or other purposes from which no private profit is derived and which is less than a month in duration (the Minister, however, may extend the duration of such a sale or bazaar); and

- (b) the business carried on by an undertaker in connection with funerals.

In addition to these two exemptions in the principal Ordinance, the regulations provide for the exemption of:—

- (a) the business carried on by a pharmacist, chemist or druggist registered under the Medical Ordinance (Chapter 90), and
(b) the business of a Post Office.

It will, therefore, be seen that with these few exceptions, every business which falls the popular description 'shop' comes within the ambit of the Shops Ordinance.

It will at this stage be useful to examine on whom rests principally the liability for the observance of the Regulations. A reading of the Ordinance will show that the major liability for the observance of the provisions of the Shops Ordinance has been imposed upon the "occupier" of each shop. It is, therefore, necessary to understand clearly what is meant by the term occupier. The Ordinance has defined the occupier of a shop as the owner of the business of that shop or any person having the charge or the general management and control of that shop. It will thus be seen that the owner of a shop, even though he may be absent from the premises, is responsible for the proper observance of the regulations in his shop. This is emphasized by the provision in the Ordinance which prescribes that an occupier shall, in the case of an offence being proved, have the opportunity of bringing before the Court the real offender and establishing to the satisfaction of the Court that he, the occupier, had used due diligence to ensure compliance with the provisions of the Ordinance and that the other person had committed the offence without his knowledge, consent or connivance.

Who is a Shop Employee?

We may next consider what is meant by the phrase 'employed in or about the business of a shop'. According to the provisions of the Ordinance, a person is said to be employed in or about the business of a shop if he is wholly or mainly employed—

- (a) in the shop in connection with the serving of customers or the receipt of orders or the despatch or delivery of goods;
or
(b) in the service of the shop on any work whether within the shop or outside it, which is ancillary to the business carried on in that shop.

That is to say, even a delivery peon engaged for the purpose of delivering customers' purchases to their residences would be a person employed in or about the business of a shop. It is not essential that a person should be paid for this work in order to be deemed to be so employed. The provisions, however, exclude a person whose only employment in the service of the shop is in the capacity of a caretaker.

Working Hours

The hours of work of shop employees have been restricted by section 3 of the Ordinance. This section provides that any person may be employed in or about the business of a shop for a period not exceeding 8 hours per day subject to a maximum aggregate of 45 hours in any one week. This, however, is purely working time and

does not include any interval allowed for rest or a meal under the provisions of the Ordinance nor does it include such interruption as involved in a "spread-over" permitted by means of regulations. In the absence of regulations permitting a break, the working day should be a continuous period.

An occupier of a shop is precluded from knowingly employing on any day in his shop a person who has been on the same day previously employed in another shop or in a factory for any period longer than will, together with the time during which he has been so previously employed on that day, complete the number of hours which go to make up the normal working day of that worker.

Overtime

With regard to the working of overtime, regulations may be made prescribing the periods for which persons may be employed overtime in or about the business of a shop and also the conditions subject to which persons may be so employed and the method of computing the remuneration which shall be paid in respect of such overtime work. Regulations in force have restricted the period of overtime employment in any one week to 12 hours and require the payment of additional remuneration for such overtime work at $1\frac{1}{4}$ times the 'hourly rate' of wages. The Shops Ordinance does not prescribe minimum rates of wages payable to shop employees. The rate of wages is thus a matter of contractual bargaining between occupier and employee. But once this rate has been determined, the overtime rate must strictly be based upon the contractual rate of wages. Failure to pay overtime at the correct rate is a breach of the Shops Ordinance. The regulations prescribe that the 'hourly rate' shall be one eighth of the daily rate of wages and the daily rate is to be determined in the case of monthly wages by dividing the monthly rate by the number of days in the month.

Weekly and Annual Holidays

Shop employees must be allowed weekly and annual holidays. As far as weekly holidays are concerned, every person employed in or about the business of a shop, is entitled to one whole holiday and one half-holiday each week with full wages. For the purposes of this regulation a week is the period between midnight on any Saturday night and midnight on the succeeding Saturday night. A full holiday is a day on which a person is not employed during any period on that day, whilst a half-holiday means a day on which the employment of a shop employee ceases not later than 2 o'clock in the afternoon and on which the employee is not employed for more than 5 hours exclusive of any interval for meals or rest or any permitted interruption.

The entitlement relating to annual holidays is that any person employed in or about the business of a shop—

- (a) shall be entitled to take and shall take a holiday of seven consecutive days with full wages; and
- (b) shall, subject to such conditions as may be prescribed, be entitled to take on account of private business, ill-health or other reasonable cause, leave with full wages for periods not exceeding 14 days in the aggregate.

The occupier of a shop is bound to allow such holidays and leave and is liable to pay wages during these periods of absence. It should be noted that this entitlement only accrues after a period of one

year's continuous employment and the holidays must be taken and allowed in the year succeeding. It is not possible for occupier and employee to avoid or modify, by agreement, the liability relating to holidays and leave. The term 'year' in this connection means any period of 12 months and is personal to the employee. That is to say, if a shop assistant starts work on June 1 in any year his first year of employment will be until May 31 following and thereafter his service year for this purpose will be from June to May, as long as he is employed in that shop.

Intervals for Rest and Meals

Reference has been made above to intervals for rest or a meal. The Ordinance includes a schedule which sets out the intervals which must be allowed to shop employees for rest or meals. Any employee whose hours of work include 11 a.m. to 2 p.m. shall be allowed an interval of one hour, commencing between those hours, for rest or a meal, and a similar interval where the hours of work include 7 p.m. to 10 p.m. Where the hours of work include 4 p.m. to 6 p.m. an interval of half an hour must be allowed. In addition to this every person employed in or about the business of a shop must be allowed an interval of half an hour for rest at the termination of each period of 4 hours of continuous employment. If, however, the period of 4 hours terminates between the hours mentioned earlier, the interval of half an hour will give place to the interval prescribed in respect of the particular period of the day.

In connection with all these provisions relating to the employment of a person in or about the business of a shop it is essential to note that a shop assistant is deemed to be employed throughout the period during which he is at the disposal of the occupier of the business but excluding any intervals allowed under the provisions of the Ordinance and any permitted interruptions in the continuity of the 'working day'.

Women, Young Persons and Children

There is a complete prohibition of the employment of persons under the age of 14 in shops. Persons above the age of 14 and under the age of 18 may be employed only between the hours of 6 a.m. and 6 p.m. on any day. In the case of women above the age of 18 their hours of work must similarly be confined within the period 6 a.m. to 6 p.m. subject to the proviso that women who are employed in hotels or restaurants may be employed until, but not later than, 10 p.m.

Arrangements for Health and Comfort of Shop Assistants

Five sections of the Ordinance are devoted to arrangements for the health and comfort of shop assistants. These sections cover such matters as the provision of lighting and ventilation, residence and taking of meals in shops, provision of sanitary conveniences and seats for female assistants. In view of the acute shortage of building accommodation in the country, these provisions have not been enforced, with the exception of the provision that shops employing female assistants must provide seats behind the counters or in some such other suitable position in the proportion of at least one seat to every 3 female assistants employed.

Closing Orders

Sections 15 to 18 of the Ordinance provide for the control of hours of business in shops. The Minister of Labour and Social Services is empowered in his discretion to make orders specifying the hours during which shops may be kept open for the serving of customers. Variations may be made in respect of the different days of the week and total closure imposed on a particular day of the week. A wide discretion is allowed which provides for differentiation as between classes of shops, areas, periods of the year and types of sales and includes incidental, supplemental or consequential matters which appear necessary or expedient to the Minister. Before the Minister may make a Closing Order it is necessary for him to notify his intention to make such an Order in the *Government Gazette* and in one Sinhalese, one Tamil and two English newspapers, together with full particulars relating to the Order he proposes to make. He is also obliged to specify a date on or before which objections to the proposed Order will be received by him. All objections must be preferred in writing and should contain a full statement of the grounds upon which the objection is made and the Minister has the necessary power to investigate any objection. Before the Closing Order becomes law it must be published in the *Gazette* and brought before Parliament for approval and ratification.

It is an offence for shops to be kept open for the serving of customers in contravention of any provision of a Closing Order. The occupier should see that no customer is permitted to enter his shop at times when it is required to be closed under the provisions of this Ordinance. A safe-guard has been provided for, however, that where a customer is in the shop at the hour at which the shop has to be closed on a day, the customer may be served with his requirements within half an hour of the closing time.

Notices and Records

The rest of the Ordinance is devoted to miscellaneous and procedural matters. It would suffice for our present purpose to discuss only the most important of these. The law imposes upon the occupier of a shop the duty of keeping certain records. These may be divided into 2 categories, namely, (a) a Notice, and (b) a Record of the hours of work, &c. Regarding (a) the occupier is required to keep a list of persons employed in or about the business of his shop, which list should also contain other particulars which may be prescribed under the regulations. Regulations prescribe that this notice should be maintained in Form I. These forms are printed and are available for sale at most printers' establishments. The principal requirements in regard to this form, which must be carefully noted, are that it must be exhibited so that any person whom it affects shall have ready access to it and be enabled to see and read it. The form should be certified as correct by the occupier and should be renewed whenever it becomes defaced or otherwise ceases to be clearly legible. It must at all times be kept strictly up-to-date.

Regarding (b) the occupier is required to keep, in the prescribed form and manner, records of hours actually worked by each person employed in or about the business of the shop, including particulars of all overtime work done by each such person. The forms prescribed are known as Forms J. 1, J. 2 and J. 3. Forms J. 1 and J. 2 must be

kept by occupiers of shops in the service of which 50 or more persons are employed. The Commissioner of Labour may approve of the use of any mechanical device for the purpose of recording the times of arrival and departure of shop employees in lieu of Form J. 2. Shops employing under 50 persons must maintain the required records in Form J. 3. As in the case of Form I., these forms are printed and are available for sale.

Occupier's Right to bring Actual Offender before Court

Reference has been made earlier to the possibility of an occupier who is charged with an offence bringing before the Court the actual offender. This is covered by section 28 of the Ordinance which sets out the procedure by which this may be done. According to this section where the occupier is charged with an offence he may, after giving the prosecution not less than 3 days notice of his intention to do so, make a complaint to Court under section 148 of the Criminal Procedure Code to have the person whom he charges as the actual offender brought before the Court. After the prosecution proves the commission of the offence, the occupier if he can prove to the satisfaction of the Court that he has used due diligence to enforce the provisions of the Ordinance and that the other person has committed the offence without his knowledge, consent or connivance, shall be acquitted of the offence and that other person shall be convicted of the offence.

Penalties

Sections 23, 24 and 25 provide for penalties for the various offences and section 26 provides that all offences under the Ordinance may be tried summarily before a Magistrate. It should be noted that where an offence for which the occupier of a shop is liable under the Ordinance has actually been committed by a Manager, Agent, Servant or other person, that other person is also liable to a similar penalty as if he were the occupier of the shop. As far as the generality of the offences is concerned, a fine of Rs. 25 or one month's imprisonment has been prescribed for a first offence, a fine not exceeding Rs. 50 or 3 months imprisonment for a second and a fine not exceeding Rs. 100 or 6 months imprisonment for a third or subsequent offence. Experience indicates that these maxima are inadequate and the punishments actually imposed therefore do not have a sufficiently deterrent effect on offenders under this Ordinance. Complaints which are made with regard to the enforcement of this Ordinance tend to ignore these difficulties.

Work of the Department of Labour

The enforcement of the provisions of the Ordinance is in the hands of the Labour Inspectorate. Six Inspectors are fully occupied with this work in Colombo, while in the outstations it is attended to by the Inspectors in the respective areas (in addition to other labour work) under the direct supervision of Assistant Commissioners of Labour. An appreciation of the work done in connection with the enforcement of the law can be obtained from statistics from returns available in the Department of Labour. It is estimated that there are 6,022 shops in the Colombo Municipal area, 687 in the Galle and 411 in the Kandy Municipal areas. There are 6,013 shops in the various Urban Council

areas while there are in the Municipalities of Jaffna 412 shops, of Kurunegala 295 and of Nuwara Eliya 130. Inspectors of the Department of Labour have carried out shops inspections as follows:—

<i>Year</i>	<i>Colombo</i>	<i>Outstation</i>
1948	1165 ..	2628
1949	1709 ..	2345
1950 up to June ..	1278 ..	2590

It will be seen from these figures that in the first half of this year the shops inspections in outstations have exceeded the total number carried out last year whilst in Colombo they are well in excess of two-thirds the figure for last year. In 1948, about 120 prosecutions were launched for breaches of the Ordinance relating to the maintenance of records, &c., whilst in 1949 the figure was 113.

The Inspectors patrol the Colombo Municipal area twice each day, as a rule, whilst the outstation areas are patrolled as frequently as possible. The purpose is to enforce the observance of closing hours imposed under the Closing Orders made by the Minister. Wherever sufficient evidence is available, breaches of the Closing Orders detected result in prosecutions being launched. About 420 prosecutions were launched in 1948 for breaches of the Closing Orders whilst in 1949 the figure was 639.

Co-operation by Occupiers and Employees

There are two essential ingredients of successful enforcement of labour legislation which unfortunately are lacking in Ceylon—that is co-operation by employers and workers and assistance from the general public. It is the experience of Inspecting Officers in the Department of Labour that they have in the main to enforce the provisions of the law single-handed. Co-operation from even shop employees is not forthcoming and in fact it is felt that employees often act in collusion with the occupier in trying to out-wit the Inspecting Officers' vigilance. A case arose recently in Bandarawela where a person was sentenced to six weeks imprisonment for obstructing a Labour Inspector in his work. Whilst there are a few instances of active obstruction of this nature, the officers have practically daily to contend with obstruction through lack of co-operation both from occupiers and employees in their work. This is particularly apparent in the case of violation of Closing Orders. Officers enter a shop where a sale is going on only to be told by the employee that he is merely present and not working and that he is not engaged in conducting a sale. It should not be thought that all occupiers act in defiance of the provisions of the Ordinance. The larger and well established shops are found to be most meticulous in their observance of the Act. By far the majority of occupiers however do not take pains to observe the provisions in its entirety, especially, the Closing Orders.

Assistance from the General Public

The general public and public opinion itself can assist materially in the enforcement of Closing Orders. It is rarely, if at all, that a member of the public is found willing to give his name and address when the officers of this Department detect a sale after closing hours. Invariably the experience of officers is that the customer walks away having denied his intention to make a purchase at that particular time.

Successful action in Court is therefore only possible when offenders are caught red-handed and the officers are themselves able to observe the 'service of customers' in its entirety. In spite of this handicap a large number of prosecutions have been launched. However, a complete observance of Closing Orders will be possible if the general public will co-operate by not making purchases from shops after hours in which case the occupiers will find that keeping their establishments open after hours will be a waste of time. In Bombay and Madras it is reported that employer, employee and public alike look on the Shops Act in those towns with a high sense of civic consciousness and feel themselves obliged to comply with the provisions of the law. If the general public in this country will learn to appreciate the objects of this piece of social legislation, which is to ensure necessary rest to a class of worker solely in need of it, and will assist by confining their purchases to ordinary shopping hours, it will be possible to achieve satisfactory compliance with the provisions of the Law. Labour inspection cannot work successfully in isolation.

There is another way in which the public can assist in the satisfactory functioning of this piece of legislation and that is by indicating to the Commissioner of Labour ways in which the Closing Orders and other regulations may be improved upon. All such suggestions will receive careful consideration and every effort will be made to give the maximum benefit to each group with the minimum of inconvenience.

Contributed by:

D. H. GREVE,
Assistant Commissioner of Labour.

WAGES AND MANAGEMENT

There seem to be some who still worry about wages—"high" wages, they call them. How does Industry look at this question of wages for the future? How does it regard "high" wages? Its attitude is very clear: no wages are "high" that are earned. Wages are "too high" only when they are not earned. Fifty dollars a day earned would be none too "high" and would probably build a foundation for still higher earnings; whereas one dollar a day unearned would be much too high, and in time would ruin the source even of that. For wages are simply a part of the product, and until they are produced they cannot be paid.

Wages are not the result of the employer's generosity, nor of the ability of the employee to bring pressure to bear; they derive from the acceptance of a product by the public. The story of American Management—which is a very distinct thing in the world—is its continuous and successful effort to invent methods which will enable employees to earn more—not by working harder (it is not always the most laborious work that earns or produces most), but by working more effectively. American Management has made it possible for a man to work with less hard physical effort and for less time, and yet make his work worth more. That is one of the things American Management has a right to be proud of, and along that line it will not slacken its efforts. The principal wage-increasing force in American history has been American Management.

Henry Ford II.

GUIDE TO EMPLOYERS*—III

THE MOTOR TRANSPORT TRADE

Description of the Motor Transport Trade

The notification published under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, in *Government Gazette* No. 9,481 of November 2, 1945, sets out the following list of workers whose work falls under this trade:—

- (1) drivers of hiring cars, omnibuses, lorries, cabs, vans, ambulances and hearses;
- (2) conductors of omnibuses;
- (3) clerks, cashiers, ticket clerks, or booking clerks employed on omnibuses;
- (4) cleaners and porters of hiring cars, omnibuses, lorries, cabs, vans, ambulances and hearses;
- (5) omnibus inspectors and checkers;
- (6) omnibus supervisors and stand managers;
- (7) time-keepers at omnibus stands.

A Wages Board has been set up to determine minimum terms and conditions for workers in the trade.

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 time work, the overtime rate, the annual holidays, a special rate for work done on days in excess of the specified number of working days in the month and a special overtime rate in respect of work in excess of the normal working day on such days.

Normal Working Day

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

Minimum Rates of Wages for Time Work

The minimum time rate consists of a basic rate and a special allowance. The basic and special allowance rates for each of the different classes of workers in the trade are set out in the notification under section 27 (3) of the Wages Boards Ordinance, published in *Government Gazette* No. 9,667 of February 14, 1947, as amended by the notifications published in *Gazette* No. 9,693 of April 25, 1947, and No. 10,147 of September 1, 1950.

Workers employed on a temporary basis must be paid at daily rates whilst permanent workers must be paid at monthly rates.

The rate of special allowance per month or per day, as the case may be, payable in any month varies with the cost of living index number published by the Director of Statistics.

* "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.

Notification regarding Special Allowance

The Commissioner of Labour publishes a notice showing the rates of special allowance for each month in the *Government Gazette* and in the newspapers some time 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 $1\frac{1}{2}$ times the minimum hourly rate of the worker ascertained by dividing the daily rate by 8 in the case of temporary workers who are paid on a daily basis and by dividing the minimum monthly rate by 200 in the case of workers paid on a monthly basis.

The minimum hourly overtime rate payable in respect of overtime on any day in any month in excess of the minimum number of working days specified in respect of that month is $1\frac{3}{4}$ times the minimum hourly rate of the worker ascertained by dividing the minimum monthly rate by 200.

Annual Holidays

The Wages Board has determined that workers in the trade should be entitled to a number of holidays with pay each year based on the outturn of the individual worker in the preceding year, which is referred to as the "qualifying year".

It must be noted that 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 commencing from the date on which he commenced working for that employer. However, in the case of a worker who had been in the continuous employment of an employer on or before March 1, 1946, the "qualifying year" commences on March 1.

The computation of the number of holidays a worker is entitled to is straightforward. A worker who has worked continuously for the same employer for more than 248 days in a qualifying year is entitled to one holiday for each unit of 4 days worked in excess of 248 days. The maximum number of days worked which need be taken account of is 288 which in effect limits the obligation of an employer to a maximum of 10 holidays per year.

Certain holidays and other days of absence must be included as working days for the purpose of the computation and employers are advised to make a careful study of the holiday regulations appearing in Part IV of a notification of the Board, published in *Government Gazette* No. 9,667 of February 14, 1947.

The holidays earned by a worker must be given within the 12 months immediately succeeding the qualifying year in which they were earned. The specific time at which the holiday is taken may be mutually arranged. If the number of holidays earned is six or exceeds six, at least six holidays must be given and taken on consecutive days.

The remuneration of a daily-paid worker in respect of a holiday should not be less than his wages for a day and should be paid to him before he takes his holidays but not earlier than 7 days before.

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 the decisions of the Board.

Additional Remuneration

The maximum number of working days in respect of any month has been specified for purposes of this trade so as to allow a worker four "off-days" every month. Where a worker works on any "off-day", i.e., any day in any month in excess of the minimum number of working days specified in respect of that month, he should be paid $1\frac{1}{2}$ times his minimum daily rate ascertained by dividing the minimum monthly rate by 25 in respect of each such off-day.

Payment of Wages

The permanent workers in the Motor Transport Trade who are employed on monthly contracts and are paid on a monthly basis should be paid their wages within ten days of the end of the month in which the wages were earned. The temporary workers may be paid daily, weekly, fortnightly or monthly according to the period of the contract and in accordance with section 2 (b) of the Wages Boards Ordinance.

The law requires an employer to pay the wages in cash directly to the worker. No deduction may be made other than an authorized deduction. Authorized deductions are limited to a sum not exceeding 50 per cent. of the wages earned by the worker.

Authorized Deductions

The purposes for which deductions have been authorized 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 issue of this *Gazette* (Vol. I, No. 8).

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

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 50 per cent. of the wages and an order of priority for making authorized 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 appears elsewhere in this issue of the *Gazette*.

The register must be kept at the place of employment and produced for inspection when required by the Commissioner of Labour, Deputy Commissioner, any Assistant Commissioner, any Inspector of Labour, or any other officer authorized by the Commissioner of Labour for the purpose.

Exhibition of Notices

As important as the obligation to maintain a record of wages is the obligation to exhibit notices setting out the latest decisions of the Wages Board for the Trade and the authorized deductions. 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 elsewhere in this issue of the *Gazette*.

Notifications

Notifications relating to decisions of the Wages Board for the Motor Transport Trade have been published in *Government Gazette* No. 9,667 of February 14, 1947, No. 9,693 of April 25, 1947 and No. 10,147 of September 1, 1950. Extracts of the *Gazette* Notifications are available for sale at the Government Publications Bureau, Secretariat, Colombo. They are not available for sale or distribution at the Office of the Commissioner of Labour.

Importance of Productivity

Traditional practice is all too frequently a euphemism for obstinacy, trade custom for pigheadedness. Neither traditional practice nor trade custom has export value. High productivity has. Neither precedent nor procedure can stave off starvation. High productivity can.

*From a Report under the Technical Assistance
(Marshall Plan) Scheme*

NOTES ON THE MAINTENANCE OF REGISTERS AND THE EXHIBITION OF NOTICES UNDER THE WAGES BOARDS ORDINANCE

Maintenance of Registers

Section 36 of the Wages Boards Ordinance, No. 27 of 1941, as amended by section 2 of Ordinance No. 19 of 1945, requires the maintenance of one or more registers showing material particulars of each worker employed by the employer in any particular trade for which a Wages Board has been established. Such register or registers should be kept in the premises in which the trade is carried on and should be produced for examination by any prescribed officer of the Department of Labour. The register should be substantially in Form II set out in the Schedule to the Wages Boards Regulations, 1943 and reproduced in this issue of the *Gazette* for easy reference (vide page 16).

It is important that appropriate entries should be made in every column of the register against the name of each worker employed in the trade.

In the column for "name of worker" the surname may be written first followed by the initials or any other names. The sex of the worker may be indicated by "M" for male and "F" for female and in giving the ages of workers who are either women or males under the age of 21 years, it would suffice if the age on the nearest birthday is entered.

In entering the column "Class of work performed by the worker", the term used should be, as far as possible, that used for the group or class in the Decisions of the Wages Board relating to the rates of wages of the worker.

The entries in respect of the number of hours of work performed and the number of hours of overtime will depend on the period for which entries are made, i.e., daily, weekly, fortnightly or monthly.

When any holidays have been allowed to a worker during the period in respect of which entries are made, the number of such days should be entered indicating whether they were weekly holidays or annual holidays or any other holidays. The different kinds of holidays may be indicated by "W" for weekly holidays, "A" for annual holidays and "H" for other holidays immediately following the figure denoting the number of holidays allowed.

In the case of female workers any sum paid on account of maternity benefits during the wage period should be entered in the appropriate column.

In entering the rate of wages the basic rate and the special allowance rate should not be shown separately. It is the aggregate that is required.

The amount of wages paid to the worker should be the amount actually paid in cash directly to the worker after deduction of authorized deductions from the amount of the gross wages in the wage period. The date of payment of wages should invariably be entered on the very day payment is made.

Exhibition of Notices

Section 37 of the Wages Boards Ordinance, as amended by section 11 of Ordinance No. 40 of 1943, requires every person engaged in

any trade for which a Wages Board is established to exhibit a notice setting out the latest decisions of the Wages Board relating to that trade together with particulars of other matters. In accordance with regulation 23 of the Wages Boards Regulations, 1943, such notice should be substantially in Form III set out in the Schedule to the Wages Boards Regulations and reproduced in this issue of the *Gazette* (vide page 17).

As this information is intended for the benefit of the workers it should be in the three languages Sinhalese, Tamil and English and should be exhibited conspicuously in the place where that trade is carried on and in a position accessible to the workers.

Employers are well advised to paint the form on a board on to which copies of notifications, etc., may be pasted.

It will be observed that there are three cages in the specimen form. A notification each (in Sinhalese, Tamil and English) setting out all the decisions in force of the relevant Wages Boards should be placed in the first cage.

The second cage must show authorised deductions, dealt with in regulation 2 of the Wages Boards Regulations, 1943. The regulation has been reproduced at page 15 of the August issue of this *Gazette* (Vol. I, No. 8) and a copy of the schedule thereto should appear in this cage. Where *ad hoc* deductions have been authorised in respect of a particular estate, e.g., contributions to a Provident Fund or an amount for the services of the barber, the purposes for which deductions have been authorised and the amount of the deductions should be indicated in the cage.

The need for the 3rd cage would arise only in estates employing 10 or more persons and when female workers are employed. The rate of maternity benefits payable should be shown in that cage.

SPECIMEN FORMS REFERRED TO IN THE "NOTES ON THE MAINTENANCE OF
REGISTERS AND THE EXHIBITION OF NOTICES".

Form II

[Regulation 22 (1)]

Register kept under Section 36 of the Wages Boards Ordinance, No. 27 of 1941

Name of worker	Sex of worker	Age of worker (if worker is a woman or is under the age of 21 years)	Class of work performed by worker	Number of hours of work performed by worker	Number of hours of overtime work performed by worker	Holidays allowed to worker	Amount of maternity benefits paid to worker	Rate of wages of worker	Gross wages earned by worker	Authorized deductions made from gross wages of worker	Wages paid to worker	Date of payment of wages to worker

Form III

[Regulation 23]

Notice under Section 37 of the Wages Boards Ordinance, No. 27 of 1941

Latest decisions of the Wages Board	Authorized deductions	Amount of maternity benefits

Advt.

Be Your Own **BARBER**

taperette

There is no substitute for a professional hair-cut and good cutting is probably the most important part of the routine care of the hair and home trimming is sometimes necessary to eke out the occasional visits to the Saloon. For these occasional home trims, a razor cutter which has just been introduced on the British Market from America, eliminates many of the dangers that beset the amateur hairdresser. The Richard Hudnutt's Taperette operates on the same principle as that used in all the best hairdressing saloons in New York. It is rather like a dressing comb to use and just as simple and safe, for the razor cutting edge is encased in a comb like case which protects the hair from too drastic cutting. It is particularly useful for thinning out the hair, for tapering off split and damaged ends and the last remnants of an old perm. Taperette costs Rs. 5/- and can be had at all good Stores or direct from the Agents. M. P. GOMEZ & CO., LTD. COLOMBO.

NOTES OF CURRENT INTEREST

International Refugee Organisation.—A group of ten specialist refugees, the first to be resettled in Ceylon through the intervention of the International Refugee Organisation, arrived here last month.

This group includes two architects, one agronomist, one soil engineer, one electrical engineer and dependants. The specialists will be employed on the Gal Oya Irrigation Project.

It is understood that about fifteen more Refugee Specialists, principally engineers, who wish to work on the Gal Oya Project, will be chosen for resettlement in this Island.

International Confederation of Free Trade Unions.—A delegation from the International Confederation of Free Trade Unions, which is on a visit to Asian countries to study Trade Unionism there, was in this Island for a few days from August 20.

This delegation consisted of Messrs. F. W. Dalley of the British Trade Union Congress, John Brophy of the American Trade Union Congress, and F. Deverall, Representative of the American Organisation in Bombay.

Their purpose, according to Mr. Dalley, the Leader of the Delegation, is to foster the development of free, democratic Trade Unionism and not to foist any particular form of Trade Union Organisation in any country.

Visit of I. L. O. Man-Power Expert to Ceylon.—In pursuance of the man-power policy of the I. L. O. to aid Asian countries in the recruitment and training of labour, the I. L. O. Asian Field Office at Bangalore will conduct in October this year a series of courses on Vocational and Technical Training. In this connection, Mr. P. Cassan of the Man-power Division of the I. L. O., was in Ceylon from August 20 to 26 to discuss and finalise arrangements with the Ceylon Government on the question of the participation of this Government in the training courses at Bangalore.

These courses will cover 3 subjects, namely—

- (a) Organisation and Administration of National Training Programmes. This includes the planning of such programmes in relation to economic development and social aims;
- (b) Organisation and Administration of Apprenticeship. This includes an analysis of the need for apprenticeship; considering of apprenticeship courses; the elements of good apprenticeship programme, &c.; and
- (c) Organisation and Administration of Vocational Instructor Training, i.e., Principles, methods and techniques of organising national and other training programmes for vocational instructor; of providing instruction in teaching methods; of adapting instructor training courses to the changing needs of vocational training programmes.

Mr. Cassan had discussions with the Ministries of Transport and Works, Industries, Education, Agriculture and Labour. It is expected that the Ceylon Government will avail itself of the advantages afforded by participating in these courses. During his stay in Ceylon, Mr. Cassan was also able to meet certain representatives of Employers' and Workers' Unions.

JUDGMENTS IN APPEAL IN WORKMEN'S COMPENSATION CASES

Present : Nagalingam, J.

PODINONA, Applicant and JAMES, Respondent.

S. C. 376—C 3/145/45.

*Workmen's Compensation—Distress warrant for recovery of sum due—
Seizure by Fiscal—Claim made—Proper procedure—Ordinance—
Section 41.*

An order for compensation in a sum of Rs. 1,800 was made by the Commissioner in favour of the applicant against the respondent. For the recovery of this amount a distress warrant was issued to the Fiscal who seized movable property. A claim to the property was made by a third party and the Fiscal reported the claim to the District Court which refused to investigate the claim.

Held, that neither the District Judge nor the Commissioner had jurisdiction to investigate the claim. The proper procedure in such a case would be for the Commissioner to stay the sale and refer the parties to a Civil Court having jurisdiction to decide the question of title.

CASE stated by the Commissioner for Workmen's Compensation.

M. M. Kumarakulasingham, with E. Perera, for the applicant.

V. Tennekoon, Crown Counsel, for the Attorney-General, on notice.

Cur. adv. vult.

October 5, 1948. NAGALINGAM J.—

This is a case stated by the Commissioner for Workmen's Compensation under section 39 of the Ordinance for the opinion of this Court on the following facts:—

An order for compensation in a sum of Rs. 1,800 was made by the Commissioner in favour of the applicant against the respondent. For the recovery of this amount the Commissioner, in pursuance of the powers vested in him by section 41 of the Ordinance which empowers him to recover the compensation as if it were a fine imposed by a Magistrate, issued a warrant of distress to the fiscal. The fiscal effected a seizure of certain movable property, which was claimed by a third party. The claim was reported by the fiscal to the District Court but that Court has declined jurisdiction to investigate the claim and has further intimated to the fiscal that no such claim should be referred to that Court.

In these circumstances, the question that arises for determination is as to whether the order of the District Judge is right, and if so, whether it is competent to the Commissioner himself to hold an inquiry into the claim, or if the Commissioner has no powers, what other tribunal should inquire into the claim.

Though the proceedings under the Workmen's Compensation Ordinance are in the nature of civil proceedings, insofar as they relate to a determination of the compensation payable, from the moment that the Commissioner exercises function to make recovery of the compensation awarded, the proceedings become governed by the Criminal Procedure Code, for section 41 of the Ordinance says,

“The Commissioner is to proceed to recover the amount of compensation as if it were a fine imposed by a Magistrate upon

such person and for the purpose of such recovery shall have all the powers upon a Magistrate for the recovery of fines imposed by him”.

The power which a Magistrate derives to recover a fine imposed by him is referable to the provisions of section 312(2) of the Criminal Procedure Code. A Magistrate is conferred no power under the Criminal Procedure Code or any other written law for the investigation of a claim that may be preferred on a seizure effected under a distress warrant issued by him. Obviously, in the case of a fine which accrues to the State, the fiscal would ordinarily seize only such property as he would be satisfied was property belonging to the offender and would only effect seizure after making adequate and proper inquiry aided, no doubt, by executive officers who themselves would have no interest in bringing under seizure property which to their knowledge is not that of the offender. Even so, cases are not wanting where claims have been preferred to property seized for the recovery of a fine; but these must be regarded as very exceptional. That may be one reason why the Legislature has provided no machinery for the investigation of claims in these circumstances by a Magistrate. It may also be that the Legislature did not consider it feasible that a tribunal exercising almost exclusively criminal jurisdiction should be saddled with the determination of civil disputes. I do not, therefore, think that a Commissioner who has only the powers of a Magistrate with regard to this matter can proceed to an investigation of the claim. This is the view taken in India too.

There is no reported case where the procedure to be followed by a Magistrate in cases of claims to property seized under distress warrant has been set out. To say that it would be necessary to hear the parties before an order could be made determining their rights is elementary. In India, however, under the corresponding provisions of the Criminal Procedure Code, it has been held that the proper procedure is to stay the sale to enable the claimant to establish title to the property in a civil Court. This procedure would enable parties to present their respective cases effectually before an adjudication is made in regard to their rights. This view commends itself to me. It would be entirely impracticable for the Commissioner to embark upon an investigation of title to the property seized; this can only be done upon proper pleadings and upon an observance of the provisions of the Civil Procedure Code and having regard to the various systems of jurisprudence governing rights to property and of persons. The proper tribunal, therefore, would be a civil tribunal. It is also a matter of no small importance to bear in mind that in this case the property seized is valued at no less than a sum of Rs. 1,800.

The Criminal Procedure Code makes no provision for the reporting of a claim to the District Court or to any other civil Court. The District Judge was therefore correct in rejecting the claim presented to him.

For the foregoing reasons, I am of opinion that the Commissioner should stay sale and refer, as he shall think fit and proper, either the claimant or the person in whose favour compensation has been awarded, to establish either the title to the property seized or the right to have the property seized and sold, as the case may be, in a civil Court having jurisdiction in that behalf.

Parties referred to a civil Court.

Present : Windham, J.

CATHIRANA FERNANDO, Appellant, and COORAY & CO.,
Respondent

S. C. 1,207—C 3/106/45

Workmen's Compensation Ordinance, s. 48—Adequacy or sufficiency of evidence—Point of law—Right of Appeal.

The question of sufficiency or adequacy of evidence is not a point of law such as is appealable under section 48 of the Workmen's Compensation Ordinance.

Appeal from an award of the Commissioner of Labour made under the Workmen's Compensation Ordinance.

M. M. Kumarakulasingham with T. A. de S. Wijesundere, for the appellant.

J. A. L. Cooray, for the respondent.

Cur. adv. vult.

December 10, 1947. WINDHAM J.—

This is an appeal by the widow of a deceased workman against the inadequacy of an award of the Commissioner of Labour made in her favour against the respondent company, in whose employ the deceased met his death. Only the amount of the award is in issue, the respondents having admitted liability.

The learned Commissioner had on 17th December, 1946, made a decree *nisi* in favour of the appellant in the amount of Rs. 3,500. On 17th January, 1947, being satisfied from a letter addressed to him by the respondents dated 6th January, that their non-appearance in the *ex-parte* proceedings was satisfactorily accounted for, he revoked the decree *nisi*, and on 12th March, 1947, he proceeded to reopen the proceedings *inter partes*, and after hearing evidence on both sides he delivered his final award on 9th September, 1947, in the appellant's favour in the amount of Rs. 900.

The first ground sought to be argued on appeal is that the learned Commissioner erred in making his order of 17th January, revoking the decree *nisi*, in that he failed to comply with the requirements of section 86 of the Civil Procedure Code (applicable by virtue of paragraph 20 of the Workmen's Compensation Regulations, 1935) with regard to the setting aside of decree *nisi*. This argument cannot be entertained on its merits, however, for the present appeal is not against the order of 17th January setting aside the decree *nisi*, but against the final order of 9th September, 1947. The appeal is expressed to be against the latter order, and when it was lodged an appeal against the order of 17th January was in any case long out of time. An appeal could have been lodged against that order, but it was not. Nor was any objection taken to it, either upon its delivery, when the appellant was unrepresented, or upon 12th March, 1947, at the opening of the proceedings *inter partes*, when the appellant was represented. This ground of appeal accordingly fails.

The second ground of appeal is directed to the merits of the award of 9th September, 1947, and the main contention is that the learned Commissioner erred in accepting, as the evidence of the deceased's "monthly wages" upon which he based his award, the testimony of

the individual, one Manuel Fernando, by whom the deceased had been employed on behalf of the respondent company at the time of his death. This witness called for the respondents, had in the *ex-parte* proceedings given evidence for the appellant which differed from that given by him for the respondents in the proceedings *inter partes*. The learned Commissioner accepted the latter evidence, as to the average monthly earnings of a workman employed by him for the same work as the deceased during the twelve months preceding the accident, which the witness supported by production of books the entries in which he said he had supervised, and he rejected (it must be presumed) the evidence of the appellant with regard to the deceased's actual earnings, which placed the earnings at a considerably higher figure. It was admitted that the deceased, who was a temporary toddy tapper, had been employed by the respondents for only 21 days preceding his death. In these circumstances I consider that the learned Commissioner rightly applied the provisions of section 7 (1) (b) of the Workmen's Compensation Ordinance in calculating the "monthly wages" of the deceased; nor do I find any error in his calculations under that section, based on the evidence of the witness Fernando. With regard to the question whether the Commissioner was right in accepting the evidence of Fernando, and in particular in admitting the latter's books, the entries in which Fernando did not say that he "kept" but merely that he "supervised", I consider that this is a question of sufficiency or adequacy of evidence, and not a point of law such as is appealable under section 48 of the Workmen's Compensation Ordinance.

For these reasons the appeal is dismissed.

Appeal dismissed.

DECISIONS OF WAGES BOARDS

Wages Board for the Building Trade

The following decisions of the Wages Board for the Building Trade came into force on September 1, 1950:—

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.

Intervals at which Wages shall be paid (Section 23 (1))

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

Definition of a Normal Working Day (Section 24)

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

on any day other than a Saturday ..	9
on a Saturday	6½

Part II

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

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

1 Class of Worker	2 Basic Rate for a Normal Working Day Rs. c.	3 Rate of Special Allowance for a Normal Working Day in any Month
<p>Where the cost of living index number for the preceding month is 200, the special allowance shall be— for an unskilled labourer .. 62 cents for a worker other than an unskilled labourer .. 72 cents</p> <p>Where the cost of living index number for the preceding month is above or below 200, the rates 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 200 (no account being taken of any fraction of that unit) by 5 cents as illustrated in the tables below.*</p> <p>*Tables illustrating the application of directions set out in the preceding paragraph.</p> <p>I.—Special allowance in the event of a rise in the index number.</p>		
		Special Allowance
		For an Unskilled Labourer For a Worker other than an Unskilled Labourer
		Cents Cents
Unskilled—		
Male labourers not under 18 years of age ..	1 24	62 .. 72
Female labourers not under 18 years of age ..	1 0	65 .. 75
Unskilled labourers (irrespective of sex) under 18 years of age ..	0 80	68 .. 78
Semi-skilled, Grade II—		
Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1 44	71 .. 81
Semi-skilled, Grade I—		
Kanganies ..	1 60	74 .. 84
Skilled—		
Masons (building), carpenters (building), plumbers, erectors (construction steel); equipment maintenance men, tinkers ..	1 80	77 .. 87
		80 .. 90
		83 .. 93
		86 .. 96
		89 .. 99
<p>II.—Special allowance in the event of a fall in the index number.</p>		
		Special Allowance
		For an Unskilled Labourer For a Worker other than an Unskilled Labourer
		Cents Cents
		62 .. 72
		59 .. 69
		56 .. 66
		53 .. 63
		50 .. 60
		47 .. 57
		44 .. 54
		41 .. 51
		38 .. 48
		35 .. 45

Part III

Overtime Rate

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

Part IV

Weekly Holiday (Section 24)

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

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday; and
- (2) that in respect of work done on a Sunday, that worker shall be paid as remuneration, the minimum rate of wages for a normal working day increased by—
 - (a) 50 per cent. of such minimum rate for the first 9 hours (inclusive of one hour for a meal); and
 - (b) 100 per cent. of the minimum hourly rate (ascertained by dividing the daily minimum time rate by 8) for each subsequent hour of work.

Annual Holidays (Section 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 232 days in any year (here-in-after 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 4 days by which the number of days on which the worker has worked exceeds 232.

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

In this paragraph "days on which a 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; and
- (f) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days;

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

2. A worker shall be allowed and shall take the holidays to which he is entitled on consecutive days.

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

4. Where a worker leaves of his own accord or is discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid one day's wage for each holiday to which he was entitled at the date of such leaving, discontinuance or dismissal.

5. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker for the days on which he has actually worked in the last 60 days of the qualifying year by the number of such days.

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

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

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

WAGES BOARD FOR THE MOTOR TRANSPORT TRADE

The following new decisions of the Wages Board for the Motor Transport Trade made under section 28 of the Wages Boards Ordinance, No. 27 of 1941, came into force on September 1, 1950:—

The decisions made by the Wages Board for the Motor Transport Trade and set out in the Schedule to the Notification published in *Gazette* No. 9,667 of February 14, 1947, as varied by the decisions set out in the Schedule to the Notification published in *Gazette* No. 9,693 of April 25, 1947, are further varied as follows:—

(1) in Part II, by the substitution, for paragraph 3, 4 and 5 of the following:—

"3. (1) A permanent worker of any class specified in this Part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below.

I		II	
Month		Minimum number of working days	
January	27
February	24
March	27
April	26
May	27
June	26
July	27
August	27
September	26
October	27
November	26
December	27

(2) In respect of each such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (1), the minimum rate of wages payable shall be an amount equal to one and a half times the minimum daily rate ascertained by dividing the minimum monthly rate by 25.

4. Where a permanent worker of any class specified in this Part has commenced employment in the course of any month, he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part the proportion which the period of his employment bears to the minimum number of working days specified in respect of that month in paragraph 3.

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

(2) in Part III—

- (a) by the numbering of the paragraph appearing under the heading “Overtime Rate” as paragraph 1 of that Part; and
(b) by the insertion, immediately after the renumbered paragraph 1, of the following new paragraph:—

“2. In respect of each hour of work which is on any such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (1) of Part II and which is in excess of the number of hours constituting a normal working day, the minimum overtime rate shall be an amount equal to one and three quarter times the minimum hourly rate ascertained by dividing the minimum monthly rate by 200.”

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
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	101	148	189	157	142
1949	144	97	128	156	148	141
January	147	99	129	174	143	144
February	145	98	129	166	146	143
March	143	98	129	160	145	140
April	141	96	126	160	149	140
May	141	96	129	155	148	139
June	141	96	129	156	150	140
July	142	96	120	153	151	140
August	142	96	129	149	152	140
September	143	96	129	146	151	140
October	146	96	129	150	148	142
November	148	96	129	152	149	143
December	149	96	129	153	148	144

1950—

January	155	96	129	152	151	148
February	154	97	129	150	155	148
March	151	95	129	149	151	145
April	150	96	129	151	154	145
May	151	95	129	151	153	146
June	154	96	129	151	154	148
July	155	96	129	153	155	149
August	156	97	129	151	158	150

TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

Base : July-September, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

Year	Food	Clothing	Fuel and Light	Miscellaneous	Final Index Number
Group weights	64	12	8	16	
INDEX NUMBERS					(July-Sept., 1939 = 100)
Base : July-September, 1939 = 100					
1939	100	100	100	100	100
1940	106	113	107	105	107
1941	119	126	108	115	119
1942	160	139	117	135	154
Base : October, 1942 = 100					Index Number October, 1942 = 100
Group weights	701	119	14	166	
1943	108	149	104	118	115
1944	110	202	105	114	122
1945	115	196	104	137	128
1946	118	214	108	131	131
1947	124	220	112	139	138
1948	142	224	112	128	149
1949	154	182	111	126	152
January	157	202	112	117	155
February	154	199	112	121	153
March	158	197	112	126	159
April	153	197	112	127	153
May	152	189	112	125	151
June	151	188	112	124	150
July	152	187	112	126	151
August	151	176	112	128	150
September	153	168	108	131	150
October	154	164	108	129	150
November	157	159	108	132	152
December	160	160	108	125	153
1950—					
January	165	160	108	127	157
February	168	155	108	134	160
March	166	155	108	135	159
April	166	157	108	134	159
May	161	158	108	134	155
June	162	162	108	132	156
July	162	164	108	135	158
August	164	164	108	142	160

TABLE III—UNEMPLOYMENT

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

<i>Years</i>	<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- skilled</i>	<i>Unskilled</i>	<i>Total</i>
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

* 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	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Rathnapura	Belahla	Batticaloa	Trincomalee	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,323	—	—	—	—	—	—	—	—	—	—	—	19,323
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	1,497	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	433	727	611	36,544†
1947	21,589	2,289	1,043	2,133	4,955	564	430	481	170	490	—	—	34,744
1948	42,209	7,235	2,414	3,935	4,577	1,066	851	1,526	607	704	1,189	283	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	2,035	579	624	1,360	315	68,377
Apr.	39,587	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	985	1,979	928	634	671	377	70,189
Aug.	43,246	6,822	4,686	5,372	3,819	922	987	2,057	759	618	696	398	70,332
Sep.	41,707	6,354	4,466	5,256	3,447	949	1,180	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	5,689	3,516	930	1,006	2,079	726	1,028	611	561	69,889
Dec.	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	696	69,732
1950 Jan.	43,323	5,331	4,344	5,405	4,012	965	1,002	2,301	708	1,379	744	764	70,278
Feb.	43,007	5,246	4,365	5,352	4,368	959	980	2,332	663	1,387	866	612	70,137
Mar.	43,108	5,314	4,551	5,451	4,350	933	1,074	2,126	589	1,471	997	567	70,531
Apr.	41,566	5,088	4,324	5,877	4,566	881	1,038	2,060	501	1,278	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	913	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

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

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

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	..	158	..	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	1,156
		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

TABLE VI—UNEMPLOYMENT

Table showing the number of Unemployed Persons registered and the number placed in employment during the Month of July, 1950

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central (Colombo) ..	386 ..	32 ..	653 ..	91 ..	793 ..	77 ..	2,051 ..	189 ..	3,883 ..	389
Negombo ..	36 ..	4 ..	55 ..	8 ..	53 ..	10 ..	290 ..	11 ..	434 ..	33
Kalutara ..	47 ..	2 ..	49 ..	— ..	85 ..	6 ..	203 ..	2 ..	284 ..	10
Galle ..	102 ..	3 ..	87 ..	— ..	147 ..	3 ..	384 ..	1 ..	720 ..	7
Kandy ..	104 ..	2 ..	136 ..	— ..	289 ..	2 ..	267 ..	5 ..	796 ..	9
Nawalapitiya ..	3 ..	— ..	7 ..	— ..	31 ..	— ..	52 ..	12 ..	93 ..	12
Kurunegala ..	34 ..	5 ..	10 ..	2 ..	47 ..	2 ..	47 ..	9 ..	138 ..	18
Jaffna ..	75 ..	21 ..	37 ..	3 ..	123 ..	15 ..	66 ..	4 ..	301 ..	43
Ratnapura ..	9 ..	2 ..	6 ..	— ..	17 ..	3 ..	23 ..	6 ..	55 ..	11
Badulla ..	22 ..	2 ..	23 ..	10 ..	51 ..	3 ..	67 ..	7 ..	163 ..	22
Batticaloa ..	12 ..	2 ..	34 ..	2 ..	35 ..	2 ..	207 ..	133 ..	288 ..	139
Trincomalee ..	16 ..	14 ..	16 ..	4 ..	28 ..	10 ..	45 ..	20 ..	105 ..	48
Women's ..	54 ..	8 ..	57 ..	— ..	46 ..	3 ..	254 ..	27 ..	411 ..	38
Total ..	900	97	1,170	120	1,745	136	3,956	426	7,771	779

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	12,899	25,937
1945	28	3,514	4,285	55	28,875	153,388‡
1946	37	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‡	12,146	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	2,586	—	—	—
July	7	432,384§	432,832	2	248	6,800
August	6	3,874||	21,217	4	311	1,879
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	2,877
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	1,472+	728+

* 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 in the next issue to include this information.

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 JUNE, 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 ..	2	66	198
Rubber ..	1	16	32
Tea-cum-Rubber ..	4	1,230	2,857
Coconut ..	—	—	—
Coconut-cum-Rubber ..	—	—	—
Total ..	7	1,312	3,087
Engineering ..	—	—	—
Printing ..	—	—	—
Motor Transport ..	—	—	—
Tea Export ..	—	—	—
Rubber Export ..	—	—	—
Coconut Manufacturing ..	—	—	—
Toddy, Arrack and Vinegar ..	—	—	—
Match Manufacturing ..	—	—	—
Plumbago ..	—	—	—
Cinema ..	—	—	—
Dock, Harbour and Port Transport ..	3	167	75
Local Government Services ..	—	—	—
Service Institutions ..	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—
Textile ..	—	—	—
Relief Schemes ..	1	1,305	653
Wholesale and Retail Distribution ..	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—
Beedi Manufacturing ..	1	Not available yet	Not available yet
Total ..	5	1,472*	728*
Grand Total ..	12	2,784*	3,815*

TABLE IX—CLASSIFICATION OF THE STRIKES IN JUNE, 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 ..	4	—	522	—
2. Wage increases. Higher rates for piece work, &c. ..	1	2	441	1,305*
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	2	1	349	45
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	—	1	—	47
5. Food matters. Welfare ..	—	1	—	75
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	—	—	—	—
8. External matters, e.g., arrest by Police, immorality, &c. ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	—	—	—	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	7	5	1,312	1,472*

* These figures do not include information in respect of one strike. They will be amended in the next issue to include this information.

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

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriation on Govt. account	Left Ceylon Un-assisted	Total		
1939	.. 25,425..	3,834..	29,259..	2,975..	31,714..	34,689..	—	.. 5,430
1940	.. 2,955..	363..	3,318..	5,560..	12,578..	18,138..	—	.. 14,820
1941	.. 3,234..	350..	3,584..	8,410..	11,243..	19,653..	—	.. 16,069
1942	.. 6,585..	229..	6,814..	5,398..	33,183..	38,581..	—	.. 31,767
1943	.. 42,677..	2,076..	44,753..	1,368..	59,577..	60,945..	—	.. 16,192
1944	.. 49,354..	2,623..	51,977..	786..	59,683..	60,469..	—	.. 8,492
1945	.. 82,598..	3,844..	86,442..	572..	85,428..	86,000..	442..	—
1946	.. 75,269..	3,325..	78,594..	282..	75,657..	75,939..	2,655..	—
1947	.. 52,177..	2,400..	54,577..	242..	58,381..	58,623..	—	.. 4,046
1948	.. 47,621..	2,926..	50,547..	151..	47,115..	47,266..	3,281..	—
1949	.. 42,188..	2,237..	44,425..	302..	46,538..	46,840..	—	.. 2,415
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..	—

APPENDIX I

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

Month : September, 1950.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	0 75 ..	1 03 ..	1 78
Female worker not under 15 years ..	0 60 ..	0 78 ..	1 38
Child worker ..	0 50 ..	0 71 ..	1 21
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	0 58 ..	1 03 ..	1 61
Female worker not under 15 years ..	0 46 ..	0 78 ..	1 24
Child worker ..	0 41 ..	0 71 ..	1 12
Rubber Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	0 75 ..	1 03 ..	1 78
Female worker not under 15 years ..	0 60 ..	0 78 ..	1 38
Child worker ..	0 50 ..	0 71 ..	1 21
Cocoon Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation ; and			
The manufacture of copra—			
Kangany ..	0 78 ..	1 01 ..	1 79
Male not under 18 years ..	0 60 ..	1 01 ..	1 61
Female not under 18 years ..	0 45 ..	0 71 ..	1 16
Worker under 18 years ..	0 35 ..	0 64 ..	0 99
The manufacture of desiccated coconut ;			
The manufacture of coconut oil ; and			
The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany ..	1 44 ..	1 01 ..	2 45
Male not under 18 years ..	1 24 ..	1 01 ..	2 25
Female not under 18 years ..	1 00 ..	0 71 ..	1 71
Worker under 18 years ..	0 75 ..	0 64 ..	1 39
Outside the Colombo area—			
Kangany ..	1 20 ..	1 01 ..	2 21
Male not under 18 years ..	1 00 ..	1 01 ..	2 01
Female not under 18 years ..	0 80 ..	0 71 ..	1 51
Worker under 18 years ..	0 60 ..	0 64 ..	1 24
“ 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 04 ..	2 28
Semi-skilled, Grade I ..	1 44 ..	1 14 ..	2 58
Semi-skilled, Grade II ..	1 28 ..	1 14 ..	2 42
Skilled worker ..	1 80 ..	1 14 ..	2 94
Kangany ..	1 60 ..	1 14 ..	2 74
Watcher ..	1 50 ..	1 14 ..	2 64

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 34	0 74
2nd year	..	..	0 56	0 42	0 98
3rd year	..	..	0 72	0 64	1 36
4th year	..	..	0 96	0 76	1 72
Printing Trade.					
<i>Monthly Rates.</i>					
Class A worker	..	..	100 0	68 0	168 0
B "	..	..	75 0	51 0	126 0
C "	..	..	50 0	42 50	92 50
D "	..	..	40 0	34 0	74 0
E "	..	..	37 50	31 91	69 41
F "	..	..	18 0	15 30	33 30
G "	..	..	40 0	34 0	74 0
Class A 1st year learner	..	..	30 0	20 40	50 40
B "	..	..	22 50	15 30	37 80
C "	..	..	20 0	17 0	37 0
D "	..	..	16 0	13 60	29 60
Class A 2nd year learner	..	..	40 0	27 20	67 20
B "	..	..	37 50	25 50	63 0
C "	..	..	25 0	21 18	46 18
D "	..	..	20 0	17 0	37 0
Class A 3rd year learner	..	..	50 0	34 0	84 0
B "	..	..	45 0	30 60	75 60
C "	..	..	30 0	25 50	55 50
D "	..	..	24 0	20 40	44 40
Class A 4th year learner	..	..	65 0	44 20	109 20
B "	..	..	56 25	38 18	94 43
C "	..	..	37 50	31 91	69 41
D "	..	..	30 0	25 50	55 50
Class A 5th year learner	..	..	80 0	54 40	134 40

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 03	3 78
Kanganies	..	..	2 25	1 03	3 28
Loaders	..	..	2 25	1 03	3 28
Overseers	..	..	2 8	1 03	3 11
Shift bosses	..	..	2 8	1 03	3 11
Blasters	..	..	2 0	1 03	3 03
Drillers (hand and machine)	..	..	2 0	1 03	3 03
Shaft drivers	..	..	2 0	1 03	3 03
Stoppers (excavators)	..	..	2 0	1 03	3 03
Timber men	..	..	2 0	1 03	3 03
Muckers	..	..	1 50	1 03	2 53
Trolley men	..	..	1 50	1 03	2 53
Unskilled labourers	..	..	2 25	1 03	3 28
Onsetters or donakata-karayyas	..	..	2 25	1 03	3 28

Underground and surface workers—

Electricians	..	..	2 50	1 03	3 53
Enginemen	..	..	2 50	1 03	3 53
Fitters	..	..	2 50	1 03	3 53
Hoistmen	..	..	2 50	1 03	3 53
Mechanics	..	..	2 50	1 03	3 53
Pumpmen	..	..	2 25	1 03	3 28
Winchmen	..	..	2 25	1 03	3 28
Checkers	..	..	2 25	1 03	3 28
Electricians (assistants)	..	..	1 50	1 03	2 53
Fitters (assistants)	..	..	1 50	1 03	2 53
Windlassmen (dabare workers)	..	..	1 50	1 03	2 53

Month : September, 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>
Plumbago Trade (contd.)			
Surface workers—			
Carpenters }	2 50	1 03	3 53
Masons }	2 25	1 03	3 28
Overseers	2 0	1 03	3 03
Blacksmiths }	1 60	1 03	2 63
Boilermen }	1 50	1 03	2 53
Drill sharpeners }	2 0	1 03	3 03
Firewood carriers and splitters	1 60	1 03	2 63
Carters }	1 50	1 03	2 53
Watchers }	2 0	1 03	3 03
Bakkikarayas or Banksmen	2 0	1 03	3 03
Cooks }	1 24	1 03	2 27
Smithy boys }			
Unskilled labourers }			

N. B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 71 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganyis 2 0 .. 1 03 .. 3 03

(B) On different jobs—

Within the Colombo area—

Male worker not under 18 years 1 25 .. 1 03 .. 2 28

Female worker not under 18 years 0 87 .. 0 78 .. 1 65

Worker under 18 years 0 50 .. 0 71 .. 1 21

Outside the Colombo area—

Male worker not under 18 years 1 0 .. 1 03 .. 2 03

Female worker not under 18 years 0 70 .. 0 78 .. 1 48

Worker under 18 years 0 40 .. 0 71 .. 1 11

“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 4 .. 2 28

(b) Intermediate Grade 1 40 .. 1 14 .. 2 54

(c) Grade I 1 60 .. 1 14 .. 2 74

(d) Box makers and repairers 1 40 .. 1 14 .. 2 54

(e) Watchers 1 50 .. 1 14 .. 2 64

B. Female workers not under 18 years 1 0 .. 0 92 .. 1 92

C. Workers over 14 years but under 15 years 0 60 .. 0 58 .. 1 18

“ 15 “ 16 “ 0 70 .. 0 63 .. 1 33

“ 16 “ 17 “ 0 80 .. 0 68 .. 1 48

“ 17 “ 18 “ 1 0 .. 0 78 .. 1 78

Rubber Export Trade.

Daily Rates.

A. Male workers not under 18 years—

(a) Grade II 1 24 .. 1 4 .. 2 28

(b) Intermediate Grade 1 40 .. 1 14 .. 2 54

(c) Grade I 1 60 .. 1 14 .. 2 74

(d) Watchers 1 50 .. 1 14 .. 2 64

B. Female workers not under 18 years 1 0 .. 0 92 .. 1 92

C. Workers over 14 years but under 15 years 0 60 .. 0 58 .. 1 18

“ 15 “ 16 “ 0 70 .. 0 63 .. 1 33

“ 16 “ 17 “ 0 80 .. 0 68 .. 1 48

“ 17 “ 18 “ 1 0 .. 0 78 .. 1 78

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
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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	34 0	134 0
B ..	90 0	34 0	124 0
C ..	85 0	31 50	116 50
D ..	100 0	34 0	134 0
E ..	70 0	29 0	99 0
F ..	67 50	34 0	101 50
G ..	60 0	30 60	90 60
H ..	50 0	30 60	80 60
J ..	60 0	30 60	90 60
K ..	90 0	30 60	120 60
L ..	45 0	21 75	66 75

Daily Rates.

Class A worker ..	4 0	1 45	5 45
B ..	4 0	1 45	5 45
C ..	3 25	1 45	4 70
D ..	4 0	1 45	5 45
E ..	2 75	1 20	3 95
F ..	2 75	1 45	4 20
G ..	2 50	1 45	3 95
H ..	2 25	1 45	3 70
L ..	1 50	0 77	2 27

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 14	2 94
Female 18 years and over ..	1 44	1 4	2 48
Young person over 14 and under 17 years ..	0 85	0 62	1 47
Young person 17 and over but under 18 years ..	1 15	0 78	1 93

Month: September, 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 14 ..	2 54
Female 18 years and over	1 12 ..	1 4 ..	2 16
Young person over 14 and under 17 years ..	0 70 ..	0 62 ..	1 32
Young person 17 and over but under 18 years	0 90 ..	0 78 ..	1 68
<i>Grade III—</i>			
Male 18 years and over	1 24 ..	1 4 ..	2 28
Female 18 years and over	1 0 ..	0 92 ..	1 92
Young person over 14 and under 17 years ..	0 60 ..	0 62 ..	1 22
Young person 17 and over but under 18 years	0 80 ..	0 78 ..	1 58
<i>Grade IV—</i>			
Watcher	1 50 ..	1 14 ..	2 64

Cinema Trade.

Monthly Rates.

Within the Municipal areas.

A—Non-clerical—

Unskilled	32 25 ..	27 04 ..	59 29
Semi-skilled	37 50 ..	29 64 ..	67 14
Skilled, Grade II	50 0 ..	31 46 ..	81 46
Skilled, Grade I	60 0 ..	31 46 ..	91 46

B—Clerical—

Grade III	45 0 ..	28 0 ..	73 0
Grade II	50 0 ..	31 0 ..	81 0
Grade I	100 0 ..	36 0 ..	136 0

Outside the Municipal areas.

A—Non-clerical—

Unskilled	32 25 ..	27 4 ..	59 29
Semi-skilled	35 0 ..	29 64 ..	64 64
Skilled, Grade II	42 0 ..	31 46 ..	73 46
Skilled, Grade I	55 0 ..	31 46 ..	86 46

B—Clerical—

Grade III	40 0 ..	28 0 ..	68 0
Grade II	45 0 ..	31 0 ..	76 0
Grade I	100 0 ..	36 0 ..	136 0

Dock, Harbour, and Port Transport Trade.

Monthly Rates.

Manual Work.

Special Grade	65 0 ..	30 25 ..	95 25
Skilled Grade	55 0 ..	26 25 ..	81 25
Semi-skilled Grade	45 0 ..	23 25 ..	68 25
Unskilled, Grade I	37 0 ..	23 25 ..	60 25
Unskilled, Grade II	31 0 ..	23 25 ..	54 25

Women Workers.

Female Kanganies	35 0 ..	23 25 ..	58 25
Female labourers	30 0 ..	23 25 ..	53 25

Non-manual Workers.

Special Grade	75 0 ..	35 0 ..	110 0
Grade I	55 0 ..	26 25 ..	81 25

Month : September, 1950.

		<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 4	2 28
Female labourers—				
Not under 18 years	..	1 0	1 4	2 4
Unskilled labourers—				
(irrespective of sex)				
Under 18 years of age	..	0 80	1 4	1 84
Semi-skilled, Grade II	..	1 44	1 14	2 58
Semi-skilled, Grade I	..	1 60	1 14	2 74
Skilled	..	1 80	1 14	2 94

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the total Minimum Wages payable for the number of days worked during September, 1950, to Workers in the Tea Growing and Manufacturing Trade and 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 37½	0 51½	0 89	0 80	0 39	0 69	0 25	0 35½	0 60½	1
2	0 75	1 03	1 78	0 60	0 78	1 38	0 50	0 71	1 21	2
3	1 50	2 06	3 56	1 20	1 56	2 76	1 0	1 42	2 42	3
4	2 25	3 09	5 34	1 80	2 34	4 14	1 50	2 13	3 63	4
5	3 0	4 12	7 12	2 40	3 12	5 52	2 0	2 84	4 84	5
6	3 75	5 15	8 90	3 0	3 90	6 90	2 50	3 55	6 05	6
7	4 50	6 18	10 68	3 60	4 68	8 28	3 0	4 26	7 26	7
8	5 25	7 21	12 46	4 20	5 46	9 66	3 50	4 97	8 47	8
9	6 0	8 24	14 24	4 80	6 24	11 04	4 0	5 68	9 68	9
10	6 75	9 27	16 02	5 40	7 02	12 42	4 50	6 39	10 89	10
11	7 50	10 30	17 80	6 0	7 80	13 80	5 0	7 10	12 10	11
12	8 25	11 33	19 58	6 60	8 58	15 18	5 50	7 81	13 31	12
13	9 0	12 36	21 36	7 20	9 36	16 56	6 0	8 52	14 52	13
14	9 75	13 39	23 14	7 80	10 14	17 94	6 50	9 23	15 73	14
15	10 50	14 42	24 92	8 40	10 92	19 32	7 0	9 94	16 94	15
16	11 25	15 45	26 70	9 0	11 70	20 70	7 50	10 65	18 15	16
17	12 0	16 48	28 48	9 60	12 48	22 08	8 0	11 36	19 36	17
18	12 75	17 51	30 26	10 20	13 26	23 46	8 50	12 07	20 57	18
19	13 50	18 54	32 04	10 80	14 04	24 84	9 0	12 78	21 78	19
20	14 25	19 57	33 82	11 40	14 82	26 22	9 50	13 49	22 99	20
21	15 0	20 60	35 60	12 0	15 60	27 60	10 0	14 20	24 20	21
22	15 75	21 63	37 38	12 60	16 38	28 98	10 50	14 91	25 41	22
23	16 50	22 66	39 16	13 20	17 16	30 36	11 0	15 62	26 62	23
24	17 25	23 69	40 94	13 80	17 94	31 74	11 50	16 33	27 83	24
25	18 0	24 72	42 72	14 40	18 72	33 12	12 0	17 04	29 04	25
26	18 75	25 75	44 50	15 0	19 50	34 50	12 50	17 75	30 25	26
27	19 50	26 78	46 28	15 60	20 28	35 88	13 0	18 46	31 46	27
28	20 25	27 81	48 06	16 20	21 06	37 26	13 50	19 17	32 67	28
29	21 0	28 84	49 84	16 80	21 84	38 64	14 0	19 88	33 88	29
30	21 75	29 87	51 62	17 40	22 62	40 02	14 50	20 59	35 09	30
31	22 50	30 90	53 40	18 0	23 40	41 40	15 0	21 30	36 30	31

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the total Minimum Wages payable for the number of days worked during September, 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	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 29	0 51½	0 80½	0 23	0 39	0 62	0 20½	0 35½	0 56	1
2	0 58	1 3	1 61	0 46	0 78	1 24	0 41	0 71	1 12	2
3	1 16	2 6	3 22	0 92	1 56	2 48	0 82	1 42	2 24	3
4	1 74	3 9	4 83	1 38	2 34	3 72	1 23	2 13	3 36	4
5	2 32	4 12	6 44	1 84	3 12	4 96	1 64	2 84	4 48	5
6	2 90	5 15	8 05	2 30	3 90	6 20	2 5	3 55	5 60	6
7	3 48	6 18	9 66	2 76	4 68	7 44	2 46	4 26	6 72	7
8	4 6	7 21	11 27	3 22	5 46	8 68	2 87	4 97	7 84	8
9	4 64	8 24	12 88	3 68	6 24	9 92	3 28	5 68	8 96	9
10	5 22	9 27	14 49	4 14	7 02	11 16	3 69	6 39	10 8	10
11	5 80	10 30	16 10	4 60	7 80	12 40	4 10	7 10	11 20	11
12	6 38	11 33	17 71	5 6	8 58	13 64	4 51	7 81	12 32	12
13	6 96	12 36	19 32	5 52	9 36	14 88	4 92	8 52	13 44	13
14	7 54	13 39	20 93	5 98	10 14	16 12	5 33	9 23	14 56	14
15	8 12	14 42	22 54	6 44	10 92	17 36	5 74	9 94	15 68	15
16	8 70	15 45	24 15	6 90	11 70	18 60	6 15	10 65	16 80	16
17	9 28	16 48	25 76	7 36	12 48	19 84	6 56	11 36	17 92	17
18	9 86	17 51	27 37	7 82	13 26	21 08	6 97	12 07	19 04	18
19	10 44	18 54	28 98	8 28	14 4	22 32	7 38	12 78	20 16	19
20	11 2	19 57	30 59	8 74	14 82	23 56	7 79	13 49	21 28	20
21	11 60	20 60	32 20	9 20	15 60	24 80	8 20	14 20	22 40	21
22	12 18	21 63	33 81	9 66	16 38	26 04	8 61	14 91	23 52	22
23	12 76	22 66	35 42	10 12	17 16	27 28	9 2	15 62	24 64	23
24	13 34	23 69	37 03	10 58	17 94	28 52	9 43	16 33	25 76	24
25	13 92	24 72	38 64	11 4	18 72	29 76	9 84	17 04	26 88	25
26	14 50	25 75	40 25	11 50	19 50	31 0	10 25	17 75	28 0	26
27	15 8	26 78	41 86	11 96	20 28	32 24	10 66	18 46	29 12	27
28	15 66	27 81	43 47	12 42	21 06	33 48	11 7	19 17	30 24	28
29	16 24	28 84	45 08	12 88	21 84	34 72	11 48	19 88	31 36	29
30	16 82	29 87	46 69	13 34	22 62	35 96	11 89	20 59	32 48	30
31	17 40	30 90	48 30	13 80	23 40	37 20	12 30	21 30	33 60	31

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1950, to workers in 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 22½	1 12½	0 85½	0 69½	1 10½	1 0½	0 75½	0 62	0 89½	0 80½	0 58	0 49½	1
2	2 45	2 25	1 71	1 39	2 21	2 1	1 51	1 24	1 79	1 61	1 16	0 99	2
3	4 90	4 50	3 42	2 78	4 42	4 2	3 2	2 48	3 58	3 22	2 32	1 98	3
4	7 35	6 75	5 13	4 17	6 63	6 3	4 53	3 72	5 37	4 83	3 48	2 97	4
5	9 80	9 0	6 84	5 56	8 84	8 4	6 4	4 96	7 16	6 44	4 64	3 96	5
6	12 25	11 25	8 55	6 95	11 05	10 5	7 55	6 20	8 95	8 5	5 80	4 95	6
7	14 70	13 50	10 26	8 84	13 26	12 6	9 6	7 44	10 74	9 66	6 96	5 94	7
8	17 15	15 75	11 97	9 73	15 47	14 7	10 57	8 68	12 53	11 27	8 12	6 93	8
9	19 60	18 0	13 68	11 12	17 68	16 8	12 8	9 92	14 32	12 88	9 28	7 92	9
10	22 05	20 25	15 39	12 51	19 89	18 9	13 59	11 16	16 11	14 49	10 44	8 91	10
11	24 50	22 50	17 10	13 90	22 10	20 10	15 10	12 40	17 90	16 10	11 60	9 90	11
12	26 95	24 75	18 81	15 29	24 31	22 11	16 61	13 64	19 69	17 71	12 76	10 89	12
13	29 40	27 0	20 52	16 68	26 52	24 12	18 12	14 88	21 48	19 32	13 92	11 88	13
14	31 85	29 25	22 23	18 7	28 73	26 13	19 63	16 12	23 27	20 93	15 8	12 87	14
15	34 30	31 50	23 94	19 46	30 94	28 14	21 14	17 36	25 6	22 54	16 24	13 86	15
16	36 75	33 75	25 65	20 85	33 15	30 15	22 65	18 69	26 85	24 15	17 40	14 85	16
17	39 20	36 0	27 36	22 24	35 36	32 16	24 16	19 84	28 04	25 76	18 56	15 84	17
18	41 65	38 25	29 7	23 63	37 57	34 17	25 67	21 8	30 43	27 37	19 72	16 83	18
19	44 10	40 50	30 78	25 02	39 78	36 18	27 18	22 32	32 22	28 98	20 88	17 82	19
20	46 55	42 75	32 49	26 41	41 99	38 19	28 69	23 56	34 1	30 59	22 04	18 81	20
21	49 0	45 0	34 20	27 80	44 20	40 20	30 20	24 80	35 80	32 20	23 20	19 80	21
22	51 45	47 25	35 91	29 19	46 41	42 21	31 71	26 4	37 59	33 81	24 36	20 79	22
23	53 90	49 50	37 62	30 58	48 62	44 22	33 22	27 28	39 38	35 42	25 52	21 78	23
24	56 35	51 75	39 33	31 97	50 83	46 23	34 73	28 52	41 17	37 3	26 68	22 77	24
25	58 80	54 0	41 4	33 36	53 04	48 24	36 24	29 76	42 96	38 64	27 84	23 76	25
26	61 25	56 25	42 75	34 75	55 25	50 25	37 75	31 0	44 75	40 25	29 0	24 75	26
27	63 70	58 50	44 46	36 14	57 46	52 26	39 26	32 24	46 54	41 86	30 16	25 74	27
28	66 15	60 75	46 17	37 53	59 67	54 27	40 77	33 48	48 33	43 47	31 32	26 73	28
29	68 60	63 0	47 88	38 92	61 88	56 28	42 28	34 72	50 12	45 8	32 48	27 72	29
30	71 05	65 25	49 59	40 31	64 09	58 29	43 79	35 96	51 91	46 69	33 64	28 71	30
31	73 50	67 50	51 30	41 70	66 30	60 30	45 30	37 20	53 70	48 30	34 30	29 70	31

Note :—" Colombo Area " includes any place within 5 miles of the Municipal limits of Colombo ; " Male " refers to male workers not under 18 years; " Female " to female workers not under 18 years; " Young Persons " to workers under 18 years.

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1950, to workers in the Tea Export and Rubber Export Trades

No. of Days	Male Workers over 18 years of age					Female Workers over 18 years of age	Child Workers					No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watchers		Over 14 under 15	Over 15 under 16	Over 16 under 17	Over 17 under 18		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1	1 14	1 27	1 37	1 27	1 32	0 96	0 59	0 66½	0 74	0 89	1	
2	2 28	2 54	2 74	2 54	2 64	1 92	1 18	1 33	1 48	1 78	2	
3	4 56	5 8	5 48	5 8	5 28	3 84	2 36	2 66	2 96	3 56	3	
4	6 84	7 62	8 22	7 62	7 92	5 76	3 54	3 99	4 44	5 34	4	
5	9 12	10 16	10 96	10 16	10 56	7 68	4 72	5 32	5 92	7 12	5	
6	11 40	12 70	13 70	12 70	13 20	9 60	6 90	6 65	7 40	8 90	6	
7	13 68	15 24	16 44	15 24	15 84	11 52	7 8	7 98	8 88	10 68	7	
8	15 96	17 78	19 18	17 78	18 48	13 44	8 26	9 31	10 36	12 46	8	
9	18 24	20 32	21 92	20 32	21 12	15 36	9 44	10 64	11 84	14 24	9	
10	20 52	22 86	24 66	22 86	23 76	17 28	10 62	11 97	13 32	16 2	10	
	22 80	25 40	27 40	25 40	26 40	19 20	11 80	13 30	14 80	17 80	10	
11	25 8	27 94	30 14	27 94	29 4	21 12	12 98	14 63	16 28	19 58	11	
12	27 36	30 48	32 88	30 48	31 68	23 4	14 16	15 96	17 76	21 36	12	
13	29 64	33 2	35 62	33 2	34 32	24 96	15 34	17 29	19 24	23 14	13	
14	31 92	35 56	38 36	35 56	36 96	26 88	16 52	18 62	20 72	24 92	14	
15	34 20	38 10	41 10	38 10	39 60	28 80	17 70	19 95	22 20	26 70	15	
16	36 48	40 64	43 84	40 64	42 24	30 72	18 88	21 28	23 68	28 48	16	
17	38 76	43 18	46 58	43 18	44 88	32 64	20 6	22 61	25 16	30 26	17	
18	41 4	45 72	49 32	45 72	47 52	34 56	21 24	23 94	26 64	32 4	18	
19	43 32	48 26	52 6	48 26	50 16	36 48	22 42	25 27	28 12	33 82	19	
20	45 60	50 80	54 80	50 80	52 80	38 40	23 60	26 60	29 60	35 60	20	
21	47 88	53 34	57 54	53 34	55 44	40 32	24 78	27 93	31 8	37 38	21	
22	50 16	55 88	60 28	55 88	58 8	42 24	25 96	29 26	32 56	39 16	22	
23	52 44	58 42	63 2	58 42	60 72	44 16	27 14	30 59	34 4	40 94	23	
24	54 72	60 96	65 76	60 96	63 36	46 8	28 32	31 92	35 52	42 72	24	
25	57 0	63 50	68 50	63 50	66 0	48 0	29 50	33 25	37 0	44 50	25	
26	59 28	66 4	71 24	66 4	68 64	49 92	30 68	34 58	38 48	46 28	26	
27	61 56	68 58	73 98	68 58	71 28	51 84	31 86	35 91	39 96	48 6	27	
28	63 84	71 12	76 72	71 12	73 92	53 76	33 4	37 24	41 44	49 84	28	
29	66 12	73 66	79 46	73 66	76 56	55 68	34 22	38 57	42 92	51 62	29	
30	68 40	76 20	82 20	76 20	79 20	57 60	35 40	39 90	44 40	53 40	30	

* Applicable to Tea Export Trade only.

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1950, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-garies	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 14	1 29	1 21	1 47	1 37	1 32	37	49	68	86	1
2	2 28	2 58	2 42	2 94	2 74	2 64	74	98	1 36	1 72	2
3	4 56	5 16	4 84	5 88	5 48	5 28	1 48	1 96	2 72	3 44	3
4	6 34	7 74	7 26	8 82	8 22	7 92	2 22	2 94	4 8	5 16	4
5	9 12	10 32	9 68	11 76	10 96	10 56	2 96	3 92	5 44	6 88	5
6	11 40	12 90	12 10	14 70	13 70	13 20	3 70	4 90	6 80	8 60	6
7	13 68	15 48	14 52	17 64	16 44	15 84	4 44	5 88	8 16	10 32	7
8	15 96	18 6	16 94	20 58	19 18	18 48	5 18	6 86	9 52	12 4	8
9	18 24	20 64	19 36	23 62	21 92	21 12	6 92	7 84	10 88	13 76	9
10	20 52	23 22	21 78	26 46	24 66	23 76	6 66	8 82	12 24	15 48	10
11	22 80	25 80	24 20	29 40	27 40	26 40	7 40	9 80	13 60	17 20	11
12	25 8	28 88	26 62	32 34	30 14	29 4	8 14	10 78	14 96	18 92	12
13	27 36	30 96	29 4	35 28	32 88	31 68	8 88	11 76	16 32	20 64	13
14	29 64	33 54	31 46	38 22	35 62	34 32	9 62	12 74	17 68	22 36	14
15	31 92	36 12	33 88	41 16	38 36	36 96	10 36	13 72	19 4	24 8	15
16	34 20	38 70	36 30	44 10	41 10	39 60	11 10	14 70	20 40	25 80	16
17	36 48	41 28	38 72	47 4	43 84	42 24	11 84	15 68	21 76	27 52	17
18	38 76	43 86	41 14	49 98	46 58	44 88	12 58	16 66	23 12	29 24	18
19	41 4	46 44	43 56	52 92	49 32	47 52	13 32	17 64	24 48	30 96	19
20	43 32	49 2	45 98	55 86	52 6	50 16	14 06	18 62	25 84	32 68	20
21	45 60	51 60	48 40	58 80	54 80	52 80	14 80	19 60	27 20	34 40	21
22	47 88	54 18	50 82	61 74	57 54	55 44	15 54	20 58	28 56	36 12	22
23	50 16	56 76	53 24	64 68	60 28	58 8	16 28	21 56	29 92	37 84	23
24	52 44	59 34	55 66	67 62	63 2	60 72	17 2	22 54	31 28	39 56	24
25	54 72	61 92	58 8	70 56	65 76	63 36	17 76	23 52	32 64	41 28	25
26	57 0	64 50	60 50	73 50	68 50	66 00	18 50	24 50	34 0	43 0	26
27	59 28	67 8	62 92	76 44	71 24	68 64	19 24	25 48	35 36	44 72	27
28	61 56	69 66	65 84	79 38	73 98	71 28	19 98	26 46	36 72	46 44	28
29	63 84	72 24	67 76	82 32	76 72	73 92	20 72	27 44	38 8	48 16	29
30	66 12	74 82	70 18	85 26	79 46	76 56	21 46	28 42	39 44	49 88	30
31	68 40	77 40	72 60	88 20	82 20	79 20	22 20	29 40	40 80	51 60	31

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1950, to workers in the Match Manufacturing Trade

No. of Days	Grade I				Grade II				Grade III				Grade IV Watch- ers	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons			
	Male	Fe- male	Over 14 Under 17	Over 17 Under 18	Male	Fe- male	Over 14 Under 17	Over 17 Under 18	Male	Fe- male	Over 14 Under 17	Over 17 Under 18		
1	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 47	1 24	0 73½	0 96½	1 27	1 8	0 66	0 84	1 14	0 96	0 61	0 79	1 32	1
2	2 94	2 48	1 47	1 98	2 54	2 16	1 32	1 68	2 28	1 92	1 22	1 58	2 64	2
3	5 88	4 96	2 94	3 86	5 8	4 32	2 64	3 36	4 56	3 84	2 44	3 16	5 28	3
4	8 82	7 44	4 41	5 79	7 62	6 48	3 96	5 4	6 84	5 76	3 66½	4 74	7 92	4
5	11 76	9 92	5 88	7 72	10 16	8 64	5 28	6 72	9 12	7 98	4 88	6 32	10 56	5
6	14 70	12 40	7 35	9 65	12 70	10 80	6 60	8 40	11 40	9 60	6 10	7 90	13 20	6
7	17 64	14 88	8 82	11 58	15 24	12 96	7 92	10 8	13 68	11 52	7 32	9 48	15 84	7
8	20 58	17 36	10 20	13 51	17 78	15 12	9 24	11 76	15 96	13 44	8 54	11 6	18 48	8
9	23 52	19 84	11 76	15 44	20 32	17 28	10 56	13 44	18 24	15 36	9 76	12 64	21 12	9
10	26 46	22 32	13 23	17 37	22 86	19 44	11 88	15 12	20 52	17 28	10 98	14 22	23 76	10
11	29 40	24 80	14 70	19 30	25 40	21 60	13 20	16 80	22 80	19 20	12 20	15 80	26 40	11
12	32 34	27 28	16 17	21 23	27 94	23 76	14 52	18 48	25 8	21 22	13 42	17 38	29 4	12
13	35 28	29 76	17 64	23 16	30 48	25 92	15 84	20 16	27 36	23 4	14 64	18 96	31 68	13
14	38 22	32 24	19 11	25 9	33 2	28 8	17 16	21 84	29 64	24 96	15 86	20 54	34 32	14
15	41 16	34 72	20 58	27 2	35 56	30 24	18 48	23 52	31 92	26 88	17 8	22 12	36 96	15
16	44 10	37 20	22 5	28 95	38 10	32 40	19 80	25 20	34 20	28 80	18 30	23 70	39 60	16
17	47 4	39 68	23 52	30 88	40 64	34 56	21 12	26 88	36 48	30 72	19 52	25 28	42 24	17
18	49 98	42 16	24 99	32 81	43 18	36 72	22 44	28 56	38 76	32 64	20 74	26 86	44 88	18
19	52 92	44 64	26 46	34 74	45 72	38 88	23 76	30 24	41 4	34 56	21 96	28 44	47 52	19
20	55 86	47 12	27 98	36 67	48 26	41 4	25 8	31 92	43 32	36 48	23 18	30 2	50 16	20
21	58 80	49 60	29 40	38 60	50 80	43 20	26 40	33 60	45 60	38 40	24 40	31 60	52 80	21
22	61 74	52 08	30 87	40 53	53 34	45 36	27 72	35 28	47 88	40 32	25 62	33 18	55 44	22
23	64 68	54 56	32 34	42 46	55 88	47 52	29 4	36 96	50 16	42 24	26 84	34 76	58 8	23
24	67 62	57 04	33 81	44 39	58 42	49 68	30 36	38 64	52 44	44 16	28 6	36 34	60 72	24
25	70 56	59 52	35 28	46 32	60 96	51 84	31 68	40 32	54 72	46 8	29 28	37 92	63 36	25
26	73 50	62 00	36 75	48 25	63 50	54 0	33 0	42 0	57 0	48 0	30 50	39 50	66 60	26
27	76 44	64 48	38 22	50 18	66 4	56 16	34 32	43 68	59 28	49 92	31 72	41 8	68 64	27
28	79 38	66 96	39 69	52 11	68 58	58 32	35 64	45 36	61 56	51 84	32 94	42 66	71 28	28
29	82 32	69 44	41 16	54 4	71 12	60 48	36 96	47 4	63 84	53 76	34 16	44 24	73 92	29
30	85 26	71 92	42 63	55 97	73 66	62 64	38 28	48 72	66 12	55 68	35 38	45 82	76 56	30
30	88 20	74 40	44 10	57 90	76 20	64 80	39 60	50 40	68 40	57 60	36 60	47 40	79 20	30

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September 1950, to workers in the Building Trade

No. of Days	Unskilled		Young Person	Semi-Skilled		Skilled	No. of Days
	Male	Female		Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 14	1 2	0 92	1 29	1 37	1 47	1
1	2 28	2 4	1 84	2 58	2 74	2 94	1
2	4 56	4 8	3 68	5 16	5 48	5 88	2
3	6 84	6 12	5 52	7 74	8 22	8 82	3
4	9 12	8 16	7 86	10 32	10 96	11 76	4
5	11 40	10 20	9 20	12 00	13 70	14 70	5
6	13 68	12 24	11 4	15 48	16 44	17 64	6
7	15 96	14 28	12 88	18 6	19 18	20 58	7
8	18 24	16 32	14 72	20 64	21 92	23 52	8
9	20 52	18 36	16 56	23 22	24 66	26 46	9
10	22 80	20 40	18 40	25 80	27 40	29 40	10
11	25 8	22 44	20 24	28 38	30 14	32 34	11
12	27 36	24 48	22 8	30 96	32 88	35 28	12
13	29 64	26 52	23 92	33 54	35 62	38 22	13
14	31 92	28 56	25 76	36 12	38 36	41 16	14
15	34 20	30 60	27 60	38 70	41 10	44 10	15
16	36 48	32 64	29 44	41 28	43 84	47 4	16
17	38 76	34 68	31 28	43 86	46 58	49 98	17
18	41 4	36 72	33 12	46 44	49 32	52 92	18
19	43 32	38 76	34 96	49 2	52 6	55 86	19
20	45 60	40 80	36 80	51 60	54 80	58 80	20
21	47 88	42 84	38 64	54 18	57 54	61 74	21
22	50 16	44 88	40 48	56 76	60 28	64 68	22
23	52 44	46 92	42 32	59 34	63 2	67 62	23
24	54 72	48 96	44 16	61 92	65 76	70 56	24
25	57 0	51 0	46 0	64 50	68 50	73 50	25
26	59 28	53 4	47 84	67 8	71 24	76 44	26
27	61 56	55 8	49 68	69 66	73 98	79 38	27
28	63 84	57 12	51 52	72 24	76 72	82 32	28
29	66 12	59 16	53 36	74 82	79 46	85 26	29
30	68 40	61 20	55 20	77 40	82 20	88 20	30

" Unskilled Male " means a male unskilled labourer not under 18 years of age.

" Unskilled Female " means a female labourer not under 18 years of age.

" Unskilled young person " means an unskilled labourer irrespective of sex under 18 years of age.