

CONTENTS

	PAGE
1. Basic Technical Training in Ceylon	3
2. Ceylonisation	8
3. Labour Inspection and Minimum Wages	10
4. Guide to Employers—IV—Engineering Trade	11
5. Notes of Current Interest	16
6. Judgments in Appeal in Workmen's Compensation Cases—	
(a) Workmen's Compensation Case No. C 30/280/36	17
(b) Workmen's Compensation Case No. C 3/42/36	18
7. Decisions of Wages Boards	
(a) Coconut Growing Trade	20
(b) Tea Export Trade	21

Table

LIST OF TABLES

I Cost of Living Index Numbers—Colombo Working Class since 1939 ..	25
II Cost of Living Index Numbers—Estate Labour since 1939 ..	26
III Unemployment: Table showing the number of persons unemployed according to registers maintained at the Employment Exchanges in the Island since 1939 ..	27
IV Unemployment: Table showing the number of persons unemployed according to registers maintained at the Employment Exchanges in the Island (Classification by Exchange areas) since 1939 ..	28
V Unemployment: Table showing the number of unemployed persons placed in employment since 1939 ..	29
VI Unemployment: Table showing the number of unemployed persons registered and the number placed in employment during the month of August, 1950 ..	30
VII Strikes in Ceylon since 1939 ..	31
VIII Classification of the Strikes in July, 1950, by Industries or Trades ..	32
IX Classification of Strikes in July, 1950, by Causes ..	32
X Arrivals and departures of Indian Estate Labourers since 1939 ..	33

APPENDICES

Appendix I Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (October 1950) ..	34
II Ready Reckoners showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during October, 1950, to workers in the—	
(A) Tea Growing and Manufacturing Trade and Rubber Growing and Manufacturing Trade ..	40
(B) Cocoa, Cardamon and Pepper Growing and Manufacturing Trade ..	41
III Ready Reckoners showing the Minimum Wages payable for the number of days worked during October 1950, to workers in the—	
(A) Coconut Growing and Manufacturing Trades ..	42
(B) Tea Export and Rubber Export Trades ..	43
(C) Engineering Trade ..	44
(D) Match Manufacturing Trade ..	45
(E) Building Trade ..	46

CEYLON

LABOUR GAZETTE

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BASIC TECHNICAL TRAINING IN CEYLON

Importance of Industries

The East lags behind the West in material progress mainly on account of its dependence till recently on an agrarian economy. It has come to be recognized that no country desirous of raising the standard of living of its people in any degree comparable to that of the Western countries can depend solely on agriculture. Even for Agriculture according to modern methods, machinery has become indispensable. Hand in hand with improvements in Agriculture should be developed industries that would supply the commonest wants in manufactured goods. In former times when transport was difficult and not extensively developed, machinofacture could be carried on only in countries which had both the mineral resources for the establishment of the industries and the raw materials necessary to feed them. In modern times when transport is no problem and machinery could be imported from far distant countries, any country which has a steady supply of the raw materials can start industries for the conversion of such raw materials into consumer goods if not for export, at least for internal consumption. Ceylon produces several raw materials which she exports to other countries and imports in turn from those countries the articles manufactured out of those very same raw materials at several times the prices she receives for her raw materials. If industries for the conversion of these raw materials into consumer goods could be developed, in addition to an increase in the national wealth resulting in a higher standard of living for the people, employment could also be found for a considerable portion of the population.

One great handicap in the development of industries which Ceylon suffers from in common with other Eastern countries, is the lack of technically trained personnel. This handicap was strikingly manifest during the last war when Ceylon, due to interruption of supplies from abroad, had to depend on herself for many of her requirements for Civil Defence and other purposes. It fell on the War Council to supply this shortage of man power. Sir John Kotelawala as member of that council undertook to overcome this obstacle. With the Engineering Production Department to assist him, he formed the Ceylon Boys Technical Training Corps as part of the Essential Service Labour Corps to provide short courses in Technical Training for youths in order to meet this demand. Though started at a time of stress to meet a temporary need, the Government soon realized the value of this corps as a nucleus for a technical training centre in peace-time that would provide the necessary technical personnel for the industrial development of this country. After the cessation of

hostilities and the disbanding of the Essential Service Labour Corps, this corps was stripped of its war-time garb, made a permanent Government Department and named the Basic Technical Training Institute.

Apprenticeship

The term 'technical training' covers a very wide field. However, in this article it is intended to deal with it only in so far as it relates to the engineering trades. By 'apprenticeship' is meant the period which a future workman spends with his employer in learning a trade for which he normally receives no pay. There are two schools of thought in regard to apprenticeship training; one, of which Great Britain is the outstanding example, holds that apprentices should be trained in proper workshops, observing, receiving instruction in, and performing the actual jobs which they would be required to perform when they become full-fledged workmen. The other, of which France is an example, stresses the need for providing theoretical and practical training in vocational schools. The defects of the former system are that apprentices do not receive adequate theoretical instruction, unless it is separately and specially provided, and that they do not receive the careful individual attention which is so necessary at this early stage. It would be useful to quote the observation in this respect of the committee on apprenticeship training whose report was published as Sessional Paper XVI of 1947.

"All departmental courses provide for a course of training for five years for trade apprentices. The minimum age of admission ranges from 16 to 20 years. The rates of pay are almost the same and are on an incremental basis. The candidates for training, especially in the Railway and the Government Factory, are selected from among the sons of workmen employed in the Department. The schemes do not provide any theoretical training.

"Admittedly the training facilities provided by the departmental courses are far from satisfactory. The departments concerned also agree that the present system is by no means the best system of training. A grave defect in the schemes now in operation is the complete absence of any provisions for the apprentices to get even a limited amount of theoretical training which is so necessary. Even with regard to practical training, though no doubt the machinery and equipment are available yet in actual practice, the apprentices do not receive adequate individual attention. They work with skilled workmen who are not competent to train apprentices nor have any interest in their welfare. Nor can the Foreman in charge of the workshop find time to devote to their training. The apprentices are thus left to fend for themselves and very often learn faulty and inefficient methods."

The defects of the other system are that generally in a vocational school adequate machinery would not be available to provide the practical training necessary; even if the machinery were available the atmosphere of a workshop would not obtain and the 'team spirit' which is essential for economic production would not be developed to the same extent in a vocational school as it would be in a proper workshop. Obviously, the best system of training would be that which combines the merits of both the systems while eliminating the defects. A system of apprenticeship in which the initial period would be spent in a vocational school providing the necessary background

knowledge of theory with instruction in the correct method of use of tools, etc., and the remainder of the period of training in a proper workshop in actually doing jobs would therefore be the best system.

Recruitment

There is general agreement in all quarters that the age of recruitment as an apprentice should be that at which the normal boy finishes his primary education. Up to now there has been no uniformity in regard to the age of recruitment of apprentices in Ceylon. Different employers adopt different age limits. One essential is that an apprentice should be recruited while still of an educable age so that the primary training he receives will get indelibly impressed in his mind. As the average Ceylonese youth finishes his primary education about the age of 15 plus, the best age of recruitment as a trade apprentice would be between 15 and 17. Up to the present or at any rate till very recently, there was no fixed educational qualification prescribed for trade apprentices. Instances were not wanting where apprentices had been recruited without any educational qualification at all merely on the ground that they happened to be the sons or relatives of workmen already employed in a workshop. This fact has contributed very largely to the poor type of workmen not infrequently met with in several workshops. An efficient workman should be capable of understanding the various processes involved in the job he performs; for such an understanding a background knowledge of theory is indispensable. An apprentice to be capable of understanding the theoretical portion of the training he receives should have attained a certain standard in general education—say the sixth standard. Prior to recruitment apprentices should be medically examined to ensure that they are physically suitable for the trade in which training is intended to be given.

Apprenticeship training should be correlated to the employment opportunities available in order to avoid the training of more than the required number. For this purpose it is essential that each industry should estimate its requirements in advance and inform the Technical Training Centre. It is in the light of these general considerations that the Basic Technical Training Institute at Ratmalana functions at present as the recruiting centre of all engineering trade apprentices for the Workshops under the Ministry of Transport and Works. A basic training extending for two years is at present being provided at the end of which an examination is held to test the theoretical and practical knowledge gained by the apprentices. Those who have reached a satisfactory standard are passed out and awarded certificates. Although the training provided is intended to be basic, specialization in the different trades being left till after entry into a proper workshop, it has not been found possible entirely to avoid specialization on account of the fact that the basic training for different trades in some cases needs to be differentiated at a very early stage.

Youths between the ages of 16 and 18 who have passed either the IVth Standard in English or the VIth Standard in the Vernacular, and are found physically suitable by a medical examination are recruited. At first when applicants to join this Institute were few, all those who possessed the above qualifications were taken on. Recently, on account of the very large number of applicants desiring admission,

it has been found necessary to hold an entrance examination to recruit the best youths out of those who apply. The test is based on the fourth standard work.

Training

The first three month's term of the Training period is treated as a weeding out period. No technical instruction is given during this period, but the trainees are required to attend theoretical classes. The trainees are given a little garden work and are required to keep their work places and dormitories clean. This is generally a period of training in discipline.

The rest of the period of training is devoted to work both practical and theoretical. Theoretical instruction is given by qualified and experienced Instructors while practical instruction is given by workmen experienced in their respective trades, under the immediate supervision of qualified Workshop Superintendents. There is a Foreman in general charge of the training given, both theoretical and practical. The period of training is divided into six classes, which a boy goes through during his training. Terminal tests are held on the basis of the theoretical and practical instruction given in a class. On the results of these tests promotions are made to the next higher class. A miniature workshop exists and with the machinery available it is possible to provide a basic training in most of the trades required in Government Workshops though not in all. It is proposed in the near future to increase the machinery available so as to overcome this deficiency. The most noteworthy feature of the training provided is the high degree of individual attention given to each trainee which it would not be possible to give in large workshops. It is not intended to cover the whole course of instruction in this article; the above is a brief summary of the procedure adopted.

Hostel accommodation and other facilities

The trainees are resident in the Hostel of the Institute which is capable of accommodating 300 boys and is provided with all modern amenities. At present the number of boys under training is 150. It is proposed to increase the number gradually to reach the full strength of 300 in the near future.

Apart from the technical training provided the physical and spiritual well-being of the trainees is taken care of. Religious services are held on all Sundays by visiting priests. The Apothecary-in-Charge of the Government Dispensary at Ratmalana, visits the Institute daily to give necessary treatment to the sick boys. A Hospital capable of accommodating 12 persons is available. Those suffering from minor ailments are treated by the Apothecary and if necessary warded in the Hospital, while cases of a serious nature are despatched to the General Hospital for treatment.

Recreational activities of the Institute consisting of Volley Ball, Basket Ball, Boxing, Football, &c., are in the charge of a well-known Instructor. A well-equipped gymnasium, the equipment of which was turned out by the trainees in the workshop of the Institute, is available. The boys also have the use of the extensive playground available at the Kotelawalapura Housing Estate once a week.

A reading room consisting of a few books and daily issues of newspapers is available. It is proposed to add to the collection of books gradually. A canteen in which things are sold at cost price is run for the benefit of the trainees.

Due emphasis is paid to the extra-technical activities with a view to training the youths to be good citizens in addition to being good workmen. There is a Monitor and an Assistant Monitor for each of the six dormitories, who, in addition to enforcing discipline in their respective dormitories act as intermediaries for the other boys to place their grievances, requests, etc., before the authorities. There is also an Association of trainees which holds weekly meetings to discuss questions affecting them and to decide upon matters which need to be placed before the authorities in relation to their requirements. A copy of the minutes of each meeting is submitted by the Association to the Chief Engineer for necessary action. The Chief Engineer grants those of the requests that can be granted and calls up the President and Secretary and explains to them why some of their requests cannot be granted. All this is intended to inculcate in the boys a sense of responsibility in regard to the conduct of their collective affairs and a spirit of co-operation with the authorities.

This scheme of training which is a remarkable step towards industrial progress is also a great boon to the poor people of this country as the whole course of training inclusive of Food, Hostel accommodation, &c., is free of charge. It is hoped that this Institute will in the years to come produce many skilled and loyal workmen who will make their own valuable contribution to the economic upliftment of this country. It would not be proper to conclude this article without mentioning that this scheme approved as a long term policy by government was conceived by the energetic Minister for Transport and Works, Sir John Kotelawala, who nursed it during its infancy at Maharagama and has now set it firmly on its feet at Kotelawalapura.

Contributed by :

B. W. SOYSA,
*Acting Chief Engineer,
Basic Technical Training Institute,
Ratmalana.*

The question of "incentives", incentives to productivity, goes very much deeper than "wages". What, in fact, are the springs which, under full employment, in a free society, release the full measure of our energy and resource? The answer is, I think, two-fold, "knowledge" and "a sense of purpose".

The Rt. Hon. George Isaacs, M.P.

CEYLONISATION

The Hon. Mr. A. E. Goonesinha was appointed Minister of State on 26th July, 1950. One of the subjects and functions assigned to his Ministry was "Planning for Ceylonisation in private employment".

2. Since his appointment, several conferences have been held with the various employers' organisations with a view to giving effect to the policy of Ceylonisation. The growing trend of unemployment amongst Ceylonese was pointed out to them and their co-operation to implement this policy without the aid of legislation was solicited. He assured these various employers' organisations that his Ministry would give them every assistance in the selection of suitable Ceylonese.

3. The Hon. Minister first met the Indian Traders at Kandy in August, when he explained to them the present policy of the Government in regard to Ceylonisation and requested them to make a start in the Ceylonisation of their establishments by employing at least 25 per cent. of Ceylonese as a first step.

4. Thereafter he met a deputation from the Ceylon Estates Employers' Federation in Colombo on August 30th. The following proposals were tentatively agreed to by the deputation subject to confirmation by the members of the Federation:—

- (1) That all non-nationals over 55 years of age should be retired on or before 31st December, 1950, with gratuity or compensation or pension reckoned as though retirement was at age of 60;
- (2) That all recruitment of staff on Estates should be through Employment Exchanges as far as possible;
- (3) That no non-nationals should be employed on Estate Staffs in future. The categories referred to in (2) and (3) to be mainly the following:—
 - (1) Clerical Staff.
 - (2) Technical Staff.—Tea Makers, Engine Drivers, Rubber Makers and their Assistants.
 - (3) Conductors and Assistants.
 - (4) Medical Staff.
 - (5) Store-keepers and Assistants.
 - (6) School Masters.
 - (7) Lorry Drivers and Car Drivers, and
 - (8) Kanakkapulles (as far as possible).

5. The Hon. Minister then met the Agency Section of the Planters' Association of Ceylon on 13th September when the question of Ceylonisation on estates was discussed. He pointed out that staff work that was being presently done by Europeans could very well be handed over to Ceylonese and requested them to employ only Ceylonese in estates as Superintendents and Assistant Superintendents with effect from 1st October, 1950. He also emphasised to them the gravity of the growing trend of unemployment especially among the educated youth of the country who could quite easily and usefully be employed on estates. The deputation promised to consult their colleagues and meet the Hon. Minister again on 2nd October, 1950, but later on their request the Hon. Minister has agreed to address a Special General Meeting of the Planters' Association of Ceylon on 26th October, 1950.

6. The Hon. Minister has also met a deputation of the Chamber of Commerce. Addressing them he urged the necessity for the Ceylonisation in commercial establishments, particularly in the higher grades so as to enable absorption in employment of the unemployed graduates. The necessity to advertise widely vacancies in commercial establishments was also stressed. The Hon. Minister then submitted for the consideration of the Chamber the following points:—

- (1) No non-Ceylonese should in future be employed by any constituent member of the Chamber. In the event of a constituent member being unable to secure a Ceylonese national for a particular post, then a non-national should be recruited after informing the Government.
- (2) Till the whole question is settled, no non-nationals should be recruited for employment in Ceylon by the constituent members of the Chamber.

The deputation agreed to place these proposals before a general meeting of the Committee of the Chamber of Commerce which was to have been held on 29th September, 1950. Their reply is awaited.

7. On 2nd October, 1950, the Hon. Minister met the Deputy Chairman, Employers' Federation of Ceylon, with whom he had a preliminary discussion on Ceylonisation. A deputation from the Federation will be meeting the Hon. Minister early.

8. The Hon. Minister proposes to meet the Indian Mercantile Chamber early in November.

Issued from

The Office of the Minister of State.

In our experience a good manager's efforts to increase efficiency after mutual consultation are hardly ever frustrated by resistance from the workers. Neither workers nor office personnel like to work long hours, but while they are on the job, they are generally willing to work.

*Sir Geoffrey Hayworth,
(Chairman of Lever Bros. & Unilever Ltd.)*

LABOUR INSPECTION AND MINIMUM WAGES

Labour inspection ensures, among other things, that workers are paid at least the minimum wages as prescribed under the law. Where short-payments to workers are detected, action is immediately taken to see that such short-payments are made good.

2. Thus, in the course of inspections of estates and establishments, the Inspecting Officers check the wage records of the workers. The statement below shows the number of workers whose wages were checked during each of the years subsequent to 1946, the year in which inspections under the Wages Boards Ordinance started.

Year	No. of Workers whose Wages were Checked	
	On Estates	Other Establishments
1946	220,000	1,032
1947	255,500	11,200
1948	292,244	42,599
1949	444,043	27,184

3. It is of interest to compare these figures with the statistics of employment in the Trades to which Part II of the Wages Boards Ordinance has been applied. Out of a total of 618,921 workers in estates, and 62,433 in other establishments in 1949, the wages of 444,043 workers on estates and 27,184 workers in other establishments were checked, representing a percentage of 71.7 in the case of estates and 43.5 in the case of other establishments.

4. The details of the amount of short payments recovered for workers and the number of workers who benefited by such recoveries classified by the different trades for the years 1946 to 1949 are shown below:—

Trades	1946		1947		1948		1949	
	No. of Workers Benefited	Amount recovered Rs. c.	No. of Workers Benefited	Amount recovered Rs. c.	No. of Workers Benefited	Amount recovered Rs. c.	No. of Workers Benefited	Amount recovered Rs. c.
Tea, Rubber and Cocoa	*4,066..	51,599 69	7,438..	55,135 15..	7,580..	93,349 10..	5,765..	60,456 42
Coconut			579..	14,758 68..	889..	10,237 49..	2,558..	34,675 14
Engineering			584..	35,438 10..	835..	23,792 89..	830..	16,447 58
Printing	†97	4,301 47	859..	43,355 73..	491..	23,267 95..	228..	9,645 27
Plumbago			272..	8,699 69..	170..	6,592 80..	275..	6,563 10
Tea and Rubber Export			50..	10,012 33	122..	12,423 74	769..	15,508 58
Toddy, Arrack and Vinegar			61..	2,309 47..	97..	5,587 23..	230..	15,612 94
Motor Transport			1,124..	80,810 46..	1,470..	181,573 56..	951..	80,081 81
Match Manufacturing			59..	443 55..	2..	48 59..	—	—
Cigar Manufacturing			—	—	1..	41 14..	—	—
Cinema			—	—	—	—	104..	5,225 95
Total	.. 4,163	55,901 6	11,026	250,963 16	11,703	380,739 21	11,510	244,216 79

* Estates.

† Other Establishments.

GUIDE TO EMPLOYERS*—IV

THE ENGINEERING TRADE

Description of the Engineering Trade

The notification under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette* No. 9,224 of January 7, 1944, as amended by the notification published in *Government Gazette* No. 9,335 of November 24, 1944, gives a comprehensive description of the trade. The trade as described covers civil engineering, mechanical engineering and electrical engineering and includes the work of the following workers as well as any operations connected with or incidental to the work of these workers:—

- (1) turners;
- (2) machinists (iron and steel working);
- (3) machinists (wood working);
- (4) coppersmiths;
- (5) tinsmiths;
- (6) plumbers;
- (7) fitters;
- (8) wiremen and electricians;
- (9) electroplaters;
- (10) armature winders;
- (11) switchboard attendants;
- (12) boiler-makers, rivetters, and caulkers;
- (13) blacksmiths;
- (14) blacksmiths' strikers and hammer-men;
- (15) welders, and burners;
- (16) power-hammer operators;
- (17) moulders (iron and brass);
- (18) driver mechanics;
- (19) joiners;
- (20) coremakers;
- (21) fettlers (iron and brass);
- (22) smelters (iron and brass);
- (23) pattern makers;
- (24) carpenters, joiners and cabinet makers;
- (25) boat builders;
- (26) checkers (timber);
- (27) sawyers;
- (28) caulkers (deck);
- (29) saw sharpeners;
- (30) machine knife sharpeners;
- (31) painters;
- (32) sign writers;
- (33) polishers (appliers of French polish);
- (34) masons;
- (35) crane drivers;
- (36) boiler attendants;
- (37) launch-tindals, drivers, and bowmen;
- (38) splicers (rope and sail-makers);
- (39) glaziers;

* "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.

- (40) drivers (engine);
- (41) oil and steam roller drivers and firemen;
- (42) shipwrights;
- (43) body builders;
- (44) hoodmakers;
- (45) greasers;
- (46) cleaners;
- (47) washers;
- (48) mechanics;
- (49) tyre repairers;
- (50) tyre vulcanizers;
- (51) tinkers (motor);
- (52) kanganies;
- (53) unskilled labourers;
- (54) trade learners and apprentices;
- (55) watchers;
- (56) engineering store-keepers.

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, weekly holiday and annual holidays.

Normal Working Day

The number of hours constituting a normal working day (inclusive of one hour for a meal) has been fixed at nine on any day other than a Saturday and at six and half on a Saturday.

Minimum Rates of Wages for Time Work

The minimum time rate consists of a basic rate and a special allowance. The daily basic rates and the special allowances are set out in a notification under section 27 (3) of the Wages Boards Ordinance, published in *Government Gazette* No. 9,447 of August 10, 1945, as amended by notifications published in *Government Gazette* No. 9,523 of February 22, 1946, and No. 9,837 of February 27, 1948.

Workers in the trade, other than kanganies and watchers whose daily basic rates are Rs. 1.60 and Rs. 1.50 respectively, have been grouped into four categories for purposes of fixing the basic rates as follows:—

	Rs. c.
Unskilled labourers ..	.. 1 24 a day
Semi-skilled workers—Grade I ..	.. 1 44 a day
Semi-skilled workers—Grade II ..	.. 1 28 a day
Skilled workers ..	.. 1 80 a day

The basic rates fixed for trade learners and apprentices are as follows:—

1st year ..	.. 40 cents a day
2nd year ..	.. 56 cents a day
3rd year ..	.. 72 cents a day
4th year ..	.. 96 cents a day

The daily rates of special allowances payable when the cost of living index number for the preceding month is 200 are half the daily basic rates to unskilled labourers and trade learners and apprentices.

and 72 cents to the other categories of workers, the variation for every five points rise or fall in the cost of living index number being 1 cent in the case of 1st and 2nd year trade learners or apprentices, 2 cents in the case of 3rd and 4th years, and 3 cents in the case of all other workers.

Notification regarding Special Allowances

The Commissioner of Labour publishes a notice showing the rates of special allowances for each month in the *Government Gazette* and in the newspapers 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 minimum daily rate by 8.

Weekly Holiday

All workers, other than watchers and workers engaged on work outside the business premises of the employer for periods exceeding 12 days in respect of the duration of each such period, must be allowed Sunday as a holiday. Any such worker who is employed on a Sunday, has not only to be allowed a holiday within the six days following that particular Sunday but also to be paid at $1\frac{1}{2}$ times the minimum time rate of wages for working on a Sunday. A worker who, through his own unwillingness, fails to work for nine hours (including the meal hour) on a Sunday may be paid $1\frac{1}{2}$ times the hourly rate for each hour he has worked.

The minimum hourly overtime rate payable in respect of overtime on a Sunday is twice the hourly rate.

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 out-turn 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 beginning 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 for a period not less than one year on or before March 1, 1945, the "qualifying year" commences on March 1 each year as long as he remains in the same establishment.

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 232 days in a "qualifying year" is entitled to one holiday for each unit of 4 days worked in excess of 232 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 the grant of a maximum of 14 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 a notification of the Board published in *Government Gazette* No. 9,523 of February 22, 1946.

The holidays earned by a worker must be given within 12 months immediately succeeding the qualifying year in which they were earned. Such holidays *must be allowed and taken on consecutive days*. The specific time at which the holiday is taken may be mutually agreed upon.

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

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.

Payment of Wages

The 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 in the relevant wage period.

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, 1950 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 appeared in the last issue of this Gazette (Vol. I, No. 9).

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

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

Notifications

Notifications relating to decisions of the Wages Board for the Engineering Trade have been published in *Government Gazette* No. 9,447 of August 10, 1945, No. 9,523 of February 22, 1946, and No. 9,837 of February 27, 1948. Extracts of the *Gazette* Notifications are available for sale at the Government Publications Bureau, Secretariat, Colombo. They are not available at the Office of the Commissioner of Labour.

The crying need in this country today is for people who can produce things—people who can make things as good or better than our forbears did, and much better than the people of other countries can make them.

Sir Fredrick Handley Page.

Proposed Labour College in Ceylon.—It is reported that, at a Conference held by the International Confederation of Free Trade Unions in Brussels last month, it has been decided to set up an organisation in Asia to assist the development of Trade Unionism in this Continent and strengthen democratic elements among the workers in Eastern countries. The Headquarters of this Organisation will be at Singapore with branch offices in India, Japan and the Philippines.

It has also been planned to open residential Labour Colleges in Ceylon and Singapore at which courses of instruction for training Trade Union leaders will be held.

These decisions have been taken by the Confederation following a report prepared by a special mission which on their behalf toured South East Asia recently.

Historic Pact between Labour and Management.—A historic chapter in Industrial Peace is reported to have been written on May 23, 1950, in the United States of America when General Motors Corporation and the United Automobile Workers of America signed an unprecedented five-year agreement to the benefit of both, protecting labour's standard of living, protecting management from strikes, and insuring increased production for both. The agreement appears to mean that management and labour, through confidence in America's technological progress, have made an earnest effort to look at the workers' needs and provide them without abusing the power each held.

The major provisions of the new agreement are reported to be—

- (1) Continuation, without change, of the cost of living allowance formula under which wages are reviewed quarterly and adjusted in line with changes in the consumer price index of the U. S. Bureau of Labour Statistics.
- (2) An annual improved factor of 4 cents per hour to be added to the basic rate, starting on May 29, 1950, and 4 cents additional annually for the life of the agreement.
- (3) A sound, funded, non-contributory pension of \$100 a month, including federal social security for all employees under this agreement with 25 years' service.
- (4) Increased life insurance and sickness and accident benefits under the General Motors group insurance programme at no additional cost to employees.

In the terms of this agreement the American consumer is naturally interested. His anxiety is whether the contract would result in higher prices and whether this would result in inflation that will endanger the national economy. These questions appear to have been put to economists at the University of Chicago and they are reported to be agreed that The General Motors—United Automobile Workers pact is not inflationary, chiefly because inflation stems not from increases in wages but from other potent economic factors, chiefly the demand for products, government fiscal policies, amount of money in circulation and a propensity to spend, which is unpredictable.

JUDGMENTS IN APPEAL IN WORKMEN'S COMPENSATION CASES

Present : Moseley, J.

ARNOLIS HAMY, Applicant, and THE CONTROLLER OF
ESTABLISHMENTS, Respondent

S. C. 463—C 30/280/36

Workmen's Compensation Ordinance, No. 19 of 1934—Question whether incapacity is total or partial—Is it a question of fact or law.

Held (i) That the question whether incapacity is total or partial is a question of fact.

(ii) That in a case of permanent partial disablement, it is the duty of the Commissioner to decide on the evidence before him, whether there has been a complete loss of earning capacity or not.

Kumaraswamy Subramaniam for Applicant.

J. E. M. Obeyasekera, Crown Counsel, for Crown-Respondent.

October 29, 1937. MOSELEY J.

This is an appeal against an order of the Commissioner for Workmen's Compensation on the ground that the applicant had been held entitled to compensation on the footing of permanent partial disablement, whereas the applicant contended his disablement was permanent and total.

The applicant was a blacksmith, employed by the Ceylon Government Railway, and as a result of an injury to his right index finger was found by a Medical Board to have Fibrous Ankylosis of all joints of that finger. The Board found further that he was unfit for further service anywhere in the Island. That lack of fitness, I take it is only intended to apply to service as a blacksmith, since there must be many occupations for which the loss of the use of the right index finger would not necessarily unfit one.

Section 48 of the Workmen's Compensation Ordinance, No. 19 of 1934, provides *inter alia* that an appeal to the Supreme Court from an order of the Commissioner shall lie on a point of law. The point was taken by Counsel for the respondent that the appeal in this case is on a question of fact and therefore does not lie. The reply of Counsel for the appellant was that the Commissioner had treated the matter as a question of law.

In the case of *Sage v. Stothert*¹ it was held that whether incapacity is total or partial is a question of fact. That proposition appears to have been accepted without question, and it seems to me that it must be so.

In this case the Medical Board has found the applicant's capacity "slightly impaired". The Commissioner in considering the finding of the Board applied to that finding the definition of "partial disablement", which provides that every injury specified in Schedule 1 shall be deemed to result in permanent partial disablement. Among the injuries specified in Schedule 1 is "Loss of index finger". He held that it was therefore unnecessary for him to decide whether there had been a complete loss of earning capacity.

(1) (1923) 16B W.C.C. 74.

In my view, it was his duty to make a finding upon the evidence before him, and in a proper case I should adopt the course of remitting the case to the Commissioner for such a finding. To do so in this case, would not, I think, serve any useful purpose. Not only is there evidence upon which the Commissioner could arrive at the conclusion to which he has come, but I do not think that, on that evidence, he could have made any other finding. In other words, I do not see by what process of reasoning the Commissioner could have found that the applicant has been incapacitated for all work which he was capable of performing at the time of the accident.

The appeal is dismissed.

Appeal dismissed.

Present : Soertsz, J.

ELONONA v. FERNANDO

C 3/42/36

Workmen's Compensation Ordinance—Workmen injured while unloading machinery—Engaged previously in demolishing building—Not entitled to compensation—Ordinance No. 19 of 1934, s. 39.

A workman, who was injured while he was engaged in loading into a cart some dismantled machinery, which was being removed from an old building, which he was employed in demolishing the day previous to the accident, is not entitled to compensation under the Workmen's Compensation Ordinance.

CASE submitted for decision of the Supreme Court under section 39 of the Workmen's Compensation Ordinance, No. 19 of 1934.

J. E. M. Obeyasekera, Crown Counsel (amicus curiae).

Cur. adv. vult.

March 10, 1937. SOERTSZ J.

This is a matter submitted for the decision of this Court by the Commissioner for Workmen's Compensation under section 39 of Ordinance No. 19 of 1934.

The question is whether the deceased who was injured while he was engaged in loading some dismantled machinery into a cart on the 8th of April 1936, and who died in consequence of that injury on the 21st of April 1936 can be said to have been employed "in the demolition of a building" when the accident took place, having regard to the facts (1) that the machinery he was loading into the cart was machinery which had been installed in an old building and was being removed to be set up in another building in Bingiriya, (2) that the deceased had been employed before the day of the accident in demolishing the walls of that old building in which the machinery that was being removed, stood.

This question arises because only "workmen" who conform to the definition of "workman" in the Ordinance and their dependants are entitled to compensation. The definition of "workman" in the

Ordinance appears to have been evolved by (a) a general stipulation that his wages shall not exceed Rs. 300 per mensem, (b) by an enumeration of certain categories of employment, (c) by an express exclusion of three classes of workmen.

It is, therefore, essential that a workman who claims or on whose behalf a claim is made for compensation should bring himself within one of the categories of employment enumerated in the schedule.

I have no doubt it must have been the intention of the Legislature to provide for a case like that of the workman with whom we are concerned in this case, for I can conceive no equitable ground on which he could have been deliberately excluded but unfortunately the enumeration in the schedule is not exhaustive and the plight in which this workman's dependants find themselves is due to the fact that this is a *casus omissus* from the enumeration.

The only possible category, upon the evidence, that can be said to be at all relevant to this case is the one referred to by the Commissioner. It is No. 7 (a) in the schedule. It reads as follows:—"Any person who is employed in the construction, repair or demolition of any building which is designed to be or is or has been more than one storey in height above the ground or twenty feet or more from the ground level to the apex of the roof".

Now the evidence in this case is that the workman *had been engaged* in the demolition of a building *before* the day of the accident. He does not, therefore, appear to come within the ambit of section 3 of the Ordinance which provides "if personal injury is caused to a workman by accident arising out of, *and in the course of his employment*, his employer shall be liable to pay compensation, etc. The words "*in the course of his employment*" clearly mean in the context "*in the course of his employment*" in one of the classes of work enumerated in the schedule.

This view is supported by the fact that in the case of workmen employed in buildings, repairing or demolishing, it is insisted that the buildings should be of a certain type or certain dimensions, most probably because of the risk that attends upon workmen engaged in such buildings. It would have been of no consequence to insist upon the type of dimensions of a building if it was intended to provide compensation for workmen who *had been engaged* upon a building, but who were not so engaged but were engaged in some other kind of work at the time the accident occurred.

In my opinion, it is, therefore clear that in order to make an employer liable for compensation, the accident should have happened while the workman was in the course of working in one of the enumerated classes of work.

The workman in this case was injured not while he was engaged in demolishing the building, but while he was loading machinery into a cart. The answer to the question is in the negative.

DECISIONS OF WAGES BOARDS

WAGES BOARD FOR THE COCONUT GROWING TRADE

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

The decisions made by the Wages Board for the Coconut Growing Trade and set out in the Schedule to the Notification published in *Gazette Extraordinary* No. 9,971 of April 30, 1949, as varied in the manner set out in the notification published in *Gazette* No. 10,098 of April 28, 1950, shall be further varied by the substitution, for Part III of that Schedule, of the following Part:—

“Part III

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

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

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

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

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

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

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

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

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

WAGES BOARD FOR THE TEA EXPORT TRADE

Part I.

Direction under Section 20 (2) (b).

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

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

Intervals at which wages shall be paid (Section 23 (1)).

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

Definition of a normal working day (Section 24).

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

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

Part II.

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

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

1	2	3
Class of workers	Basic rate for a normal working day	Rate of Special Allowance for a normal working day in any month
	(a)	(b)
	Where the cost of living index number for the preceding month is 200, the special allowance shall be—	Where the cost of living index number for the preceding month is above or below 200, the rates prescribed in the preceding column (a) shall be increased or decreased, as the case may be, for each complete unit of 5 points by which the index number exceeds or falls short of 200 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in the tables below*
Rs. c.		
A. Male workers not under 18 years of age—		
(a) <i>Grade II.</i> Workers employed in— sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and sten- cilling, making and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and reffring and polishing green tea ..	1 24 ..	62 cents
(b) <i>Intermediate Grade.</i> Workers employed in— weighing chests filled with tea, hand-bulking, hand-blending ..	1 40 ..	72 cents
(c) <i>Grade I.</i> Workers employed in— unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and restacking and laying out chests and loading for shipping ..	1 60 ..	72 cents
(d) <i>Box makers and repairers</i> ..	1 40 ..	72 cents
(e) <i>Watchers</i> ..	1 50 ..	72 cents
B. Female workers (not under 18 years of age—	1 0 ..	50 cents
C. Workers (irrespective of sex) under 18 years of age—		
Over 14 years but under 15 years ..	0 60 ..	30 cents
Over 15 years but under 16 years ..	0 70 ..	35 cents
Over 16 years but under 17 years ..	0 80 ..	40 cents
Over 17 years but under 18 years ..	1 0 ..	50 cents

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

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

Index Numbers	Male Workers not under 18 years of age		Female Workers (not under 18 years of age)	Workers (irrespective of sex) under 18 years of age			
	Grade II	Grade I		Over 14 years but under 15 years	Over 15 years but under 16 years	Over 16 years but under 17 years	Over 17 years but under 18 years
	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.
1. Special allowance in the event of a rise in the index number—							
200-204 ..	0 62	0 72	0 50	0 30	0 35	0 40	0 50
205-209 ..	0 65	0 75	0 53	0 32	0 37	0 42	0 52
210-214 ..	0 68	0 78	0 56	0 34	0 39	0 44	0 54
215-219 ..	0 71	0 81	0 59	0 36	0 41	0 46	0 56
220-224 ..	0 74	0 84	0 62	0 38	0 43	0 48	0 58

Index Numbers	Male Workers not under 18 years of age		Female Workers (not under 18 years of age)	Workers (irrespective of sex) under 18 years of age			
	Grade II	Grade I Intermediate grade, box makers and repairers and watchmen		Over 11 years but under 15 years	Over 15 years but under 16 years	Over 16 years but under 17 years	Over 17 years but under 18 years
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
2. Special allowance in the event of a fall in the index number—							
200-196	0 62	0 72	0 50	0 30	0 35	0 40	0 50
195-191	0 59	0 69	0 47	0 28	0 33	0 38	0 48
190-186	0 56	0 66	0 44	0 26	0 31	0 36	0 46
185-181	0 53	0 63	0 41	0 24	0 29	0 34	0 44
180-176	0 50	0 60	0 38	0 22	0 27	0 32	0 42

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.

Weekly Holiday (Section 24)

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

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

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

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

Annual Holidays (Section 25)

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

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

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

- (a) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration;

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

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

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

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

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

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

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

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

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

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

Base : November, 1938-April, 1939 = 100

GROUPS OF HOUSEHOLD EXPENDITURE

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

Base : November, 1942 = 100

Index Number
Nov., 1942
= 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24 ..		
1943	..	103 ..	94 ..	105 ..	138 ..	118 ..	197
1944	..	102 ..	94 ..	105 ..	156 ..	127 ..	200
1945	..	110 ..	94 ..	112 ..	165 ..	158 ..	221
1946	..	113 ..	111 ..	124 ..	180 ..	155 ..	229
1947	..	126 ..	121 ..	136 ..	213 ..	157 ..	252
1948	..	138 ..	101 ..	148 ..	189 ..	157 ..	260
1949	..	144 ..	97 ..	128 ..	156 ..	148 ..	258
January	..	147 ..	99 ..	129 ..	174 ..	143 ..	263
February	..	145 ..	98 ..	129 ..	166 ..	146 ..	261
March	..	143 ..	98 ..	129 ..	160 ..	145 ..	257
April	..	141 ..	96 ..	126 ..	160 ..	149 ..	255
May	..	141 ..	96 ..	129 ..	155 ..	148 ..	254
June	..	141 ..	96 ..	129 ..	156 ..	150 ..	255
July	..	142 ..	96 ..	120 ..	153 ..	151 ..	256
August	..	142 ..	96 ..	129 ..	149 ..	152 ..	256
September	..	143 ..	96 ..	129 ..	146 ..	151 ..	256
October	..	146 ..	96 ..	129 ..	150 ..	148 ..	259
November	..	148 ..	96 ..	129 ..	152 ..	149 ..	262
December	..	149 ..	96 ..	129 ..	153 ..	148 ..	264

1950—

January	..	155 ..	96 ..	129 ..	152 ..	151 ..	271
February	..	154 ..	97 ..	129 ..	150 ..	155 ..	271
March	..	151 ..	95 ..	129 ..	149 ..	151 ..	266
April	..	150 ..	96 ..	129 ..	151 ..	154 ..	266
May	..	151 ..	95 ..	129 ..	151 ..	153 ..	266
June	..	154 ..	96 ..	129 ..	151 ..	154 ..	271
July	..	155 ..	96 ..	129 ..	153 ..	155 ..	272
August	..	156 ..	97 ..	129 ..	151 ..	158 ..	274
September	..	162 ..	108 ..	129 ..	155 ..	158 ..	283

TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

Base : July-September, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

Year		Food		Clothing		Fuel and Light		Miscel- laneous		Final Index Number
Group weights	..	64	..	12	..	8	..	16		
INDEX NUMBERS										(July-Sept., 1939 = 100)
Base : July-September, 1939 = 100										
1939	..	100	..	100	..	100	..	100	..	100
1940	..	106	..	113	..	107	..	105	..	107
1941	..	119	..	126	..	108	..	115	..	119
1942	..	160	..	139	..	117	..	135	..	154

Base : October, 1942 = 100										Index Number October, 1942 = 100
Group weights	..	701	..	119	..	14	..	166		
1943	..	108	..	149	..	104	..	118	..	199
1944	..	110	..	202	..	105	..	114	..	211
1945	..	115	..	196	..	104	..	137	..	222
1946	..	118	..	214	..	106	..	131	..	228
1947	..	124	..	220	..	112	..	139	..	239
1948	..	142	..	224	..	112	..	128	..	259
1949	..	154	..	182	..	111	..	126	..	264
January	..	157	..	202	..	112	..	117	..	269
February	..	154	..	199	..	112	..	121	..	266
March	..	158	..	197	..	112	..	126	..	272
April	..	153	..	197	..	112	..	127	..	266
May	..	152	..	189	..	112	..	125	..	262
June	..	151	..	188	..	112	..	124	..	261
July	..	152	..	187	..	112	..	126	..	262
August	..	151	..	176	..	112	..	128	..	259
September	..	153	..	168	..	108	..	131	..	261
October	..	154	..	164	..	108	..	129	..	261
November	..	157	..	159	..	108	..	132	..	264
December	..	160	..	160	..	108	..	125	..	266

1950—

January	..	165	..	160	..	108	..	127	..	273
February	..	168	..	155	..	108	..	134	..	277
March	..	166	..	155	..	108	..	135	..	275
April	..	166	..	157	..	108	..	134	..	275
May	..	161	..	158	..	108	..	134	..	269
June	..	162	..	162	..	108	..	132	..	271
July	..	162	..	164	..	108	..	135	..	272
August	..	164	..	164	..	108	..	142	..	277
September	..	166	..	163	..	108	..	138	..	278

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
August	5,500 ..	11,364 ..	13,427 ..	37,803 ..	68,097

* 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	Navalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Badicaloa	Trincomalee	Total
1939 ..	26,677	—	—	—	—	—	—	—	—	—	—	—	26,677
1940 ..	27,645	—	—	—	—	—	—	—	—	—	—	—	27,645
1941 ..	20,458	—	—	—	—	—	—	—	—	—	—	—	20,458
1942 ..	19,333	—	—	—	—	—	—	—	—	—	—	—	19,333
1943 ..	8,335	—	—	—	—	—	—	—	—	—	—	—	8,335
1944 ..	1,053	—	—	—	—	—	—	—	—	—	—	—	1,053
1945 ..	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	1,497	21,366*
1946 ..	25,805	1,117	808	993	3,397	726	352	816	119	438	727	611	36,544†
1947 ..	21,580	2,289	1,043	2,133	4,955	564	430	431	170	490	—	—	34,744
1948 ..	42,200	7,235	2,414	3,995	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	1,634	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	2,034	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. ..	40,209	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	70,382
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	1,066	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	5,377	4,566	881	1,038	2,080	501	1,273	1,274	623	68,571
May ..	41,998	4,817	4,194	5,714	4,526	885	1,009	1,849	530	1,283	1,414	467	68,686
June ..	41,174	4,536	3,881	6,011	4,766	918	1,000	1,853	589	1,073	1,458	500	67,750
July ..	42,113	4,433	3,967	6,322	3,297	923	1,031	1,980	573	996	1,441	417	67,502
August ..	43,020	4,342	3,915	6,370	3,052	1,047	990	1,943	570	1,057	1,327	464	68,097

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

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

TABLE V—UNEMPLOYMENT

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

<i>Year</i>			<i>Technical and Clerical</i>		<i>Skilled</i>		<i>Semi- Skilled</i>		<i>Unskilled</i>		<i>Total</i>
1939	..	—	..	—	..	—	..	—	..	—	2,583
1940	..	—	..	—	..	—	..	—	..	—	5,089
1941	..	—	..	—	..	—	..	—	..	—	9,071
1942	..	—	..	—	..	—	..	—	..	—	8,129
1943	..	—	..	—	..	—	..	—	..	—	4,170
1944	..	—	..	—	..	—	..	—	..	—	1,875
1945	..	—	..	369	..	1,104	..	411	..	2,653	4,537
1946	..	—	..	1,303	..	3,012	..	1,341	..	10,130	15,786
1947	..	—	..	915	..	1,417	..	911	..	4,161	7,404
1948	..	—	..	1,355	..	1,563	..	1,311	..	6,118	10,347
1949	..	—	..	1,807	..	1,616	..	1,767	..	9,590	14,780
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
		Aug.	..	222	..	122	..	91	..	774	1,209

TABLE VI—UNEMPLOYMENT

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central (Colombo) ..	423 ..	101 ..	790 ..	77 ..	669 ..	48 ..	2,011 ..	263 ..	3,893 ..	480
Negombo ..	36 ..	6 ..	44 ..	2 ..	57 ..	12 ..	300 ..	19 ..	437 ..	39
Kalutara ..	41 ..	28 ..	58 ..	1 ..	95 ..	1 ..	250 ..	31 ..	444 ..	61
Galle ..	71 ..	9 ..	98 ..	9 ..	151 ..	3 ..	315 ..	23 ..	629 ..	44
Kandy ..	108 ..	31 ..	92 ..	1 ..	248 ..	1 ..	214 ..	23 ..	662 ..	56
Nawalapitiya ..	4 ..	1 ..	14 ..	7 ..	38 ..	2 ..	237 ..	64 ..	293 ..	74
Kurunegala ..	30 ..	11 ..	17 ..	— ..	50 ..	4 ..	32 ..	9 ..	129 ..	24
Jaffna ..	80 ..	5 ..	51 ..	14 ..	127 ..	1 ..	129 ..	44 ..	388 ..	70
Ratnapura ..	23 ..	4 ..	12 ..	— ..	21 ..	— ..	23 ..	1 ..	79 ..	5
Badulla ..	17 ..	12 ..	35 ..	— ..	39 ..	3 ..	200 ..	105 ..	291 ..	120
Batticaloa ..	12 ..	1 ..	43 ..	6 ..	49 ..	1 ..	341 ..	172 ..	445 ..	180
Trincomalee ..	26 ..	2 ..	21 ..	2 ..	42 ..	3 ..	25 ..	1 ..	114 ..	8
Women's ..	63 ..	11 ..	40 ..	3 ..	43 ..	6 ..	287 ..	19 ..	493 ..	39
Total ..	934	222	1,310	122	1,629	91	4,364	774	8,237	1,209

TABLE VII—STRIKES IN CEYLON SINCE 1939

Year		Plantations			Others		
		Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	..	.. 42	.. Not available	.. Not available	.. 5	.. Not available	.. Not available
1940	..	.. 36	.. 9,732*	.. do.	.. 8	.. do.	.. do.
1941	..	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	..	.. 8	.. 949	.. do.	.. 14*	.. do.	.. do.
1943	..	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	..	.. 26	.. 3,648	.. 4,048‡	.. 66	.. 12,399	.. 25,937
1945	..	.. 28	.. 3,514	.. 4,285	.. 55	.. 28,875	.. 153,388‡
1946	..	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	..	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	..	.. 32	.. 4,516	.. 31,349‡	.. 20	.. 1,065	.. 2,497‡
1949	..	.. 66	.. 477,412	.. 631,340	.. 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	.. 2,356	.. —	.. —	.. —
	July	.. 7	.. 432,384§	.. 432,332	.. 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	.. 2,377
	April	.. 1	.. 103	.. 390	.. 3	.. 459	.. 380
	May	.. 9	.. 1,798	.. 3,468	.. 5	.. 1,513	.. 1,333
	June	.. 7	.. 1,312	.. 3,087	.. 5	.. 1,472+..	.. 728+
	July	.. 8	.. 3,155	.. 4,861	.. Nil	.. Nil	.. Nil

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

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

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

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

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

¶ Includes two token strikes.

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

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

**TABLE VIII—CLASSIFICATION OF THE STRIKES IN
JULY 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	251	251
Rubber ..	2	351	457
Tea-cum-Rubber ..	3	2,412	4,012
Coconut ..	—	—	—
Coconut-cum-Rubber ..	1	141	141
Total ..	8	3,155	4,861
Engineering ..	—	—	—
Printing ..	—	—	—
Motor Transport ..	—	—	—
Tea Export ..	—	—	—
Rubber Export ..	—	—	—
Coconut Manufacturing ..	—	—	—
Toddy, Arrack and Vinegar ..	—	—	—
Match Manufacturing ..	—	—	—
Plumbago ..	—	—	—
Cinema ..	—	—	—
Dock, Harbour and Port Transport ..	—	—	—
Local Government Services ..	—	—	—
Service Institutions ..	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—
Textile ..	—	—	—
Relief Schemes ..	—	—	—
Wholesale and Retail Distribution ..	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—
Beedi Manufacturing ..	—	—	—
Total ..	—	—	—
Grand Total ..	8	3,155	4,861

**TABLE IX—CLASSIFICATION OF THE STRIKES IN
JULY, 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 ..	3	—	703	—
2. Wage increases. Higher rates for piece work, &c. ..	2	—	439	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	—	—	—
4. Estate rules, working arrangements, dis- cipline, disputes with sub-staff, &c. ..	—	—	—	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	2	—	413	—
8. External matters, e.g., arrest by Police, immorality, &c. ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	1	—	1,600	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	8	—	3,155	—

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

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of De- partures over Arrivals
	Old	New	Total	Repatria- tion on Govt. account	Left Ceylon Un- assisted	Total		
1939	.. 25,425..	3,834..	29,259..	2,975..	31,714..	34,689..	—	.. 5,430
1940	.. 2,955..	363..	3,318..	5,560..	12,578..	18,138..	—	.. 14,820
1941	.. 3,234..	350..	3,584..	8,410..	11,243..	19,653..	—	.. 16,069
1942	.. 6,585..	229..	6,814..	5,398..	33,183..	38,581..	—	.. 31,767
1943	.. 42,677..	2,076..	44,753..	1,368..	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	.. 7,068..	113..	7,781..	29..	5,565..	5,594..	2,187..	—
July	.. 6,684..	161..	6,845..	15..	3,350..	3,365..	3,480..	—
August	.. 4,332..	224..	4,556..	29..	4,042..	4,071..	485..	—

APPENDIX I

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

Month : October, 1950.

<i>Class of Worker</i>	<i>Basic Wage</i> <i>Rs. c.</i>	<i>Special Allowance</i> <i>Rs. c.</i>	<i>Total</i> <i>Rs. c.</i>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	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
Coconut Growing Trade.			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation; and			
The manufacture of copra—			
Kangany	0 90 ..	1 03 ..	1 93
Male not under 18 years ..	0 75 ..	1 03 ..	1 78
Female not under 18 years ..	0 60 ..	0 78 ..	1 38
Worker under 18 years ..	0 50 ..	0 71 ..	1 21
Coconut Manufacturing Trade			
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 10 ..	2 34
Semi-skilled, Grade I	1 44 ..	1 20 ..	2 64
Semi-skilled, Grade II	1 28 ..	1 20 ..	2 48
Skilled worker	1 80 ..	1 20 ..	3 00
Kangany	1 60 ..	1 20 ..	2 80
Watcher	1 50 ..	1 20 ..	2 70

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Engineering Trade (contd.)			
<i>Trade Learners and Apprentices.</i>			
1st year	0 40 ..	0 36 ..	0 76
2nd year	0 56 ..	0 44 ..	1 00
3rd year	0 72 ..	0 68 ..	1 40
4th year	0 96 ..	0 80 ..	1 76
Printing Trade.			
<i>Monthly Rates.</i>			
Class A worker	100 0 ..	72 0 ..	172 0
B "	75 0 ..	54 0 ..	129 0
C "	50 0 ..	45 0 ..	95 0
D "	40 0 ..	36 0 ..	76 0
E "	37 50 ..	33 79 ..	71 29
F "	18 0 ..	16 20 ..	34 20
G "	40 0 ..	36 0 ..	76 0
Class A 1st year learner	30 0 ..	21 60 ..	51 60
B "	22 50 ..	16 20 ..	38 70
C "	20 0 ..	18 0 ..	38 0
D "	16 0 ..	14 40 ..	30 40
Class A 2nd year learner	40 0 ..	28 80 ..	68 80
B "	37 50 ..	27 0 ..	64 50
C "	25 0 ..	22 42 ..	47 42
D "	20 0 ..	18 0 ..	38 0
Class A 3rd year learner	50 0 ..	36 0 ..	86 0
B "	45 0 ..	32 40 ..	77 40
C "	30 0 ..	27 0 ..	57 0
D "	24 0 ..	21 60 ..	45 60
Class A 4th year learner	65 0 ..	46 80 ..	111 80
B "	56 25 ..	40 42 ..	96 67
C "	37 50 ..	33 79 ..	71 29
D "	30 0 ..	27 0 ..	57 0
Class A 5th year learner	80 0 ..	57 60 ..	137 60
Cigar Trade.			
A piece rate of Rs. 4.60 has been fixed for every 1,000 cigars rolled.			
Plumbago Trade.			
<i>Daily Rates.</i>			
Underground workers—			
Basses	2 75 ..	1 03 ..	3 78
Kanganies	2 25 ..	1 03 ..	3 28
Loaders			
Overseers	2 8 ..	1 03 ..	3 11
Shift bosses			
Blasters	2 0 ..	1 03 ..	3 03
Drillers (hand and machine)			
Shaft drivers			
Stoppers (excavators)			
Timber men	1 50 ..	1 03 ..	2 53
Muckers			
Trolley men			
Unskilled labourers			
Onsetters or donakata-karayyas	2 25 ..	1 03 ..	3 28
Underground and surface workers—			
Electricians	2 50 ..	1 03 ..	3 53
Enginemen			
Fitters			
Hoistmen			
Mechanics			
Pumpmen	2 25 ..	1 03 ..	3 28
Winchmen			
Checkers	1 50 ..	1 03 ..	2 53
Electricians (assistants)			
Fitters (assistants)			
Windlassmen (dabare workers)			

Month : October, 1950.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Plumbago Trade (contd.)			
Surface workers—			
Carpenters }	2 50	1 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 24	1 03	2 27
Carters }	1 60	1 03	2 63
Watchers }	1 50	1 03	2 53
Bakkikarayas or Banksmen	2 0	1 03	3 03
Smithy boys }	2 0	1 03	3 03
Unskilled labourers }	1 24	1 03	2 27

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 kanganies .. 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 10 .. 2 34

(b) Intermediate Grade .. 1 40 .. 1 20 .. 2 60

(c) Grade I .. 1 60 .. 1 20 .. 2 80

(d) Box makers and repairers .. 1 40 .. 1 20 .. 2 60

(e) Watchers .. 1 50 .. 1 20 .. 2 70

B. Female workers not under 18 years .. 1 0 .. 0 98 .. 1 98

C. Workers over 14 years but under 15 years .. 0 60 .. 0 62 .. 1 22

“ 15 “ 16 “ .. 0 70 .. 0 67 .. 1 37

“ 16 “ 17 “ .. 0 80 .. 0 72 .. 1 52

“ 17 “ 18 “ .. 1 0 .. 0 82 .. 1 82

Rubber Export Trade.

Daily Rates.

A. Male workers not under 18 years—

(a) Grade II .. 1 24 .. 1 10 .. 2 34

(b) Intermediate Grade .. 1 40 .. 1 20 .. 2 60

(c) Grade I .. 1 60 .. 1 20 .. 2 80

(d) Watchers .. 1 50 .. 1 20 .. 2 70

B. Female workers not under 18 years .. 1 0 .. 0 98 .. 1 98

C. Workers over 14 years but under 15 years .. 0 60 .. 0 62 .. 1 22

“ 15 “ 16 “ .. 0 70 .. 0 67 .. 1 37

“ 16 “ 17 “ .. 0 80 .. 0 72 .. 1 52

“ 17 “ 18 “ .. 1 0 .. 0 82 .. 1 82

Month : October, 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>
Toddy, Arrack, and Vinegar Trade.			
<i>Monthly Rates.</i>			
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	36 0	136 0
B "	90 0	36 0	126 0
C "	85 0	33 50	118 50
D "	100 0	36 0	136 0
E "	70 0	31 0	101 0
F "	67 50	36 0	103 50
G "	60 0	32 40	92 40
H "	50 0	32 40	82 40
J "	60 0	32 40	92 40
K "	90 0	32 40	122 40
L "	45 0	23 25	68 25

Daily Rates.

Class A worker	4 0	1 55	5 55
B "	4 0	1 55	5 55
C "	3 25	1 55	4 80
D "	4 0	1 55	5 55
E "	2 75	1 30	4 05
F "	2 75	1 55	4 30
G "	2 50	1 55	4 05
H "	2 25	1 55	3 80
L "	1 50	0 83	2 33

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 20	3 00
Female 18 years and over	1 44	1 10	2 54
Young person over 14 and under 17 years	0 85	0 64	1 49
Young person 17 and over but under 18 years	1 15	0 82	1 97

Month : October, 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 20 ..	2 60
Female 18 years and over	1 12 ..	1 10 ..	2 22
Young person over 14 and under 17 years ..	0 70 ..	0 64 ..	1 34
Young person 17 and over but under 18 years	0 90 ..	0 82 ..	1 72
<i>Grade III—</i>			
Male 18 years and over	1 24 ..	1 10 ..	2 34
Female 18 years and over	1 0 ..	0 98 ..	1 98
Young person over 14 and under 17 years ..	0 60 ..	0 64 ..	1 24
Young person 17 and over but under 18 years	0 80 ..	0 82 ..	1 62
<i>Grade IV—</i>			
Watcher	1 50 ..	1 20 ..	2 70

Cinema Trade.

Within the Municipal areas.

A—Non-clerical—

Unskilled	32 25 ..	28 60 ..	60 85
Semi-skilled	37 50 ..	31 20 ..	68 70
Skilled, Grade II	50 0 ..	33 02 ..	83 02
Skilled, Grade I	60 0 ..	33 02 ..	93 02

B—Clerical—

Grade III	45 0 ..	29 0 ..	74 0
Grade II	50 0 ..	32 0 ..	82 0
Grade I	100 0 ..	37 0 ..	137 0

Outside the Municipal areas.

A—Non-clerical—

Unskilled	32 25 ..	28 60 ..	60 85
Semi-skilled	35 0 ..	31 20 ..	66 20
Skilled, Grade II	42 0 ..	33 02 ..	75 02
Skilled, Grade I	55 0 ..	33 02 ..	88 02

B—Clerical—

Grade III	40 0 ..	29 0 ..	69 0
Grade II	45 0 ..	32 0 ..	77 0
Grade I	100 0 ..	37 0 ..	137 0

Dock, Harbour, and Port Transport Trade.

Manual Work.

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

Women Workers.

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

Non-manual Workers.

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

Month : October, 1950.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Building Trade.			
<i>Unskilled—</i>			
Male labourers—			
Not under 18 years	1 24 ..	1 10 ..	2 34
Female labourers—			
Not under 18 years	1 0 ..	1 10 ..	2 10
Unskilled labourers—			
(irrespective of sex)			
Under 18 years of age	0 80 ..	1 10 ..	1 90
Semi-skilled, Grade II	1 44 ..	1 20 ..	2 64
Semi-skilled, Grade I	1 60 ..	1 20 ..	2 80
Skilled	1 80 ..	1 20 ..	3 0

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the total Minimum Wages payable for the number of days Worked during October, 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 30	0 39	0 69	0 25	0 35½	0 60½	1
1	0 75	1 03	1 78	0 60	0 78	1 38	0 50	0 71	1 21	1
2	1 50	2 06	3 56	1 20	1 56	2 76	1 00	1 42	2 42	2
3	2 25	3 09	5 34	1 80	2 34	4 14	1 50	2 13	3 63	3
4	3 00	4 12	7 12	2 40	3 12	5 52	2 00	2 84	4 84	4
5	3 75	5 15	8 90	3 00	3 90	6 90	2 50	3 55	6 05	5
6	4 50	6 18	10 68	3 60	4 68	8 28	3 00	4 26	7 26	6
7	5 25	7 21	12 46	4 20	5 46	9 66	3 50	4 97	8 47	7
8	6 00	8 24	14 24	4 80	6 24	11 04	4 00	5 68	9 68	8
9	6 75	9 27	16 02	5 40	7 02	12 42	4 50	6 39	10 89	9
10	7 50	10 30	17 80	6 00	7 80	13 80	5 00	7 10	12 10	10
11	8 25	11 33	19 58	6 60	8 58	15 18	5 50	7 81	13 31	11
12	9 00	12 36	21 36	7 20	9 36	16 56	6 00	8 52	14 52	12
13	9 75	13 39	23 14	7 80	10 14	17 94	6 50	9 23	15 73	13
14	10 50	14 42	24 92	8 40	10 92	19 32	7 00	9 94	16 94	14
15	11 25	15 45	26 70	9 00	11 70	20 70	7 50	10 65	18 15	15
16	12 00	16 48	28 48	9 60	12 48	22 08	8 00	11 36	19 36	16
17	12 75	17 51	30 26	10 20	13 26	23 46	8 50	12 07	20 57	17
18	13 50	18 54	32 04	10 80	14 04	24 84	9 00	12 78	21 78	18
19	14 25	19 57	33 82	11 40	14 82	26 22	9 50	13 49	22 99	19
20	15 00	20 60	35 60	12 00	15 60	27 60	10 00	14 20	24 20	20
21	15 75	21 63	37 38	12 60	16 38	28 98	10 50	14 91	25 41	21
22	16 50	22 66	39 16	13 20	17 16	30 36	11 00	15 62	26 62	22
23	17 25	23 69	40 94	13 80	17 94	31 74	11 50	16 33	27 83	23
24	18 00	24 72	42 72	14 40	18 72	33 12	12 00	17 04	29 04	24
25	18 75	25 75	44 50	15 00	19 50	34 50	12 50	17 75	30 25	25
26	19 50	26 78	46 28	15 60	20 28	35 88	13 00	18 46	31 46	26
27	20 25	27 81	48 06	16 20	21 06	37 26	13 50	19 17	32 67	27
28	21 00	28 84	49 84	16 80	21 84	38 64	14 00	19 88	33 88	28
29	21 75	29 87	51 62	17 40	22 62	40 02	14 50	20 59	35 09	29
30	22 50	30 90	53 40	18 00	23 40	41 40	15 00	21 30	36 30	30
31	23 25	31 93	55 18	18 60	24 18	42 78	15 50	22 01	37 51	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 October, 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 03	1 61	0 46	0 78	1 24	0 41	0 71	1 12	2
3	1 16	2 06	3 22	0 92	1 56	2 48	0 82	1 42	2 24	3
4	1 74	3 09	4 83	1 38	2 34	3 72	1 28	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 05	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 06	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 08	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 06	8 58	13 64	4 51	7 31	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 04	22 32	7 38	12 78	20 16	19
20	11 02	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 02	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 04	18 72	29 76	9 84	17 04	26 88	25
26	14 50	25 75	40 25	11 50	19 50	31 00	10 25	17 75	28 00	26
27	15 08	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 07	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
32	17 98	31 93	49 91	14 26	24 18	38 44	12 71	22 01	34 72	32

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 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 96½	0 89	0 60	0 60½	1
2	2 45	2 25	1 71	1 39	2 21	2 1	1 51	1 24	1 93	1 78	1 38	1 21	2
3	4 90	4 50	3 42	2 78	4 42	4 2	3 2	2 48	3 86	3 56	2 76	2 42	3
4	7 35	6 75	5 13	4 17	6 63	6 3	4 53	3 72	5 79	5 34	4 14	3 63	4
5	9 80	9 0	6 84	5 56	8 84	8 4	6 4	4 96	7 72	7 12	5 52	4 84	5
6	12 25	11 25	8 55	6 95	11 5	10 5	7 55	6 20	9 65	8 90	6 90	6 5	6
7	14 70	13 50	10 26	8 34	13 26	12 6	9 6	7 44	11 58	10 68	8 28	7 26	7
8	17 15	15 75	11 97	9 73	15 47	14 7	10 57	8 68	13 51	12 46	9 66	8 47	8
9	19 60	18 0	13 68	11 12	17 68	16 8	12 8	9 92	15 44	14 24	11 4	9 68	9
10	22 5	20 25	15 39	12 51	19 89	18 9	13 59	11 16	17 37	16 2	12 42	10 89	10
11	24 50	22 50	17 10	13 90	22 10	20 10	15 10	12 40	19 30	17 80	13 80	12 10	11
12	26 95	24 75	18 81	15 29	24 31	22 11	16 61	13 64	21 23	19 58	15 18	13 31	12
13	29 40	27 0	20 52	16 68	26 52	24 12	18 12	14 88	23 16	21 36	16 56	14 52	13
14	31 85	29 25	22 23	18 7	28 73	26 13	19 63	16 12	25 9	23 14	17 94	15 73	14
15	34 30	31 50	23 94	19 46	30 94	28 14	21 14	17 36	27 2	24 92	19 32	16 94	15
16	36 75	33 75	25 65	20 85	33 15	30 15	22 65	18 60	28 95	26 70	20 70	18 15	16
17	39 20	36 0	27 36	22 24	35 36	32 16	24 16	19 84	30 88	28 48	22 8	19 36	17
18	41 65	38 25	29 7	23 63	37 57	34 17	25 67	21 8	32 81	30 26	23 46	20 57	18
19	44 10	40 50	30 78	25 2	39 78	36 18	27 18	22 32	34 74	32 4	24 84	21 78	19
20	46 55	42 75	32 49	26 41	41 99	38 19	28 69	23 56	36 67	33 82	26 22	22 99	20
21	49 0	45 0	34 20	27 80	44 20	40 20	30 20	24 80	38 60	35 60	27 60	24 20	21
22	51 45	47 25	35 91	29 19	46 41	42 21	31 71	26 4	40 53	37 38	28 98	25 41	22
23	53 90	49 50	37 62	30 58	48 62	44 22	33 22	27 28	42 46	39 16	30 36	26 62	23
24	56 35	51 75	39 33	31 97	50 83	46 23	34 78	28 52	44 39	40 94	31 74	27 83	24
25	58 80	54 0	41 4	33 36	53 4	48 24	36 24	29 76	46 32	42 72	33 12	29 4	25
26	61 25	56 25	42 75	34 75	55 25	50 25	37 75	31 0	48 25	44 50	34 50	30 25	26
27	63 70	58 50	44 46	36 14	57 46	52 26	39 26	32 24	50 18	46 28	35 88	31 46	27
28	66 15	60 75	46 17	37 53	59 67	54 27	40 77	33 48	52 11	48 6	37 26	32 67	28
29	68 60	63 0	47 88	38 92	61 88	56 28	42 28	34 72	54 4	49 84	38 64	33 88	29
30	71 5	65 25	49 59	40 31	64 9	58 29	43 79	35 96	55 97	51 62	40 2	35 9	30
31	73 50	67 50	51 30	41 70	66 30	60 30	45 30	37 20	57 90	53 40	41 40	36 30	31
32	75 95	69 75	53 1	43 9	68 51	62 31	46 81	38 44	59 83	55 18	42 78	37 51	32

Note :—"Colombo Area" includes any place within 5 miles of the Municipal limits of Colombo ; "Male" refers to male workers not under 18 years ; "Female" to female workers not under 18 years ; "Young Persons" to workers under 15 years.

APPENDIX III (B)

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

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Intermediate Grade	Grade I	*Box Makers and Repairs	Watchers		Over 14 under 15 years	Over 15 under 16 years	Over 16 under 17 years	Over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 17	1 30	1 40	1 30	1 35	0 99	0 61	0 63½	0 76	0 91	1
2	2 34	2 60	2 80	2 60	2 70	1 98	1 22	1 37	1 52	1 82	2
3	4 08	5 20	5 60	5 20	5 40	3 96	2 44	2 74	3 4	3 64	3
4	7 2	7 80	8 40	7 80	8 10	5 94	3 66	4 11	4 56	5 46	4
5	9 30	10 40	11 20	10 40	10 80	7 92	4 88	5 48	6 8	7 28	5
6	11 70	13 0	14 0	13 0	13 50	9 90	6 10	6 85	7 60	9 10	6
7	14 4	15 60	16 80	15 60	16 20	11 88	7 32	8 22	9 12	10 92	7
8	16 38	18 20	19 60	18 20	18 90	13 86	8 54	9 59	10 64	12 74	8
9	18 72	20 80	22 40	20 80	21 60	15 84	9 76	10 96	12 16	14 56	9
10	21 6	23 40	25 20	23 40	24 30	17 82	10 98	12 33	13 68	16 38	10
11	23 40	26 0	28 0	26 0	27 0	19 80	12 20	13 70	15 20	18 20	11
12	25 74	28 60	30 80	28 60	29 70	21 78	13 42	15 7	16 72	20 2	12
13	28 8	31 20	33 60	31 20	32 40	23 76	14 64	16 44	18 24	21 84	13
14	30 42	33 80	36 40	33 80	35 10	25 74	15 86	17 81	19 76	23 66	14
15	32 76	36 40	39 20	36 40	37 80	27 72	17 8	19 18	21 28	25 48	15
16	35 10	39 0	42 0	39 0	40 50	29 70	18 30	20 55	22 50	27 30	16
17	37 44	41 60	44 80	41 60	43 20	31 68	19 52	21 92	24 32	29 12	17
18	39 78	44 20	47 60	44 20	45 90	33 66	20 74	23 29	25 84	30 94	18
19	42 12	46 80	50 40	46 80	48 60	35 64	21 96	24 66	27 36	32 76	19
20	44 46	49 40	53 20	49 40	51 30	37 62	23 18	26 3	28 88	34 58	20
21	46 80	52 0	56 0	52 0	54 0	39 60	24 40	27 40	30 40	36 40	21
22	49 14	54 60	58 80	54 60	56 70	41 58	25 62	28 77	31 92	38 22	22
23	51 48	57 20	61 60	57 20	59 40	43 56	26 84	30 14	33 44	40 4	23
24	53 82	59 80	64 40	59 80	62 10	45 54	28 6	31 51	34 96	41 86	24
25	56 16	62 40	67 20	62 40	64 80	47 52	29 28	32 88	36 48	43 68	25
26	58 50	65 0	70 0	65 0	67 50	49 50	30 50	34 25	38 0	45 50	26
27	60 84	67 60	72 80	67 60	70 20	51 48	31 72	35 62	39 52	47 32	27
28	63 18	70 20	75 60	70 20	72 90	53 46	32 94	36 99	41 4	49 14	28
29	65 52	72 80	78 40	72 80	75 60	55 44	34 16	38 36	42 56	50 96	29
30	67 86	75 40	81 20	75 40	78 30	57 42	35 38	39 73	44 8	52 78	30
31	70 20	78 0	84 0	78 0	81 0	59 40	36 60	41 10	45 60	54 60	31
31	72 54	80 60	86 80	80 60	83 70	61 38	37 82	42 47	47 12	56 42	31

* Applicable to Tea Export Trade only.

APPENDIX III (C)

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 17	1 32	1 24	1 50	1 40	1 35	0 88	0 50	0 70	0 88	1
2	2 34	2 64	2 48	3 0	2 80	2 70	0 76	1 0	1 40	1 76	2
3	4 68	5 28	4 96	6 0	5 60	5 40	1 52	2 0	2 80	3 52	3
4	7 2	7 92	7 44	9 0	8 40	8 10	2 28	3 0	4 20	5 28	4
5	9 36	10 56	9 92	12 0	11 20	10 80	3 4	4 0	5 60	7 4	5
6	11 70	13 20	12 40	15 0	14 0	13 50	3 80	5 0	7 0	8 80	6
7	14 4	16 84	14 88	18 0	16 80	16 20	4 56	6 0	8 40	10 56	7
8	16 38	18 48	17 36	21 0	19 60	18 90	5 32	7 0	9 80	12 32	8
9	18 72	21 12	19 84	24 0	22 40	21 60	6 8	8 0	11 20	14 8	9
10	21 6	23 76	22 32	27 0	25 20	24 30	6 84	9 0	12 60	15 84	10
11	23 40	26 40	24 80	30 0	28 0	27 0	7 60	10 0	14 0	17 60	11
12	25 74	29 4	27 28	33 0	30 80	29 70	8 36	11 0	15 40	19 36	12
13	28 8	31 68	29 76	36 0	33 60	32 40	9 12	12 0	16 80	21 12	13
14	30 42	34 32	32 24	39 0	36 40	35 10	9 88	13 0	18 20	22 88	14
15	32 76	36 96	34 72	42 0	39 20	37 80	10 64	14 0	19 60	24 64	15
16	35 10	39 60	37 20	45 0	42 0	40 50	11 40	15 0	21 0	26 40	16
17	37 44	42 24	39 68	48 0	44 80	43 20	12 16	16 0	22 40	28 16	17
18	39 78	44 88	42 16	51 0	47 60	45 90	12 92	17 0	23 80	29 92	18
19	42 12	47 52	44 64	54 0	50 40	48 60	13 68	18 0	25 20	31 68	19
20	44 46	50 16	47 12	57 0	53 20	51 30	14 44	19 0	26 60	33 44	20
21	46 80	52 80	49 60	60 0	56 0	54 0	15 20	20 0	28 0	35 20	21
22	49 14	55 44	52 8	63 0	58 80	56 70	15 96	21 0	29 40	36 96	22
23	51 48	58 8	54 56	66 0	61 60	59 40	16 72	22 0	30 80	38 72	23
24	53 82	60 72	57 4	69 0	64 40	62 10	17 48	23 0	32 20	40 48	24
25	56 16	63 36	59 52	72 0	67 20	64 80	18 24	24 0	33 60	42 24	25
26	58 50	66 0	62 0	75 0	70 0	67 50	19 0	25 0	35 0	44 0	26
27	60 84	68 64	64 48	78 0	72 80	70 20	19 76	26 0	36 40	45 76	27
28	63 18	71 28	66 96	81 0	75 60	72 90	20 52	27 0	37 80	47 52	28
29	65 52	73 92	69 44	84 0	78 40	75 60	21 28	28 0	39 20	49 28	29
30	67 86	76 56	71 92	87 0	81 20	78 30	22 4	29 0	40 60	51 4	30
31	70 20	79 20	74 40	90 0	84 0	81 0	22 80	30 0	42 0	52 80	31
31	72 54	81 84	76 88	93 0	86 80	83 70	23 56	31 0	43 40	54 56	31

APPENDIX III (D)

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

No. of Days	Grade I				Grade II				Grade III				Grade IV	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons			
	Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years		
1	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	1
2	1 50	1 27	0 74½	0 98½	1 30	1 11	0 67	0 86	1 17	0 99	0 62	0 81	1 35	2
3	3 0	2 54	1 49	1 97	2 60	2 22	1 34	1 72	2 34	1 98	1 24	1 62	2 70	3
4	6 0	5 8	2 98	3 94	5 20	4 44	2 68	3 44	4 68	3 96	2 48	3 24	5 40	4
5	9 0	7 62	4 47	5 91	7 80	6 66	4 2	5 16	7 2	5 94	3 72	4 86	8 10	5
6	12 0	10 16	5 96	7 88	10 40	8 88	5 36	6 88	9 36	7 92	4 96	6 48	10 80	6
7	15 0	12 70	7 45	9 85	13 0	11 10	6 70	8 60	11 70	9 90	6 20	8 10	13 50	7
8	18 0	15 24	8 94	11 82	15 60	13 32	8 4	10 32	14 4	11 88	7 44	9 72	16 20	8
9	21 0	17 78	10 43	13 79	18 20	15 54	9 38	12 4	16 38	13 86	8 68	11 34	18 90	9
10	24 0	20 82	11 92	15 76	20 80	17 76	10 72	13 76	18 72	15 84	9 92	12 96	21 60	10
11	27 0	22 86	13 41	17 73	23 40	19 98	12 6	15 48	21 6	17 82	11 16	14 58	24 30	11
12	30 0	25 40	14 90	19 70	26 0	22 20	13 40	17 20	23 40	19 80	12 40	16 20	27 0	12
13	33 0	27 94	16 39	21 67	28 60	24 42	14 74	18 92	25 74	21 78	13 64	17 82	29 70	13
14	36 0	30 48	17 88	23 64	31 20	26 64	16 8	20 64	28 8	23 76	14 88	19 44	32 40	14
15	39 0	33 2	19 37	25 61	33 80	28 86	17 42	22 36	30 42	25 74	16 12	21 6	35 10	15
16	42 0	35 56	20 86	27 58	36 40	31 8	18 76	24 8	32 76	27 72	17 36	22 68	37 80	16
17	45 0	38 10	22 35	29 55	39 0	33 30	20 10	25 80	35 10	29 70	18 60	24 30	40 50	17
18	48 0	40 64	23 84	31 52	41 60	35 52	21 44	27 52	37 44	31 68	19 84	25 92	43 20	18
19	51 0	43 18	25 33	33 49	44 20	37 74	22 78	29 24	39 78	33 66	21 8	27 54	45 90	19
20	54 0	45 72	26 82	35 46	46 80	39 96	24 12	30 96	42 12	35 64	22 32	29 16	48 60	20
21	57 0	48 26	28 31	37 43	49 40	42 18	25 46	32 68	44 46	37 62	23 56	30 78	51 30	21
22	60 0	50 80	29 80	39 40	52 0	44 40	26 80	34 40	46 80	39 60	24 80	32 40	54 0	22
23	63 0	53 34	31 29	41 37	54 60	46 62	28 14	36 12	49 14	41 58	26 4	34 2	58 70	23
24	66 0	55 88	32 78	43 34	57 20	48 84	29 48	37 84	51 48	43 56	27 28	35 64	59 40	24
25	69 0	58 42	34 27	45 31	59 80	51 6	30 82	39 56	53 82	45 54	28 52	37 26	62 10	25
26	72 0	60 96	35 76	47 28	62 40	53 28	32 16	41 28	56 16	47 52	29 76	38 88	64 80	26
27	75 0	63 50	37 25	49 25	65 0	55 50	33 50	43 0	58 50	49 50	31 0	40 50	67 50	27
28	78 0	66 4	38 74	51 22	67 60	57 72	34 84	44 72	60 84	51 48	32 24	42 12	70 20	28
29	81 0	68 58	40 23	53 19	70 20	59 94	36 18	46 44	63 18	53 46	33 48	43 74	72 90	29
30	84 0	71 12	41 72	55 16	72 80	62 16	37 52	48 16	65 52	55 44	34 72	45 36	75 60	30
31	87 0	73 66	43 21	57 13	75 40	64 38	38 86	49 88	67 86	57 42	35 96	46 98	78 30	31
32	90 0	76 20	44 70	59 10	78 0	66 60	40 20	51 60	70 20	59 40	37 20	48 60	81 0	32
33	93 0	78 74	46 19	61 7	80 60	68 82	41 54	53 32	72 54	61 38	38 44	50 22	83 70	33

APPENDIX III (E)

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

No. of Days	Unskilled			Semi-Skilled		Skilled	No. of Days
	Male	Female	Young Person	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 17	1 5	0 05	1 32	1 40	1 50	1
2	2 34	2 10	1 90	2 64	2 80	3 0	2
3	4 68	4 20	3 80	5 28	5 60	6 0	3
4	7 2	6 30	5 70	7 92	8 40	9 0	4
5	9 36	8 40	7 60	10 56	11 20	12 0	5
6	11 70	10 50	9 50	13 20	14 0	15 0	6
7	14 4	12 60	11 40	15 84	16 80	18 0	7
8	16 38	14 70	13 30	18 48	19 60	21 0	8
9	18 72	16 80	15 20	21 12	22 40	24 0	9
10	21 6	18 90	17 10	23 76	25 20	27 0	10
11	23 40	21 0	19 0	26 40	28 0	30 0	11
12	25 74	23 10	20 90	29 4	30 80	33 0	12
13	28 8	25 20	22 80	31 68	33 60	36 0	13
14	30 42	27 30	24 70	34 32	36 40	39 0	14
15	32 76	29 40	26 60	36 96	39 20	42 0	15
16	35 10	31 50	28 50	39 60	42 0	45 0	16
17	37 44	33 60	30 40	42 24	44 80	48 0	17
18	39 78	35 70	32 30	44 88	47 60	51 0	18
19	42 12	37 80	34 20	47 52	50 40	54 0	19
20	44 46	39 90	36 10	50 16	53 20	57 0	20
21	46 80	42 0	38 0	52 80	56 0	60 0	21
22	49 14	44 10	39 90	55 44	58 80	63 0	22
23	51 48	46 20	41 80	58 8	61 60	66 0	23
24	53 82	48 30	43 70	60 72	64 40	69 0	24
25	56 16	50 40	45 60	63 36	67 20	72 0	25
26	58 50	52 50	47 50	66 0	70 0	75 0	26
27	60 84	54 60	49 40	68 64	72 80	78 0	27
28	63 18	56 70	51 30	71 28	75 60	81 0	28
29	65 52	58 80	53 20	73 92	78 40	84 0	29
30	67 86	60 90	55 10	76 56	81 20	87 0	30
31	70 20	63 0	57 0	79 20	84 0	90 0	31
32	72 54	65 10	58 90	81 84	86 80	93 0	32

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

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

"Unskilled young person" means labourer (irrespective of sex under 18 years of age.)