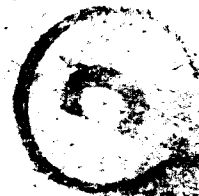


Administration Report on the

Working of the Ministry of Agriculture

in the Madras State during the year 1955





DEPARTMENT OF INDUSTRIES, LABOUR AND
CO-OPERATION

G.O. No. 1943, 11th May 1956

Acts—Minimum Wages Act, 1948—Administration Report—
Report for the period ended 31st December 1955.

READ—the following paper :—

Letter from the Commissioner of Labour, dated 20th April 1956.
No. E2-12348/56.

**Order—No. 1943, Industries, Labour and Co-operation, dated 11th
May 1956.**

Recorded.

(By order of the Governor)

C. G. REDDI,
Secretary to Government.

To the Commissioner of Labour, Madras.

.. Controller of Stationery and Printing, Madras, for printing and distribu-
tion as per list annexed to G.O. Ms. No. 3336, Industries, Labour and
Co-operation, dated 27th September 1956 (with a copy of the admini-
stration report to be returned).

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REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948, IN THE MADRAS STATE DURING THE YEAR 1955.

I. SCHEDULED EMPLOYMENTS.

As stated in the last year's report minimum rates of wages which had been fixed for the following employments were in force during the year :—

- (1) Employment in any woollen carpet making or Shawl Weaving Establishment.
- (2) Employment in any rice mill, flour mill or dhall mill.
- (3) Employment in scented and chewing tobacco manufactory.
- (4) Employment in any plantations, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.
- (5) Employment in any oil mill.
- (6) Employment under any local authority.
- (7) Employment on road construction or in building operations.
- (8) Employment in stone breaking or stone crushing.
- (9) Employment in any mica works.
- (10) Employment in Public Motor Transport.
- (11) Employment in tanneries and leather manufactories.

Particulars relating to the number of establishments in each of the above employments together with the number of establishments inspected by the Inspectors and those who have not complied with the provisions of the Act are given in Annexure A.

The Letters Patent Appeal against the judgment of the Madras High Court declaring the notification fixing the minimum rates of wages for employment in tobacco including beedi making manufactory as invalid on a writ petition filed by an employer, was dismissed in September 1955 by the High Court of Andhra State.

The Government of Madras in the meanwhile proposed to fix afresh the minimum rates of wages for the above employment and issued a preliminary notification under section 5 (1) (b) of the Act. As minimum rates of wages can be fixed only up to 31st December 1954 under section 3 of the Minimum Wages Act these rates could not be brought into force until the Act is amended. Further action to fix the minimum rates of wages for this employment will be taken as soon as section 3 of the Minimum Wages Act is amended, removing the existing time-limit for the fixation of minimum wages.

The only other scheduled employment for which minimum rates of wages have not yet been fixed is the employment in agriculture, including employments which are ancilliary to it. In this case

also the Government could not finalise their proposals for the fixation of minimum rates which they had published under section 5 (1) (b) of the Act within the time-limit allowed. This matter will also be taken up as soon as the Act is amended.

Employments which come under the purview of the proviso to section 3 of the Act.—Employment in any lac manufactory is the only scheduled employment which comes under the proviso to sub-section (1) of section 3 of the Act, as far as this State is concerned. As the total number of workers in this employment in this State prior to partition was estimated to be less than 1,000 minimum rates of wages were not fixed.

Exemptions.—Exemptions under section 26 (2) of the Act granted in the following cases continued to be in force during the year :—

(i) All employees employed in the clerical establishments of the Plantations, permanently, from all the provisions of the Act.

(ii) All classes of employees employed in motor lorries and motor vehicles maintained by the various departments of the State Government mainly for Governmental purposes from all the provisions of the Act, for a period of three years.

(iii) All classes of employees employed in road construction undertaken by the Government as a distress relief measure in draught affected areas of the State from all the provisions of the Act for a period of three years. No fresh exemption was granted under section 26 of the Act during the year.

Additions to the List of Scheduled Employment.—No employment was added to the schedule by the Madras Government under section 27 of the Act during the year. The recommendations of the Minimum Wages (Central) Advisory Board and of the State Advisory Board for inclusion of additional employments in the schedule of the Act were considered and the Government decided that the question of adding to the schedule could be taken up after minimum rates were fixed for all the scheduled employments in this State.

II. COMMITTEES, ETC.

Minimum Wages (State) Advisory Board.

The Minimum Wages (States) Advisory Board which was reconstituted in 1954 consists of seven representatives of the employers, seven representatives of employees and equal number of independent members. The Commissioner of Labour, one of the independent members is its Chairman. The names of the other members of the Board are given below :—

Employers' representatives.

(1) Sri C. G. Guruswami Naidu, Landlord, Chinnakumarpalayam, Udumalpet, Coimbatore district. (Has since ceased to be a member on account of non-attendance.)

(2) Sri L. E. Mitchell, Secretary, United Planters' Association of Southern India, Coonoor.

(3) Commissioner, Corporation of Madras, Madras.

(4) Sri S. K. Subramaniya Ayyar, Managing Director, Gannon Dunkerly & Co., Madras. (Expired on 6th January 1956.)

(5) Sri Ghulam Mohiyudhin Sahib, Honorary Secretary, Madras Provincial Beedi Factory Workers' Association, 55, Basin Bridge Road, Washermanpet, Madras.

(6) Sri N. M. Abbas Rowther, President, the Dindigul Skin Merchants' Association, Dindigul.

(7) Sri T. S. Krishna, Southern Roadways, Madurai.

Employees' representatives.

(1) Sri G. Narayanaswami Naidu, Municipal Councillor and Kisan Leader, Mayavaram, Tanjore district.

(2) Sri R. Raman Nair, President, the Nilgiris District Estate Workers' Union, Coonoor.

(3) Sri K. P. Gopalan, M.L.A., President, Municipal and Cantonment Board Workers' Union, Cannanore, North Malabar.

(4) Sri M. Palaniyandi, M.L.A., President, Dalmia Cement Workers' Union, Dalmiapuram.

(5) Sri K. Prabhu, President, Tiruvallur Taluk Beedi Workers' Union, Tiruvallur.

(6) Sri S. Krishnamurthi, President, Thiruvotthiyur Tannery Workers' Union, Madras-19.

(7) Sri B. V. Kakillaya, M.P., President, South Kanara Automobile Workers' Union, Maidan Road, Mangalore.

Independent members.

(1) The Director of Statistics, Madras.

(2) The Inspector of Municipal Councils and Local Boards, Madras.

(3) The Director of Agriculture, Madras.

(4) The Director of Industries and Commerce, Madras.

(5) The Director of Government Transport, Madras.

(6) The Chief Engineer (General), P.W.D., Madras.

The Assistant Commissioner of Labour continued to be the Secretary of the Board till 26th October 1955. The personal Assistant to the Commissioner of Labour was appointed as the Secretary of the Board from 27th October 1955.

The Government appointed two Advisory Committees under section 6 of the Act, to advise them in the matter of reviewing and refixing the minimum rates of wages fixed for the employments in (1) oil mills and (2) rice, flour and dhall mills. The

Commissioner of Labour was the Chairman and the Personal Assistant to the Commissioner of Labour was the Secretary of both these committees. The committees consisted of two representatives of the employers and an equal number of representatives of the employees. The composition of the committees is given in detail in the copies of the Government Orders given in Annexure B.

Enquiries.—No enquiry was conducted during the year.

The Minimum Wages (State) Advisory Board met twice during the year, i.e., on 4th July 1955 and 30th December 1955. The following were some of the important subjects discussed by this Board :—

(i) *The need for including in the Schedule, additional employments under section 27 of the Act.*—The Board recommended the inclusion of employment in cashewnut industry and decided that statistical particulars regarding the scope, wages paid, conditions of labour, etc., in the case of each of the employment suggested by the Minimum Wages (Central) Advisory Board might be collected.

(ii) *The need for fixing a National Minimum Wage below which no worker in any Scheduled Employment should be paid.*—While the Board was not in a position to recommend a particular rate to be adopted as a minimum it was of the opinion that the Government should examine the matter and fix a minimum level for being adopted as the minimum standard rate in the matter of fixation of minimum rates of wages under the Act.

(iii) The Board reviewed the minimum rates of wages fixed for employment in local authorities and recommended to the Government that the minimum rates fixed for these employments should be revised as the existing rates were very low.

(iv) The Board also reviewed and recommended to the Government the revision of the rates of minimum wages as suggested by the Advisory Committees for the revision of minimum rates of wages for employments in oil mills and rice, flour and dhall mills. It was also of the opinion that the rates now revised required further review after a year.

The Advisory Committees appointed for the revision of minimum rates of wages for employments in oil mills and rice, flour and dhall mills reviewed the rates by collecting statistical particulars and submitted their reports, recommending the rates which they considered appropriate for the above two employments. Copies of the reports of these committees are given in Annexure C.

The Government have accepted the recommendations of the above two committees and have refixed the minimum rates of wages for the above two employments.

The Government have decided that the question of revising the minimum rates of wages for employment under any local authority might be taken up after some time.

As regards the recommendation relating to the need for fixing a national minimum wage, the subject was discussed at the Labour Ministers' Conference, held in Hyderabad in November 1955. The conference has accepted in principle, the need for prescribing a minimum standard and has recommended to the State Governments that the recommendations of the Minimum Wages (Central) Advisory Board should be considered at the time of revision of Minimum rates of wages fixed for the several Scheduled Employments and that the recommendations should be communicated to the committees appointed under section 6 for the purpose.

The above recommendations have been taken into account in the matter of revision of minimum rates of wages for employment in oil and rice, flour and dhall mills.

III. FIXATION AND REVISION OF MINIMUM RATES OF WAGES.

Minimum rates of wages were not fixed for the first time for any employment during the year.

The minimum rates of wages fixed for the following two employments were revised during the year :—

- (1) Employment in oil mills.
- (2) Employment in rice, flour and dhall mills.

Copies of the notifications revising the minimum wages for the above two cases are given in Annexure D.

Information regarding the categories of employees in each of the above two employments and the old and revised rates of wages are given in Annexure E.

Payment in kind.—The Government have not so far authorised (I) the payment of minimum rates of wages wholly or partly in kind in respect of any scheduled employment or (II) the provision for the supply of essential commodities at concessional rates in respect of any scheduled employment.

The Director of Statistics, Madras, continues to be the competent authority to ascertain from time to time the cost of living index number applicable to the employees employed in the scheduled employments other than the employment in any lac manufactory. No directions have so far been issued under section 4 (2) of the Act.

IV. PAYMENT OF WAGES AND DEDUCTIONS THEREFROM.

At present the Minimum Wages (Madras) Rules do not specify the authority to whom the returns under the Minimum Wages

Act should be sent by the employers. The Regional Inspectors of Factories and the Inspectors of Factories could not therefore obtain the returns in Form III from the employers.

Proposals to amend the Minimum Wages (Madras) Rules appointing the Regional Inspector of Factories and the Inspector of Factories as the authorities to whom the returns in respect of wages and deductions to be sent are under consideration.

V. ENFORCEMENT.

The following officers of the Labour and Factories Department continued to be Inspectors for the purpose of the Act within their respective jurisdictions :—

- (a) Commissioner of Labour.
- (b) Assistant Commissioner of Labour.
- (c) Chief Inspector of Factories.
- (d) Labour Officers.
- (e) Regional Inspectors of Factories.
- (f) Inspectors of Factories.
- (g) Assistant Inspectors of Labour.

Of the above officers the Commissioner, the Assistant Commissioner of Labour and the Chief Inspector of Factories have jurisdiction over the whole State. In November 1955 the Government appointed the Personal Assistant to the Commissioner of Labour also to be an Inspector for the purposes of the Act with jurisdiction over the whole State.

The Labour Officers have been instructed to check up the payment of minimum wages in the course of their normal work. The main duty of inspection falls upon the Regional Inspectors of Factories (5), Inspectors of Factories (9), and Assistant Inspectors of Labour (140). They check up the payment of minimum rates of wages in the scheduled employments during their normal inspections of the establishments in their respective jurisdiction under the Factories Act, 1948, and the Madras Shops and Establishments Act, 1947. In the case of other establishments they have been instructed to inspect them when complaints are received regarding non-payment of minimum wages. A statement showing the number of establishments in the jurisdiction of each Regional Inspector of Factories or Inspector of Factories, the number inspected and those who had not complied with the provisions of the Act for the period ending 31st December 1955 is given in Annexure A.

The provisions of the Act and rules were generally observed by most of the employers. Some of the employers are ignorant of the provisions. Details of prosecutions for the violations of the provisions of the Act and Rules are given in Annexure F.

VI. CLAIMS.

Claims authorities.—The following Industrial Tribunals appointed under section 7 of the Industrial Disputes Act continued ex-officio till 31st March 1955 to be the authorities to hear and decide for the areas specified in column (2) thereof all claims arising out of payment of less than the minimum rates of wages to employees employed or paid in those areas :—

<i>Authorities.</i>	<i>Jurisdiction.</i>
(1)	(2)
The Industrial Tribunal, Madras	.. The districts of Madras, Chingleput, South Arcot and North Arcot.
The Industrial Tribunal, Coimbatore	.. The districts of Coimbatore, Salem, Malabar, South Kanara and the Nilgiris.
The Industrial Tribunal, Madurai	.. The districts of Madurai, Tirunelveli, Ramanathapuram, Tiruchirappalli and Tanjore.

The post of the Industrial Tribunal, Madurai, was abolished and the jurisdiction of the two claims authorities for the State was revised as below with effect from 1st April 1955 :—

<i>Authorities.</i>	<i>Jurisdiction.</i>
(1)	(2)
The Industrial Tribunal at Madras	.. Madras City, districts of Chingleput, South Arcot, Tanjore, Tiruchirappalli, Madurai, Ramanathapuram and Tirunelveli.
The Industrial Tribunal at Coimbatore	.. The districts of North Arcot, Salem, Coimbatore, Malabar, South Kanara and the Nilgiris.

The number and nature of claims and complaints made are given in Annexure G.

VII. RULES, NOTIFICATIONS, ETC.

Sub-rule (3) of rule 23 of the Minimum Wages Rules was amended so as to ensure that the substitution of the weekly holiday did not result in any worker working for more than 54 hours in a week.

The acts and omissions in respect of which fines may be imposed have also been specified in exercise of the powers conferred by clause (1) of sub-rule (2) of rule 21 of the Minimum Wages (Madras) Rules.

Copies of the notifications relating to the above two cases are given in Annexure H.

Copies of notification revising the minimum rates of wages for employments in oil, rice, flour and dhall mills are given in Annexure D.

VIII. GENERAL.

As has already been stated in the last year's report, the Government have not sanctioned any special staff for the enforcement of this Act for financial and other reasons. The work of implementation is therefore being attended to by the officers of the Labour and Factories Department. The enforcement officers have been instructed to do inspection work to the utmost extent possible and to give no room for complaints.

V. BALASUNDRAM,
Commissioner of Labour.

ANNEXURE A.

Statement showing the number of establishments under each Inspector, number of inspections made and number not complied with the provisions of the Act.

	Woollen carpet-making and shawl-weaving.			Rice flour and chull mills.			Tobacco.			Plantations.			Oil mills.			Local authorities.		
	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)
1 Regional Inspector of Factories, Madras.	..	..	..	531	531	125	70	70	1	..	..	..	138	135	1	9	7	..
2 Inspector of Factories, XIII Circle.	..	..	..	3	..	..	11	..	..	..	..	..	11	..	..	9	..	..
3 Inspector of Factories, XIV Circle.	..	..	..	18	..	..	..	..	..	..	..	..	3	..	..	9	..	..
4 Inspector of Factories, Vellore.	8	8	..	602	602	..	277	277	..	..	..	..	108	108	..	22	22	..
5 Inspector of Factories, Tanjore.	..	..	..	519	460	53	48	48	11	..	..	..	54	34	3	7	7	..
6 Regional Inspector of Factories, Tiruchirappalli.	..	..	..	320	231	..	88	69	..	..	..	..	44	44	..	1	1	..
7 Regional Inspector of Factories, Madurai.	..	..	..	643	532	87	39	34	3	835	2	..	111	111	10	106	63	..
8 Inspector of Factories, Tirunelveli.	..	..	..	484	484	171	36	6	..	1	1	..	15	15	..	22	13	2
9 Inspector of Factories, Salem.	8	8	..	362	319	16	171	171	..	119	..	..	62	59	..	85	21	..
10 Regional Inspector of Factories, Coimbatore.	159	159	3	..	28	..	33	33	..	..	..	..	1	1	..	..	..	..
11 Inspector of Factories, Thirupur.	..	..	..	113	105	4	121	83	..	..	..	..	12	12	..	111	6	1
12 Inspector of Factories, Mangalore.	..	..	..	99	77	..	837	334	..	106	10	..	27	27	..	830	15	..
13 Regional Inspector of Factories, Kozhikode.	..	..	..	84	84	70	195	195	54	..	..	..	15	15	7	1	1	..
Total ..	175	175	3	3,806	3,453	526	1,959	1,353	69	1090	13	..	609	569	21	1,218	162	3

Statement showing the number of establishments under each Inspector, number of inspections made and number not complied with the provisions of the Act—cont.

	Stone-breaking or stone-crushing.			Road construction or building operations.			Lac manufacturing.			Mica works.			Public Motor Transport.			Tanneries.		
	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)
	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)	(1)	(2)	(3)
1 Regional Inspector of Factories, Madras.	..	..	..	..	..	..	..	..	..	..	..	..	81	69	2	36	35	..
2 Inspector of Factories, XIII Circle.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..
3 Inspector of Factories, XIV Circle.	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	27	27	10
4 Inspector of Factories, Vellore.	..	..	..	..	..	..	..	..	..	..	..	..	94	94	..	127	127	..
5 Inspector of Factories, Tanjore.	..	..	..	4	4	1	..	..	..	..	..	..	35	35	10	2	2	..
6 Regional Inspector of Factories, Trichirappalli.	..	..	..	..	..	..	..	..	..	..	..	..	62	62	..	27	27	..
7 Regional Inspector of Factories, Madurai.	34	34	..	..	..	..	..	..	..	..	..	..	47	45	4	75	27	7
8 Inspector of Factories, Tirunelveli.	..	..	..	..	..	..	..	..	..	..	..	..	49	49	8	12	12	9
9 Inspector of Factories, Salem.	..	..	..	..	..	..	..	..	..	..	..	..	56	54	5	10	5	..
10 Regional Inspector of Factories Coimbatore.	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	6	6	..
11 Inspector of Factories, Tirupur.	4	4	4	..	..	..	..	..	..	..	..	..	18	18	..	11	11	..
12 Inspector of Factories, Mangalore.	3	..	..	..	..	..	..	..	..	..	..	..	57	57	2	4	4	4
13 Regional Inspector of Factories, Kozhikode.	..	..	..	..	..	..	..	..	..	..	..	..	44	44	..	9	9	..
	..	..	..	..	..	..	..	..	..	..	..	..	22	22	13	..	..	..
Total ..	41	48	4	4	4	1	..	..	..	..	..	..	569	550	44	348	292	30.

(1) Number of establishments.
(2) Number inspected.
(3) Number not complied with the provisions of the Act.

ANNEXURE B.

(1)

ADVISORY COMMITTEE TO REVISE MINIMUM RATES OF WAGES FOR OIL MILLS.

(G. O. Ms. No. 3552, Industries, Labour and Co-operation, 14th October 1955.)

[Labour—Minimum Wage Act, 1948—Minimum rates of wages fixed for the employment in any oil mill—Revision of—Advisory Committee under section 6 of the Act—Constituted.]

READ—the following papers:—

G.O. Ms. No. 4079, Development, dated 7th October 1950.

Letter from the Commissioner of Labour, dated 27th July 1955, No. D-5-27045/55.

Letter from the Commissioner of Labour, dated 12th August 1955, No. D-5-27045/55.

Letter from the Commissioner of Labour, dated 28th August 1955, No. D-5-27045/55.

Letter from the Commissioner of Labour, dated 24th September 1955, No. D-5-27045/55.

Order—No. 3552, Industries, Labour and Co-operation, dated 14th October 1955.

In the Government Order read above, the Government fixed minimum rates of daily wages for employment in any oil mill. The Government have decided that the minimum rates of wages fixed for this employment may be revised and re-fixed after an enquiry by a committee. Accordingly the Government constitute an Advisory Committee in the notification appended to this order.

2. The Personal Assistant to the Commissioner of Labour will be the Secretary to the Advisory Committee.

3. The Advisory Committee will be treated as a First-class Committee for purposes of travelling allowance admissible to the non-official members. The Chairman of the Committee will be the controlling authority for the purposes of countersigning the travelling allowance bills of the non-official members of the committee.

4. The expenditure will be debited to "47. Miscellaneous—Labour including factories—I. A. Direction—3. Allowances—Travelling allowance".

5. The Chairman is requested to conduct necessary enquiries and submit a report to Government at an early date.

6. The appended notification will be published in the Fort St. George Gazette.

(By order of the Governor)

C. G. REDDI,
Joint Secretary to Government.

APPENDIX.
NOTIFICATION.

In exercise of the powers conferred by section 6 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints for the purpose of revising the minimum rates of wages fixed for employment in any oil mill, an Advisory Committee consisting of the following members, namely:—

Chairman and Independent Member.

Commissioner of Labour, Madras.

Members.

Employers' representatives—

(1) Sri K. C. Varadachari, Proprietor, Madras Oil Mills Products, Royapuram, Madras.

(2) Sri S. Arthanari, Manager, V.K. Ginning Factory, Shevapet, Salem.

Employees' representatives—

(1) Sri A. Somasundaram, President, Trichy Vanaspathy Workers' Union, c/o I.N.T.U.C., Trichy Branch, Ramjee Nagar, Tiruchirappalli.

(2) Sri P. Madhava Menon, President, Perintalmanna Rice and Oil Mill Workers' Union, Perintalmanna, South Malabar.

(2)

ADVISORY COMMITTEE TO REVISE MINIMUM RATES OF WAGES FOR RICE,
FLOUR AND DHALL MILLS.

**(G.O. Ms. No. 3553, Industries, Labour and Co-operation,
14th October 1955.)**

Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment in any rice mills, flour mill or dhal mill—Revision of—Advisory Committee under section 6 of the Act—Constituted.]

EAD—the following papers:—

G.O. Ms. No. 4112, Development, dated 9th October 1950.

Letter from the Commissioner of Labour, dated 27th July 1955,
No. D-5-27045/55.

Letter from the Commissioner of Labour, dated 12th August 1955,
No. D-5-27045/55.

Letter from the Commissioner of Labour, dated 28th August 1955,
No. D-5-27045/55.

Letter from the Commissioner of Labour, dated 24th September 1955,
No. D-5-27045/55.

Order—No. 3553, Industries, Labour and Co-operation, dated 14th October 1955.

In the Government Order read above the Government fixed minimum rates of daily wages for employment in any rice mill, flour mill or dhal mill. The Government have decided that the minimum rates fixed for this employment may be reviewed and refixed after an inquiry by a committee. Accordingly the Government constitute an Advisory Committee in the notification appended to this order.

2. The Personal Assistant to the Commissioner of Labour will be the Secretary to the Advisory Committee.

3. The Advisory Committee will be treated as a first-class committee for purposes of travelling allowance admissible to the non-official members. The Chairman of the Committee will be the controlling authority for the purposes of countersigning the travelling allowance bill of the non-official members of the committee.

4. The expenditure will be debited to " 47. Miscellaneous—Labour including Factories—I. A. Direction. 3. Allowance—Travelling Allowance ".

5. The Chairman is requested to conduct necessary enquiries and submit a report to Government at an early date.

6. The appended notification will be published in the *Fort St. George Gazette*.

(By order of the Governor)

C. G. REDDI,
Joint Secretary to Government.

APPENDIX.
NOTIFICATION.

In exercise of the powers conferred by section 6 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints for the purpose of revising the minimum rates of wages fixed for employment in any rice mill, flour mill or dhal mill, an Advisory Committee consisting of the following members, namely:—

Chairman and Independent Member.

Commissioner of Labour, Madras.

Members.

Employers' representatives—

(1) Sri Chamanlal Keshavji, United Rice Mills, Shiyali, Tanjore.

(2) Sri K. C. A. S. Dorairaj Nadar, K. C. A. S. Dorairaj Nadar's Dhal Factory, Sivakasi, Ramanathapuram district.

Employees' representatives—

(1) Sri A. S. K. Iyengar, President, Madras Flour Mill Workers' Union, Madras.

(2) Sri K. L. Rangaswami, President, Salem District Varadachari Thozhilalar Sangam, Arisipalayam, Salem district.

ANNEXURE C.

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR RICE,
FLOUR AND DHALL MILLS HELD ON 30TH NOVEMBER 1955 AND 1ST
DECEMBER 1955.

In G.O. Ms. No. 3553, Industries, Labour and Co-operation, dated 14th October 1955, the Government of Madras constituted an Advisory Committee under section 6 of the Minimum Wages Act, 1948, for the revision of the minimum rates of wages fixed for employments in rice, flour and dhal mills, with the Commissioner of Labour as the Chairman

and with Sri Chamanlal Keshavji, United Rice Mills, Coleroon (Tanjore district) and Sri K. C. A. S. Dorairaj Nadar, K. C. A. S. Dorai Raj Nadar's Rice and Oil Mills, Sivakasi, Ramanathapuram district, representing employers and Sri A. S. K. Iyengar, President, Madras Flour Mill Workers' Union, Madras, and Sri K. L. Ranga-swami, President, Salem District Varukadalai Thozhilalar Sangam, Arisipalayam, Salem district, representing employees as members.

At a preliminary meeting of the Committee held on 28th October 1955, the Committee decided to obtain information from the various establishments and workers' unions before considering the question of revision and approved a questionnaire to be issued to them.

After obtaining the replies from the various managements of rice, flour and dhall mills and the representatives of workers employed in such establishments, the Committee met again on 30th November 1955 and to-day (1st December 1955), discussed in detail the replies received to the questionnaire, took into consideration other relevant factors and decided to revise the minimum rates already fixed and refix the following rates as the minimum wages to be paid by the rice, flour and dhall mills in the State:—

Categories. (1)	Rate per day. (2)
	RS. A. P.
Hamalis or bag carriers	1 12 0
Bag weighers or kata mazdoors	1 10 0
Bag stitchers	1 8 0
Carriers of husk	1 4 0
Carriers of rice	1 6 0
Mazdoor including miscellaneous workers	1 2 0
Engine driver	2 0 0
Electrician	2 0 0
Firemen	1 6 0
Fitters	1 8 0
Hullermen	1 6 0
Mechanics	1 12 0
Maistries	1 12 0
Oilers	1 6 0
Paddy boilers	1 8 0
Paddy driers	1 4 0
Paddy millers	1 4 0
Paddy soakers	1 4 0
Sweepers	1 2 0
Shellermen	1 6 0
Winnowers	1 2 0
Water carriers	1 2 0
Watchmen	1 4 0

The Committee also recommends that for the additional categories of employments mentioned in the annexure for which minimum rates of wages have not been fixed previously the minimum rates shown against each category shall be fixed.

The Committee also decided that the same rates shall be paid to men and women workers who do the above work irrespective of their designation. The same rates shall be paid to adults and adolescents. Children wherever employed shall be paid half the rates fixed.

Wherever wage periods fixed by these establishments vary, the wages shall be calculated for the wage periods so fixed by them and paid, i.e., where the wage period is fixed as a week, the daily rates fixed above will be multiplied by 6, where the wage period is a fortnight, the daily rate will be multiplied by 12 and where the wage period is a month, the daily rate will be multiplied by 26.

ANNEXURE.

Categories. (1)	Minimum rates of wages fixed. (2)
	RS. A. P.
1 Polishing	1 6 0 per day.
2 Rice measurers	1 10 0 „
3 Grinding gram	1 6 0 „
4 Manufacturer dhall	1 6 0 „
5 Loadmen	1 6 0 „
6 Clerks	50 0 0 per mensem.
7 Peons	1 4 0 per day.
8 Attenders	35 0 0 per mensem.
9 Carpenters	1 12 0 per day.
10 Varukadalai workers	2 0 0 „

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR OIL MILLS
HELD ON 30TH NOVEMBER 1955 AT 11-30 A.M.

In G.O. No. 3552, Industries, Labour and Co-operation, dated 14th October 1955, the Government of Madras constituted an Advisory Committee under section 6 of the Minimum Wages Act, 1948, for the revision of the minimum rates of wages fixed for employment in oil mills with the Commissioner of Labour as the Chairman and with Sri K. C. Varadachari, Proprietor, Madras Oil Mills and Products, Rayapuram, Madras, and Sri S. Arthanari, Manager, V.K. Ginning Factory, Shevapet, Salem, representing employers and Sri A. Somasundararam, President, Trichy Vanaspathy Workers' Union, Tiruchirappalli and Sri P. Madhava Menon, President, Perintalamanna Rice and Oil Mill Workers' Union, Perintalamanna, representing employees as members.

At the preliminary meeting of the Committee held on 28th October 1955, the Committee decided to obtain information from the various establishments and workers' unions before considering the question of revision and approved a questionnaire to be issued to them.

After obtaining the replies from the various managements of oil mills in the State and the representatives of workers employed in such establishments, the Committee met again to-day (30th November 1955), discussed in detail the replies received to the questionnaire, took into

consideration other relevant factors and decided to revise the minimum rates already fixed and refix the following rates as the minimum wages to be paid by the oil mills in the State:—

Categories. (1)	Rates per day. (2)		
	RS.	A.	P.
1 Electrician	2	0	0
2 Engine driver	2	0	0
3 Expeller maistries	2	0	0
4 Carpenters	1	12	0
5 Fitters	1	8	0
6 Pressmen	1	6	0
7 Firemen	1	6	0
8 Cake carriers	1	4	0
9 Mazdoors	1	4	0
10 Filtermen	1	4	0
11 Oiler	1	4	0
12 Watchmen	1	4	0
13 Sweepers	1	2	0

The Committee also recommended that the following minimum wages shall be fixed for the additional categories of employment for which minimum wages have not been fixed previously:—

Categories. (1)	Rates per day. (2)		
	RS.	A.	P.
1 Boilermen (qualified)	2	0	0
2 Mechanics	1	8	0
3 Rotarymen	1	8	0
4 Peons	1	4	0
5 Crushers	1	4	0
6 Attender	35	0	0
	per month.		
7 Clerk	50	0	0
	per month.		

The Committee also decided that the same rates shall be paid to men and women workers who do the above work and irrespective of their designation. The same rates shall be paid to adults and adolescents. Children, wherever employed, shall be paid half the above rates fixed.

Wherever wage periods fixed by these establishments vary, the wages shall be calculated for the wage period so fixed by them and paid, i.e., where the wages period is fixed as week, the daily rates fixed above will be multiplied by 6, where the wages period is a fortnight, the daily rate will be multiplied by 12 and where the wage period is a month the daily rate will be multiplied by 26.

ANNEXURE D.

REVISION OF MINIMUM RATES OF WAGES FIXED FOR THE EMPLOYMENT IN ANY OIL MILLS UNDER MINIMUM WAGES ACT.

(G.O. Ms. No. 4389, Industries, Labour and Co-operation,
30th December 1955.)

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and section 10, read with section 4 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras, after consulting the Advisory Committee appointed under section 6 of the Act in the Industries, Labour and Co-operation Department Notification No. 725, dated the 14th October 1955, published at pages 1543-1544 in Part I of the *Fort St. George Gazette*, dated the 2nd November 1955, and the Advisory Board appointed under section 7 of the said Act in the Industries, Labour and Co-operation Department Notification No. 786, dated the 28th September 1954, published at page 1840 of Part I of the *Fort St. George Gazette*, dated the 13th October 1954, hereby revise the minimum rates of wages fixed in the late Development Department Notification No. 1005, dated the 7th October 1950, published at page 2894 of Part I of the *Fort St. George Gazette*, dated the 17th October 1950, as shown in column (2) of the schedule below in respect of the class of employees specified in column (1) thereof employed in any oil mill.

This notification shall come into force on and from the 1st January 1956.

SCHEDULE.

EMPLOYMENT IN ANY OIL MILL.

Class of employee. (1)	Minimum rates of daily wages. (2)		
	RS.	A.	P.
1 Electrician	2	0	0
2 Engine driver	2	0	0
3 Expeller maistries	2	0	0
4 Carpenters	1	12	0
5 Fitters	1	8	0
6 Pressmen	1	6	0
7 Firemen	1	6	0
8 Cake carriers	1	4	0
9 Mazdoors	1	4	0
10 Filtermen	1	4	0
11 Oiler	1	4	0
12 Watchmen	1	4	0
13 Sweepers	1	2	0

(1) Children wherever employed shall be paid half of the rates fixed above.

(2) Where the wage period is fixed as a week, the daily rates fixed above will be multiplied by six, where the wage period is fixed as a fortnight, the daily rates will be multiplied by 12 and where the wage period is fixed as a month, the daily rates will be multiplied by 26.

REVISION OF MINIMUM RATES OF WAGES FIXED FOR THE EMPLOYMENT IN ANY
RICE MILL, FLOUR MILL OR DHALL MILL UNDER MINIMUM WAGES ACT.

(G.O. Ms. No. 4390, Industries, Labour and Co-operation,
30th December 1955.)

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and section 10, read with section 4 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras, after consulting the Advisory Committee appointed under section 6 of the Act in the Industries, Labour and Co-operation Department Notification No. 726, dated the 14th October 1955, published at page 1544 in Part I of the *Fort St. George Gazette*, dated the 2nd November 1955, and the Advisory Board appointed under section 7 of the said Act in the Industries, Labour and Co-operation Department Notification No. 786, dated the 28th September 1954, published at page 1340 of Part I of the *Fort St. George Gazette*, dated the 13th October 1954, hereby revises the minimum rates of wages fixed in the late Development Department Notification No. 1035, dated the 9th October 1950, published at page 2954 of Part I of the *Fort St. George Gazette*, dated the 31st October 1950, as shown in column (2) of the schedule below in respect of the class of employees specified in column (1) thereof employed in any rice mill, flour mill or dhall mill.

This notification shall come into force on and from the 1st January 1956.

SCHEDULE.

EMPLOYMENT IN ANY RICE MILL, FLOUR MILL OR DHALL MILL.

Class of employee.	Minimum rate of daily wages.
(1)	(2)
	RS. A. P.
Hamalis (bag carriers)	1 12 0
Bag weighers or kata mazdoors	1 10 6
Bag stitchers	1 8 0
Carriers of husk	1 4 0
Carriers of rice	1 3 0
Mazdoor including miscellaneous workers	1 2 0
Engine driver	2 0 0
Electrician	2 0 0
Firemen	1 6 0
Fitters	1 8 0
Hullermen	1 6 0
Mechanics	1 12 0
Maistries	1 12 0
Oilers	1 6 0

SCHEDULE—cont.

EMPLOYMENT IN ANY RICE MILL, FLOUR MILL OR DHALL MILL—cont.

Class of employee.	Minimum rate of daily wages.
(1)	(2)
	RS. A. P.
Paddy boilers	1 8 0
Paddy dryers	1 4 0
Paddy millers	1 4 0
Paddy soakers	1 4 0
Sweepers	1 2 0
Shellermen	1 6 0
Winnowers	1 2 0
Water carriers	1 2 0
Watchmen	1 4 0

Children wherever employed shall be paid half of the rates fixed above.

Where the wage period is fixed as a week, the daily rates fixed above will be multiplied by 6, where the wage period is fixed as a fortnight the daily rates will be multiplied by 12 and where the wage period is fixed as a month the daily rates will be multiplied by 26.

ANNEXURE E.

Statement showing the original and revised minimum rates of wages fixed for the employment in oil mills and rice, flour and dhall mills.

Industry or employment.	Area or locality.	Category of employees.	Number of employees.	Wage period.	Rates of wages.			
					Old rates.		Revised rates.	
					Men.	Women.	Men.	Children.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1 Employment in any oil mills.	For the whole State of Madras.	Carpenters ..	..		1 8 0		1 12 0	
		Cake carriers ..	..		1 0 0		1 4 0	
		Mazdoor ..	..		1 0 0		1 4 0	
		Electricians ..	..		1 10 0		2 0 0	
		Engine drivers ..	..		1 12 0		2 0 0	
		Expeller maistries ..	..		1 12 0		2 0 0	
		Firemen ..	..		1 4 0		1 6 0	
		Fitters ..	..		1 4 0		1 8 0	
		Filmmen ..	..		1 2 0		1 4 0	
		Oilers ..	..		1 2 0		1 4 0	
		Pressmen ..	..		1 4 0		1 6 0	
		Sweepers ..	..		0 12 0		1 2 0	
		Watchmen ..	..		1 0 0		1 4 0	
		Hamalis or Kata Mazdoor.	..		1 4 0		1 8 0	
2 Employment in any rice, flour and dhall mills.	For the whole State of Madras.	Bag Stitches ..	..		1 5 0		1 10 0	
		Bag Weighers ..	..		1 0 0		1 4 0	
		Carriers of Husk ..	..		1 0 0		1 4 0	
		Carriers of rice ..	..		1 0 0		1 4 0	
		Mazdoor (including miscellaneous workers)	..		1 0 0		1 4 0	
		Engine drivers ..	..		1 10 0		2 0 0	
		Electrician ..	..		1 4 0		1 8 0	
		Firemen ..	..		1 4 0		1 8 0	
		Fitters ..	..		1 2 0		1 6 0	
		Hillermen ..	..		1 8 0		1 12 0	
		Mechanics ..	..		1 4 0		1 12 0	
		Maistries ..	..		1 2 0		1 6 0	
			..					
			..					

The rates are all inclusive daily minimum rates of wages. Where the wage period is fixed as a week the daily rates is to be multiplied by 7, where the period is fixed as a fortnight the daily rates will be multiplied by 12 and where the period is a fixed as a month the daily rates will be multiplied by 26.

Children are to be paid half of the rates fixed.

Oilers ..	1 2 0	1 8 0
Paddy boilers ..	1 2 0	1 4 0
Paddy drivers ..	1 2 0	1 4 0
Paddy millers ..	1 2 0	1 4 0
R. idy soakers ..	0 12 0	1 2 0
Sweepers ..	1 2 0	1 6 0
Shellermen ..	0 12 0	1 2 0
Winnowers ..	0 12 0	1 2 0
Water carriers ..	1 0 0	1 4 0
Watchmen ..	1 0 0	1 4 0

ANNEXURE F.

Prosecutions and Convictions

Industry or employment.	Payment of wages.	Deductions.	Hours of over time.	Display of notices, maintenance of registers and submission of returns.	Others.	Total.	Number of cases on which fines were imposed.	Total amount of fines.	Manner in which fines were utilized.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1 Public Motor Transport	..	..	..	1	..	1	Pending trial	..	..
2 Rice mills	..	..	..	1	..	1	1	25	..
3 Dhall mills	..	..	..	1	..	1	1	30	..

ANNEXURE G.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Number of claims, etc., pending from the previous year.	Number of claims, etc., preferred during the year.	Number of claims dis- posed off during the year.	Number of claims, etc., pending at the end of the year.	Total amount directed by the authorities to be paid to the emplo- yers as a result of claims made.	The total amount of penalties imposed on the employers by the authorities.	Total amount of compensation awarded by the authorities to be paid to employees.	
					RS. A. P.	RS. A. P.	RS. A. P.	
1 Public Motor Transport—								
Industrial Tribunal, Coimbatore	1	9	4	6	386 0 0	10 0 0	..	
Do. Madras ..	5	17	17	5	415 0 0	..	..	
Do. Coimbatore ..	..	12	7	5	627 10 9	..	..	
(up to 31st March 1955).	..	..	..	..	..	..	..	
Total ..	..	38	28	16	1,428 10 9	10 0 0	..	
2 Mica works—								
Industrial Tribunal, Coimbatore	..	2	1	1	4,000 0 0	..	..	
3 Rice Mills—								
Industrial Tribunal, Coimbatore	..	1	1	..	52 8 0	..	10 0 0	
Do. Madras ..	2	..	2	..	15 0 0	..	..	
Do. Madurai ..	..	7	7	..	387 8 0	..	..	
(up to 31st March 1955).	..	..	..	..	..	..	..	
Total ..	2	8	10	..	455 0 0	..	10 0 0	
4 Tobacco—								
Industrial Tribunal, Coimbatore	..	1	1	..	738 0 0	..	..	
5 Tanneries—								
Industrial Tribunal, Coimbatore	..	2	..	2	..	..	..	

ANNEXURE H.

AMENDMENTS TO THE MINIMUM WAGES (MADRAS) RULES.

(1)

(G.O. Ms. No. 3473, Industries, Labour and Co-operation,
7th October 1955.)

[Acts and Rules—Minimum Wages (Madras) Rules, 1953—Rule 21 (2)
(i) of the Rules—Acts and omissions on the part of the workers in
respect of which fines can be imposed.]

Read—the following papers:—

G.O. No. 2876, Industries, Labour and Co-operation, dated
22nd August 1955.

From the Commissioner of Labour, dated 2nd March 1955,
D-5-9200/54.

Order—No. 3473, Industries, Labour and Co-operation, dated 7th
October 1955.

The Controller of Stationery and Printing is requested to publish
the appended notifications in English and in the languages of the State
in the *Fort St. George Gazette*. The Senior Translator to Government
is requested to supply the Controller of Stationery and Printing with
the requisite translations of the notification.

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by clause (i) of sub-rule (2) of
rule 21 of the Minimum Wages (Madras) Rules, 1953, the Governor of Madras
hereby specify the acts and omissions in respect of which fines may be
imposed as follows:—

(1) Absence from duty without leave, without sufficient cause [fine
may be imposed only as an alternative to the deduction permissible under
clause (ii) of sub-rule (2) of rule 21].

(2) Negligence in work or neglect of work.

(3) Smoking on the premises of the work-place except in places where
smoking is permitted.

(4) Entering or leaving, or attempting to enter or leave, the premises
except by the gate provided for the purpose.

(5) Absence without leave or without sufficient cause from appointed
work in the establishment.

(6) Breach of any rules or instructions of the maintenance and running
of any department and maintaining its cleanliness.

(7) Damage to work in process or to any other property of the
employer.

(8) Interference with any safety devices installed in the premises.

(9) Distributing or exhibiting inside the premises hand-bills, pamphlets
or posters without the previous sanction of the employer.

(10) Misconduct (fine may be imposed only as an alternative to a heavier
permissible punishment).

(11) Habitual late attendance in spite of warnings.

(2)

**G.O. Ms. No. 3445, Industries, Labour and Co-operation,
5th October 1954.**

[Acts and Rules—Minimum Wages (Madras) Rules, 1953—Rule 23—
Amendment—Issued.]

READ—the following papers:—

G.O. No. 2939, Development, dated 24th June 1953.

G.O. Ms. No. 2197, Industries, Labour and Co-operation,
dated 23rd June 1955.

Letter from the Commissioner of Labour, dated 10th September 1955,
No. D-5-5408/55.

Order—No. 3445, Industries, Labour and Co-operation, dated 5th
October 1955.

The Controller of Stationery and Printing is requested to publish the appended notification in English and in the languages of the State in the *Fort St. George Gazette*. The Senior Translator to Government is requested to supply the Controller of Stationery and Printing with the requisite translations of the notification.

C. G. REDDI,
Joint Secretary to Government.

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby makes the following amendment to the Minimum Wages (Madras) Rules, 1953, published with the late Development Department Notification No. 43, dated the 24th June 1953, at pages 337-348 of the Rules Supplement to Part I of the *Fort St. George Gazette*, dated the 4th November 1953, the same having been previously published as required by sub-section (1) of the said section:—

Amendment.

After sub-rule (3) of rule 23 of the said rules, the following sub-rule shall be added, namely:—

“(4) Notwithstanding anything contained in this rule no substitution of the weekly holiday shall be made in the case of any plantation if it is to result in any worker working for more than 54 hours in a week as laid down in the Plantation Labour Act, 1951”.

