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DEPARTMENT OF INDUSTRIES, LABOUR AND CO-OPERATION

**REPORT ON THE WORKING OF THE
MINIMUM WAGES ACT, 1948, IN THE
MADRAS STATE DURING THE
YEAR 1957**

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GOVERNMENT OF MADRAS
1959

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REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948,
IN THE MADRAS STATE DURING THE YEAR 1957.

PERSONNEL.

Sri V. Balasundaram, I.A.S., Commissioner of Labour, continued to be in charge of the enforcement of the provisions of the Minimum Wages Act, 1948, during the year 1957. He was assisted in this work by the Chief Inspector of Factories, the Assistant Commissioner of Labour and the Personal Assistant to the Commissioner of Labour.

I. SCHEDULED EMPLOYMENTS.

The Minimum Wages Act, 1948, provides for the fixation of minimum rates of wages in respect of the following employments:—

(1) Employment in any wollen, carpet-making or shawl-weaving establishment.

(2) Employment in scented and chewing tobacco manufactory.

(3) Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.

(4) Employment under any local authority.

(5) Employment on road construction or in building operations.

(6) Employment in stone-breaking or stone-crushing.

(7) Employment in any mica works.

(8) Employment in Public Motor Transport.

(9) Employment in tanneries and leather manufactories.

(10) Employment in tanneries and leather manufactories.

(11) Employment in oil mills.

(12) Employment in the lac manufactory.

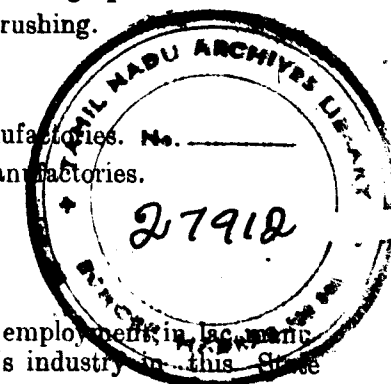
(13) Employment in agriculture.

No minimum rates of wages were fixed for the employment in lac manufactory as the number of workers employed in this industry in this State was less than 1,000.

The minimum rates of wages for employments in tobacco including beedi-making manufactory and in agriculture could not be fixed during the year under report. Section 3 of the Minimum Wages Act has since been amended extending the time-limit for fixation of minimum rates of wages up to 31st December 1959. Proposals for constituting an Advisory Committee for advising the Government on the question of fixing minimum rates of wages for these employments are under consideration. The minimum rates of wages fixed for the other employments were in force during the year.

Particulars relating to the number of establishments in each Scheduled employment covered by the Minimum Wages Act together with the number of workers employed therein are furnished in Annexure 'A'.

2. *Scheduled employments covered by the proviso to section 3 (1) 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 was estimated to be less than 1,000 minimum rates of wages were not fixed for this employment.

3. *Exemptions and exceptions granted under section 26 of the Act.*—The exemption granted in G.O. Ms. No. 3598, Industries, Labour Co-operation, dated 9th August 1956, in the previous year, was extended for another year in G.O. Ms. No. 3315, Industries, Labour and Co-operation, dated 10th October 1957.

4. *Employments added to the schedule under section 27 of the Act.*—No employment was added to the schedule by the Government of Madras under section 27 of the Act during the year.

Due to reorganization of States, the Kanyakumari district and Shencottah taluk of the Travancore-Cochin State were transferred to this State. According to the notifications issued by the Travancore-Cochin State before the reorganization, the following employments have been added to the schedule of the Act:—

- (1) Employment in cashew industry.
- (2) Employment in water transport other than motor boat transport.
- (3) Employment in cardamom plantations.
- (4) Employment in salt pans.
- (5) Employment in coir industries.

The schedule as amended by the above notifications was, therefore, applicable to the areas transferred to this State. Minimum rates of wages fixed for the employments referred to in items (1) and (5) were enforced. No minimum rates of wages were fixed during the year for the other employments.

II. COMMITTEES.

5. *Composition of the Advisory Committees appointed under section 5 (1) of the Act and the Advisory Board appointed under section 7 of the Act.*—The Minimum Wages (State) Advisory Board appointed under section 7 of the Act was reconstituted in 1954. It consists of seven representatives each of the employers and employees and an equal number of independent members. The Commissioner of Labour continued to be the Chairman. The names of the members of the Board are given below:—

Independent members.

- (1) Commissioner of Labour and Director of Employment, Madras—*Chairman.*
- (2) The Director of Statistics, Madras-7.
- (3) The Inspector of Municipal Councils and Local Boards, Madras.
- (4) The Director of Agriculture, Madras-5.
- (5) The Director of Industries and Commerce, Madras-5.
- (6) The Honorary Director, Government Transport, Madras.
- (7) The Chief Engineer (General), P.W.D., Madras.

Employers' representatives.

- (1) Sri N. Nallasenapathi Sarkarai Mandradiar, M.L.C., Pattagar of Palayamkottai, Coimbatore.
- (2) Sri L. E. Mitchell, Secretary, United Planters' Association of Southern India, Coonoor.
- (3) The Commissioner, Corporation of Madras, Madras.
- (4) Sri P. S. Subramanian, Executive Director, Gannon Dunkerley Company, Limited, Madras.
- (5) Sri Ghulam Mohiyudhin Sahib, Honorary Secretary, Madras Provincial Beedi Factory Owners' 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 (Private), Limited, Madurai.

Employees' representatives.

- (1) Sri G. Narayanaswami Naidu, Municipal Councillor and Kisan Leader, Mayuram, Tanjore district.
- (2) Sri R. Raman Nair, President, The Nilgiris District Estate Workers' Union, Coonoor.
- (3) Sri M. Palaniyandi, M.L.A., President, Dalmia Cement Workers' Union, Dalmiapuram.
- (4) Sri K. Prabhu, President, Tiruvallur Taluk Beedi Workers' Union, Tiruvallur.
- (5) Sri S. Krishnamurthi, President, Tiruottiyur Tannery Workers' Union, Madras-19.
- (6) and (7) Vacant.

The Personal Assistant to the Commissioner of Labour, Madras, continued to be the Secretary of the Board.

Sri L. W. Mitchell, Secretary, United Planters' Association of Southern India, Coonoor, one of the employer's representatives, resigned his membership on the Board during the year and his resignation was accepted by the Government in their letter No. 101227-N.III/57-1, dated 15th November 1957, Industries, Labour and Co-operation Department. This vacancy and the two vacancies of the employees' representatives caused by the reorganization of the States on 1st November 1956 have not yet been filled up. The proposals for the reconstitution of the Board are under the consideration of the Government.

Minimum Wages Advisory Committees.—The Government appointed during the year 1957 two Advisory Committees under section 6 of the Act to advise them in the matter of reviewing and revising the minimum rates of wages fixed for the following employment:—

- (1) Employment on road construction or in building operations and in stone-breaking or stone-crushing.
- (2) Employment in scented and chewing tobacco manufactory.

In their Notification No. LW. I-7(31)/55, dated 11th February 1957, the Government of India delegated to the State Government the power to review and re-fix the minimum rates of wages in respect of employment in stone-breaking or stone-crushing carried on in mines and quarries in this State. In pursuance of this delegation, the Government appointed in the Notification issued in their Order Ms. No.753, Industries, Labour and Co-operation, dated 25th February 1957, the Advisory Committee constituted for the employment on road construction or in building operations and in stone-breaking or stone-crushing referred to above as the Advisory Committee for the purpose of reviewing and revising the minimum wages fixed for that employment in respect of mines and quarries also. The particulars regarding the constitution of the Committees are given below :—

Name of the employment.	Government Order in which the Advisory Committee was constituted.	Number of employees' representatives.	Number of employers' representatives.	Chairman of the Committee.	Secretary of the Committee.
(1)	(2)	(3)	(4)	(5)	(6)
1 Employment in road construction or building operations and in stone-breaking or on stone-crushing.	G.O. Ms. No. 626, Industries, Labour and Co-operation dated 18th February 1957.	2	2	Commissioner of Labour.	Personal Assistant to the Commissioner of Labour.
2 Employment in stone-breaking or stone-crushing carried on in mines and quarries.	G.O. Ms. No. 753, Industries, Labour and Co-operation, dated 25th February 1957.			Do.	Do.
3 Employment in scented and chewing tobacco manufactory.	G.O. Ms. No. 606, Industries, Labour and Co-operation, dated 15th February 1957.	2	2	Do.	Assistant Commissioner of Labour.

The names of the members of the Committee are given in the copies of the orders in Annexure ' B '.

6. *Enquiries undertaken by the State Government or Advisory Committee appointed under section 6 of the Act.*—No enquiry was conducted by the Government during the year. The Advisory Committee referred to in paragraph 5 made necessary enquiries and submitted to the Government their reports giving their recommendations regarding the revision of the minimum rates of wages for the employment concerned.

7. *Important recommendations of the Advisory Committees and the Advisory Board during the year 1957 and the action taken thereon.*—The Advisory Committees appointed in 1956 for reviewing and revising the minimum rates of wages for employment (1) under any Local Authority; (2) in public motor transport, and (3) in any plantations and the three Advisory Committees referred to in paragraph 5 submitted to the Government their recommendations indicating the revised minimum rates which they considered appropriate for the above employments.

The Minimum Wages State Advisory Board met once during the year on 18th March 1957. It considered at this meeting the recommendations of the Advisory Committees and offered its remarks to the Government.

Copies of the proceedings of the Minimum Wages Advisory Committees and of the Minimum Wages Advisory Board are given in Annexure ' C '.

III. FIXATION AND REVISION OF MINIMUM RATES OF WAGES.

8 and 9. *Procedure adopted for fixing minimum rates of wages for the first time and the minimum rates wages fixed under section 5 of the Act.*—Minimum rates of wages were not fixed for the first time for any employment during the year.

10. *Revision of the minimum rates of wages.*—Minimum rates of wages were revised for the following employments during the year. The number and dates of the Government order in which the notifications were issued are also given against each item. The rates were revised by the Government on the advice of the Advisory Committees constituted as required by section 6 of the Act.

(1) Employment under any Local Authority—G.O. Ms. No. 1219, Industries, Labour and Co-operation, dated 28th March 1957.

(2) Employment in Public Motor Transport—G.O. Ms. No. 1247, Industries, Labour and Co-operation, dated 30th March 1957.

(3) Employment in any Plantation—G.O. Ms. No. 1158, Industries, Labour and Co-operation, dated 23rd March 1957.

(4) Employment on road construction or in building operations and in stone-breaking or in stone-crushing—G.O. Ms. No. 1156, Industries, Labour and Co-operation, dated 23rd March 1957.

(5) Employment in stone-breaking or stone-crushing in mine and quarries—G.O. Ms. No. 1157, Industries, Labour and Co-operation, dated 23rd March 1957.

(6) Employment in scented and chewing tobacco manufactory—G.O. Ms. No. 1211, Industries, Labour and Co-operation, dated 28th March 1957.

Copies of the Government orders in which the notification regarding revision were published are given in Annexure ' D '.

11. *Payment in kind.*—The Government have not so far authorized (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.

12. *Designation of the competent authority appointed under section 2 of the Act to compute the cost of living allowances and the cash value of the concessions and directions issued by the State Government under section 4 (2) of the Act.*—The Director of Statistics, Madras, continued to be the authority competent 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.

13. *Details of total wages paid and deductions made on the basis of the returns from the employers in Form III of the Minimum Wages Rules, 1950, under the Act.*—Rule 21 (4) (iii) of the Minimum Wages (Madras) Rules, 1953, does not specify the officers to whom and the date by which the annual returns prescribed should be sent. The particulars required in Part IV of the pro-forma could not therefore be collected. Necessary draft notifications have been sent to Government in this regard.

V. ENFORCEMENT.

14. *Details regarding the inspection machinery, the number of inspections made, the functional procedure followed and the observations of the Inspectors on the working of the Act.*—As has already been stated in the last year's report, the Government have not sanctioned any special staff for the effective enforcement of the Act due to financial and other reasons. 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 Inspectors of Factories, Inspectors of Plantations, and the Assistant Inspectors of Labour. They check up the payment of minimum rates of wages in the scheduled employments during their normal inspections of the establishments in their respective jurisdictions under the Factories Act, 1948 and the Madras Shops and Establishments Act, 1947, and the Plantations Labour Act, 1951. In the case of other establishments, they have been instructed to inspect them when complaints are received regarding the non-payment of minimum wages. A statement showing the number of establishments, the number inspected and those who have not complied with the provisions of the Act during the year 1957 is furnished in the Annexure 'E'.

The provisions of the Act and Rules were generally observed by most of the employers. A few of the employers were, however, ignorant of certain provisions and they were suitably instructed to comply with the provisions of the Act.

Inspectors appointed under section 19 of the Minimum Wages Act.—The Commissioner of Labour, the Chief Inspector of Factories, the Personal Assistant to the Commissioner of Labour and the Assistant Commissioner of Labour continued to be the Inspectors under the Act with jurisdiction over the whole State. The Inspectors of Factories, Inspectors of Plantations, Labour Officers and the Assistant Inspectors of Labour were also Inspectors within their respective jurisdictions.

15. *Violations of the provisions of the Act and rules framed thereunder in respect of each scheduled employment.*—Prosecutions were taken up against the management of one rice mill and five Public Motor Transport Services for the contraventions of the provisions of the Act and rules framed thereunder relating to the display of notices, and maintenance of registers. All the six cases ended in conviction. The employers of these six establishments were fined Rs. 180.

Details of prosecutions are furnished in Annexure 'F'.

VI. CLAIMS.

16. *Names and jurisdiction of the authorities appointed under section 20 of the Minimum Wages Act for determination of claims arising out of payment of wages less than minimum rates of wages.*—The following Industrial Tribunals continued till 28th March 1957 to be the authorities during the year 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>Jurisdictions.</i>
(1)	(2)
Industrial Tribunal, Madras	Madras City, districts of Chingleput, South Arcot, Tanjore, Tiruchirappalli, Madurai, Ramanathapuram and Tirunelveli.
Industrial Tribunal, Coimbatore	Districts of North Arcot, Salem, Coimbatore, South Kanara, Malabar and the Nilgiris.

Consequent on the enforcement of the Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956, the above Industrial Tribunals were abolished and two Labour Courts one at Madras and one at Coimbatore were constituted. These courts were appointed as the authorities for the above purpose for the areas which were previously in the jurisdiction of the Industrial Tribunals, Madras and Coimbatore respectively.

The Government constituted an additional Labour Court at Madurai on 25th July 1957. This Labour Court was also appointed as an authority for hearing and deciding claims under the Act and the jurisdiction of the Labour Courts was revised. The present jurisdiction of the three Labour Courts is given below :—

<i>Authorities.</i>	<i>Jurisdiction.</i>
(1)	(2)
Labour Court, Madras	Madras, Chingleput, South Arcot, North Arcot and Tanjore.
Labour Court, Coimbatore	Coimbatore, The Nilgiris, Salem and Plantations in other districts.
Labour Court, Madurai	Madurai, Ramanathapuram, Tirunelveli, Tiruchirappalli and Kanyakumari districts.

17. The number and nature of claims preferred to these authorities during the year are given in Annexure 'G'.

VII. RULES, NOTIFICATIONS, ETC.

18. During the year under report, the Act was amended by the Parliament. These amendments are furnished in Annexure 'H'.

Draft amendments to the Minimum Wages (Madras) Rules, 1953, confirmed.—(a) In G.O. No. 2234, Industries, Labour and Co-operation, dated 2nd July 1957, the Government have amended rule 24 of the Minimum Wages (Madras) Rules, 1953, fixing the working hours including overtime as 10 per day and fixing the spreadover to 12 hours per day in the scheduled employments other than the employment in any plantations.

(b) In G.O. Ms. No. 3568, Industries, Labour and Co-operation, dated 30th October 1957, the Government have amended the rules 21, 23, 24, 26, 27, 32 and 33 and added rules 34, 35 and 36 to the Minimum Wages (Madras) Rules.

(c) Amendments to rule 21 (4) (i) were issued in G.O. Ms. No. 3753, Industries, Labour and Co-operation, dated 14th November 1957.

(d) Government have notified in G.O. Ms. No. 57, Industries, Labour and Co-operation, dated 7th January 1957, that all the registered Medical Practitioners to be the competent Medical Practitioners for the purpose of rule 24 (4) of the Minimum Wages (Madras) Rules, 1953.

The above amendments to the Minimum Wages (Madras) Rules, 1953, are furnished in Annexure 'H'.

19. *Important notifications during the year.*—The notification issued in G.O. Ms. No. 3598, Industries, Labour and Co-operation, dated 9th August 1956, was reissued again in G.O. Ms. No. 3315, Industries, Labour and Co-operation, dated 10th October 1957 extending the period of exemption for another year, vide annexure 'I'.

VIII. GENERAL.

20 to 22. *Difficulties experienced in the enforcement of the Act and the steps to overcome them.*—The enforcement of the Minimum Wages Act, 1948, was taken up in 1951. Since then, the Inspectors of Factories and the Assistant Inspectors of Labour have been inspecting the establishments covered by the Minimum Wages Act, 1948, and other labour enactments, for which they have been appointed as Inspectors. In 1956, the Inspectors of Plantations were also appointed as Inspectors under the Minimum Wages Act, 1948, for the purposes of Plantations. The establishments which are covered by the Minimum Wages Act, 1948, but not covered by any of the labour enactments could not be frequently inspected to secure a strict compliance with the provisions of the Act, primarily due to the inadequacy of the staff. The Inspectors of Factories and the Assistant Inspectors of Labour who are entrusted with the enforcement of the various enactments, find it difficult to pay adequate attention to the enforcement of the Minimum Wages Act, 1948, due to their work under the other labour laws. The necessity for augmenting the staff is keenly felt and this matter is being taken up with the Government again separately. Moreover, some difficulty is being experienced by the Inspectors in enforcement work due to the absence of a provision in the Minimum Wages Act, requiring the employers to fix and record the hours of work of the employees and because of this, the number of hours of work of the employees could not be effectively checked. To overcome this difficulty, suitable amendments have been suggested to Form V of the Minimum Wages (Madras) Rules for which draft amendments were published in G.O. Ms. No. 2930, Industries, Labour and Co-operation, dated 4th September 1957. The enforcement of the Act in respect of the running staff of the public motor transports has presented certain difficulties. The proposal of the Government of India to enact a separate legislation for the transport workers is expected to improve the position.

V. BALASUNDARAM,

Commissioner of Labour (Factories) and Director of Employment.

MADRAS,

11th March 1958.

ANNEXURE A.

STATEMENT SHOWING THE NUMBER OF ESTABLISHMENT IN EACH SCHEDULED EMPLOYMENT TOGETHER WITH THE NUMBER OF WORKERS EMPLOYED IN THEM IN THE STATE.

Scheduled employments.	Number of	
	establishments.	workers employed.
(1)	(2)	(3)
1 Woollen carpet-making and shawl-making establishment ..	12	143
2 Rice mill, flour mill or dhall mill	3,953	12,320
3 Tobacco (including beedi-manufacturing)	826	9,644
4 Plantations in any estates which is maintained for the purpose of growing cinchona, rubber, tea or coffee.	3,678	1,47,027
5 Oil mills	507	3,084
6 Local authorities	432	7,708
7 Road construction or in building operations	134	201*
8 Stone-breaking or stone-crushing	28	215
9 Lac manufactory	..	..
10 Mica works	..	..
11 Public motor transports	563	8,275
12 Tanneries and leather manufactory	345	7,477
Total ..	10,478	1,96,094

Additional employments notified by the former Travancore-Cochin Government and the number of workers employed.

Schedule I employments.	Number of	
	establishments.	workers.
(1)	(2)	(3)
1 Employment in coir industry	105	5,000
2 Employment in cashewnut industry	1	75

Particulars for other scheduled employments are not available.

ANNEXURE B.

(1)

G.O. Ms. No. 626, Industries, Labour and Co-operation, dated 16th February 1957.

[Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment on road construction or in building operations and in stone-breaking or stone-crushing—Revision of—Advisory Committee under section 6 of the Act—Constituted.]

READ—the following papers:—

G.O. Ms. No. 1028, Development, dated 12th March 1952.

From the Commissioner of Labour, dated 21st January 1957,
letter No. E-5-3498/57.

Order—No. 626, Industries, Labour and Co-operation, dated 16th February 1957.

In the Government order read above, the Government fixed minimum rates of wages for the employment on road construction or in building operations and in stone-breaking or stone-crushing. The Government have decided that the minimum rates fixed for this employment should be reviewed and refixed after an enquiry by a Committee and accordingly constitute an Advisory Committee as in the notification appended to this order.

* Full particulars not available.

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 the Government before 28th February 1957. He is also requested to place the report of the Committee before the Minimum Wages (State) Advisory Board and communicate its views to the Government.

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

(By order of the Governor)

C. G. REDDI,
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 the employment on road construction or in building operations and in stone-breaking or stone-crushing, an Advisory Committee consisting of the following members, namely:—

Chairman and Independent Member.

The Commissioner of Labour, Madras

Employers' representatives.

(1) Sri P. S. Subramaniam, Executive Director, Messrs. Gannon Dunkerley and Company, Madras.

(2) Sri N. M. Muthiah, Managing Director, The Coromandel Engineering Company, Limited, Madras.

Employees' representatives.

(1) Sri P. Chockalingam Pillai, M.L.A., President, The Manimuthar Project Workers' Union, Manimuthar, Tirunelveli district.

(2) Sri M. Thirunatha Naicker, President, The Karungal Thozhilalar Sangam, Sankarapuram village, Palayaseevaram Post, Kanchepuram taluk, Chingleput district.

Independent Member.

The Chief Engineer, Public Works Department (General), Madras.

(3)

G.O. Ms. No. 606, Industries, Labour and Co-operation, dated 15th February 1957.

[Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment in any scented and chewing tobacco manufactory—Revision of—Advisory Committee under section 6 of the Act—Constituted.]

READ—the following papers:—

G.O. No. 1368, Development, dated 31st March 1952.

From the Commissioner of Labour, dated 2nd February 1957,

No. E-5-12229/56.

Order—No. 606, Industries, Labour and Co-operation, dated 15th February 1957.

In the Government order read above, the Government fixed minimum rates of wages for the employment in any scented and chewing tobacco manufactory. The Government have decided that the minimum rates fixed for this employment should be reviewed and refixed after an enquiry by a Committee and accordingly constitute an Advisory Committee as in the notification appended to this order.

2. The Assistant 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 the Government at an early date. He is also requested to place the report of the committee before the Minimum Wages (State) Advisory Board and communicate its views to the Government.

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

(By order of the Governor)

C. G. REDDI,
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 the employment in any scented and chewing tobacco manufactory an Advisory Committee consisting of the following members, namely:—

Chairman and Independent Member.

The Commissioner of Labour, Madras.

Employers' representatives.

(1) Sri A. J. Anantharajayyan Mudaliar, Managing Partner, Swastic Tobacco Factory, 3-14/52, Sethu Rastha, Vedaraniyam.

(2) Sri M. Kuthalingam, Manager, Messrs. Swamy and Company, Tobacco Factory, Rajapalayam.

Employees' representatives.

(1) Sri K. A. Vasimalai, Secretary, The Dindigul Tobacco Labourers' Sangam, South Car Street, Dindigul.

(2) Sri S. Subramaniam, Secretary, The Tobacco and Cigar Workers' Union, Pudukkottai.

Independent Member.

The Director of Statistics, Madras.

(3)

G.O. Ms. No. 753, Industries, Labour and Co-operation, dated 25th February 1957.

[Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment in stone-breaking or stone-crushing carried on in mines and quarries—Review and revision of—Advisory Committee—Appointed.]

Read—the following papers:—

G.O. No. 1093, Development, dated 15th March 1952.

From the Government of India, Ministry of Labour, dated 11th February 1957, Notification No. LWI. 7(31)/55.

From the Commissioner of Labour, dated 21st February 1957, No. E-5-3498/57.

Order—No. 753, Industries, Labour and Co-operation, dated 25th February 1957.

In the notification issued in G.O. Ms. No. 626, Industries, Labour and Co-operation, dated 16th February 1957, the Government have constituted an Advisory Committee for the purpose of revising the minimum rates of wages fixed for the employment on road construction or in building operations and in stone-breaking or stone-crushing. The Commissioner of Labour who was asked to submit proposals for reviewing and revising the minimum wages fixed for the employment in stone-breaking or in stone-crushing in mines or quarries has recommended that the Advisory Committee constituted in the abovementioned Government Order may also be entrusted with the work of reviewing and revising the minimum wages fixed for this employment. The Government approve the recommendation of the Commissioner of Labour.

The Chairman of the Advisory Committee is requested to conduct necessary enquiries in respect of this employment and submit a report to Government before 3rd March 1957.

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

(By order of the Governor)

C. G. REDDI,
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), read with the notification of the Government of India, Ministry of Labour, No. LWI-7 (31)/55, dated 11th February 1957, the Governor of Madras hereby appoints the Advisory Committee constituted in the Industries, Labour and Co-operation Department notification, dated the 25th February 1957, published in the *Fort St. George Gazette* Extraordinary, dated the 25th February 1957, to be the Advisory Committee also for the purpose of reviewing and revising the minimum wages fixed for the employment in stone-breaking or stone-crushing operations carried on in any mine or quarry situated in this State.

ANNEXURE C.

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR EMPLOYMENT IN LOCAL AUTHORITIES HELD ON 13TH FEBRUARY 1957.

The following members were present:—

Sri V. Balasundram, I.A.S., Commissioner of Labour, Madras and
Chairman.

The Inspector of Municipal Councils and Local Boards, Madras—Independent Member.

Sri D. Balasundaram, I.A.S., Commissioner, Corporation of Madras, Madras—Representing employers.

Sri S. P. Aundy, General Secretary, Madurai Nagarasuthi Thozhilalar Sangam, Madurai—Representing employees.

Sri K. V. Parthasarathy, M.A., B.L., Personal Assistant to the Commissioner of Labour—Secretary.

In G.O. No. 4559, Industries, Labour and Co-operation, dated 25th October 1956, 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 the employment in local authorities with the Commissioner of Labour, as Chairman and with Messrs. D. Balasundaram and S. Ramaswamy Naidu, representing employers and Messrs. R. Ramanathan and S. P. Aundy, representing employees. The Inspector of Municipal Councils and Local Boards was also nominated as an Independent Member on the Committee.

At a preliminary meeting of the Committee held on 4th December 1956, the Committee approved a questionnaire to be issued to the Corporation of Madras, various municipalities, district boards and panchayats, as well as the workers' unions for eliciting information from them before considering the need for a revision of the minimum wages fixed in March 1952.

After obtaining the replies from the various managements of local authorities and the representatives of the workers employed in such establishments, the Committee met again on 13th February 1957, and after prolonged discussions, the members of the Committee who were present decided unanimously to recommend to the Government the revision of the minimum rates already fixed in 1952 as shown below, keeping in view the recommendations of the Minimum Wages (Central Advisory) Board regarding payment of national minimum wage. The rates shown below shall apply equally to men and women:—

Class of employees.	Minimum rates of wages originally fixed in March 1952.			Revised minimum rates of wages recommended by the Committee.		
	(1)	(2)	(3)	(1)	(2)	(3)
	RS.	A.	P.	RS.	A.	P.
Grade I	25	0	0	34	0	0
Grade II	25	0	0	38	0	0
Grade III	40	0	0	41	0	0
Grade IV	40	0	0	45	0	0
Grade V	40	0	0	49	0	0

The Committee also unanimously decided to recommend that the various categories of workers should be classified as shown below in view of the varying nature and importance of work:—

I. Corporation of Madras.

Grade I.

- | | |
|----------------------|----------------------------|
| 1 Mazdoors. | 9 Maid servants. |
| 2 Cleaners (Health). | 10 Switchers. |
| 3 Lascars. | 11 Kerosene lighters. |
| 4 Conductress. | 12 Barbers. |
| 5 Ayahs. | 13 Cleaners (motor). |
| 6 Watchmen. | 14 Peons. |
| 7 Gardeners. | 15 Guides (swimming bath). |
| 8 Servers. | 16 Night patrol. |

Grade II.

- | | |
|---------------------|----------------------------|
| 1 Sweepers. | 13 Pumpman. |
| 2 Scavengers. | 14 Mutchi. |
| 3 Totis. | 15 Weighmen. |
| 4 Jointers. | 16 Women Guards. |
| 5 Syrangs. | 17 Drivers (rubbish cart). |
| 6 Operators. | 18 Helpers. |
| 7 Duffadar. | 19 Warders. |
| 8 Harakaras. | 20 Attendance Checkers. |
| 9 Attenders. | 21 Time-keeper. |
| 10 Caretakers. | 22 Incinerator (Health). |
| 11 Fisherman. | 23 Jamedar (General). |
| 12 Ward attendants. | 24 Jumpers. |

Grade III.

- | | |
|--------------------------------------|---|
| 1 Fitters. | 23 Blueprinters. |
| 2 Blacksmith. | 24 Assistant Superintendent (Health). |
| 3 Driller. | 25 Ferro painters. |
| 4 Turner. | 26 Lighting Inspectors. |
| 5 Carpenter. | 27 Reference Supplies. |
| 6 Engraver. | 28 Mahouts. |
| 7 Moulders. | 29 Tax Collectors (Health, Waterworks and Revenue). |
| 8 Hammerman. | 30 Rent Collectors (Works). |
| 9 Welders. | 31 Groundsman (Works). |
| 10 Mechanics. | 32 Overseers (Setegomiah), Assistant Overseers (Works and Water-works). |
| 11 Tinkers. | 33 Teachers (Lower Grade). |
| 12 Rivetter. | 34 Conservancy Inspectors (Health). |
| 13 Painters. | 35 Maistri (Special works, Water-works and Electrical). |
| 14 Furnace-man. | 36 Assistant Pumpers (Special Works). |
| 15 Bricklayer. | 37 Steam Disinfectors (Health). |
| 16 Drivers (Mechanical Engineering). | 38 Process-servers (Special Works, etc.). |
| 17 Sergeants. | 39 Instructors (playground). |
| 18 Animal-keepers. | |
| 19 Fireman. | |
| 20 Breakers. | |
| 21 Turncocks. | |
| 22 Mates painter jointer. | |

Grade IV.

- | | |
|--|-------------------------------|
| 1 Wiremen (Health, Electrical and Education). | 7 Manual Training Inspectors. |
| 2 Jaggala Player (Electrical). | 8 Swimming Pool Instructors. |
| 3 Compounder (Health Works). | 9 Drawing Master. |
| 4 Nursery School (Supervisor). | 10 Matron. |
| 5 Technician (Health). | 11 Vaccination Inspectors. |
| 6 Tracers (Works, Special Works and Electrical). | 12 Drummer. |

Grade V.

- | | |
|--|--------------------------------|
| 1 Overseers (Health Works, Water-works and Special Works). | 10 Shorthand-typists. |
| 2 Drivers (lorry, car). | 11 Computer. |
| 3 Writers. | 12 Telephone operators. |
| 4 Shroffs. | 13 Electrician. |
| 5 Clerks. | 14 Malaria Supervisors. |
| 6 Clerk-typists. | 15 Surveyor. |
| 7 Storekeeper. | 16 Drill teacher. |
| 8 Store-checker. | 17 Midwives. |
| 9 Typists. | 18 Music Mistress. |
| | 19 Teachers (Secondary Grade). |

II. Municipalities and Mettur Township.

Grade I.

- | | |
|-------------------------------------|--|
| 1 Cleaners (Public Health). | 25 Meat carrier. |
| 2 Cart-drivers (Public Health). | 26 Delivery boy (Dairy farm). |
| 3 Tranchers. | 27 Calf boy (Dairy farm). |
| 4 Gang mazdoors. | 28 Dispensary servant. |
| 5 Lighters. | 29 Lorry cleaners. |
| 6 Mazdoors. | 30 Travellers' bungalow and choultry cook. |
| 7 Gardeners. | 31 Cooks in Medical Institution. |
| 8 Watchmen. | 32 Gracier. |
| 9 Avenue mazdoors. | 33 Pumpman. |
| 10 Bellow boys. | 34 Caretaker. |
| 11 Cooks. | 35 Masalchi. |
| 12 Park chits. | 36 Tom-tom wallah. |
| 13 Bull-keepers. | 37 Boy peon. |
| 14 Boatmen. | 38 Valveman. |
| 15 Ayahs. | 39 Paper boy and punkah-puller. |
| 16 Nursing orderlies (unqualified). | 40 W.W. Watchman. |
| 17 Rat-catchers. | 41 Peons. |
| 18 Watchmen. | 42 Attenders. |
| 19 Conductress. | 43 Dog-watcher. |
| 20 Lascars. | 44 Grass-cutter (Dairy farm). |
| 21 Temple priest (Vypia Ferry). | 45 Dairy boy (Dairy farm). |
| 22 Elementary Schools Attendants. | 46 Baroom boy (Dairy farm). |
| 23 Lascars. | 47 Gurkha watcher. |
| 24 Camel boy. | |

Grade II.

- | | |
|--|---|
| 1 Sweepers. | 6 Dhobi. |
| 2 Scavengers and thotis. | 7 Chinaman. |
| 3 Rubbish pickers. | 8 Oilmen, oilers, oil-cum-cleaners, oil cleaners. |
| 4 Anti-malaria mazdoors. | 9 Cleaners, Water-works mazdoors. |
| 5 Hammerman, Grade II, cleaner, helper for carpenters, fitter, mazdoors, turner helper and tyre-retreading helper. | 10 Helpers, motor cleaners, switcher and cleaner. |
| | 11 Public Works Maistry. |

Grade II—cont.

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|---|----------------------------------|
| 12 Fireman or cleaner. | 29 Headworks fitter. |
| 13 Compounder (Indigenous, Grade II). | 30 Duffadar. |
| 14 Library and Laboratory Attenders. | 31 Telephone operators. |
| 15 Librarian. | 32 Moulder. |
| 16 Head Gardener. | 33 Sewage gauge reader. |
| 17 Butler. | 34 Drain Maistry. |
| 18 Turncocks. | 35 Painter. |
| 19 Switch-board operator (Water works). | 36 Clock repairer. |
| 20 Oiler and Power-house Mazdoor (Electrical). | 37 Market Maistry. |
| 21 Nursing orderlies (qualified). | 38 Swimming Instructors. |
| 22 Burial ground registrars. | 39 Cattle Depot Superintendents. |
| 23 Laboratory attenders. | 40 Tinker. |
| 24 Market accountant and market supervisors and lighting superintendants. | 41 Milkman (Dairy farm). |
| 25 Tuberculosis and Choultries Municipal Accountant. | 42 Salesman (Dairy farm). |
| 26 Malaria and Sanitary Maistry. | 43 Compost Maistry. |
| 27 Vehicle Inspectors. | 44 Borewell attendants. |
| 28 Sewage Farm Maistry. | 45 Tuberculosis Matty. |
| | 46 Forest Guard. |
| | 47 Manager (Chatram). |
| | 48 Ward Maistry. |
| | 49 Mechanic Helper. |
| | 50 Untrained teachers. |
| | 51 Sweepers in schools. |

Grade III.

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|---|--|
| 1 Hammerman (Grade I). | 11 Prevocational Instructors. |
| 2 Blacksmith (Grade II), carpenter, painter, tyre-retreading plant operators, Millwright fitter, Grade I. | 12 Ferry Ticket checkers. |
| 3 Switchboard operator, instrument repairer, wireman, foreman, line-man and meter cleaners. | 13 Compounders (Indigenous, Grade I). |
| 4 Tracer. | 14 Compounders (Rural Medical Institutions). |
| 5 Tubewell mechanics. | 15 Higher Elementary Grade Teachers. |
| 6 Pipeline fitter. | 16 Headworks fitter, Grade II (Water-works). |
| 7 Bill-collectors. | 17 Encroachment Inspector. |
| 8 Lower elementary grade teachers. | 18 Field Assistant. |
| 9 Craft Inspectors, qualified by III Form Standard. | 19 Sundry Fitter. |
| 10 Music Instructors (untrained). | 20 Mechanic Helpers. |
| | 21 Fitters. |
| | 22 Fitters Mate (Mettur Township). |

Grade IV.

- | | |
|---|--|
| 1 Road-roller driver. | 11 Jetty Maistries. |
| 2 Electrician (II Grade W.S.). | 12 Syrangas. |
| 3 Maternity Assistant. | 13 Tap Inspectors. |
| 4 Compounders (Allopathic). | 14 Hindusthani Teachers. |
| 5 Lorry driver. | 15 Meter Mechanic. |
| 6 Fitter bed operators and Headworks fitter, Grade I. | 16 Electrician and Driver (Electrical). |
| 7 Water-works Driver (III Grade). | 17 Laboratory Assistants and Technicians. |
| 8 Physical Training Instructors. | 18 Mechanics, Radio and Line Operators and Skilled Servants (Public Health). |
| 9 Pundits and Munshis. | |
| 10 Manual Training Instructors (Grade II). | |

Grade IV—cont.

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|---|---|
| 19 Laboratory Assistants (Malaria). | 22 Physical Training Instructors, Grade II. |
| 20 Mechanic Foreman, Turner, Grade II. | 23 Craft Instructors (Higher Grade). |
| 21 Blacksmith, Grade I, Carpenter-cum-Core-maker and Pattern-maker. | 24 Music Instructors, Grade II. |
| | 25 Librarian in secondary schools. |
| | 26 Librarian without training. |

Grade V.

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|---|---|
| 1 Draughtsman. | 14 Town-Planning Surveyor and Building Draughtsman. |
| 2 Clerks. | 15 Secondary grade teachers. |
| 3 Commercial, Weaving and Carpentry Instructors. | 16 Physical Training Instructors, Grade I. |
| 4 Y.M.C.A. Physical Training Instructors. | 17 Physical Training Instructors, Grade II. |
| 5 Typists. | 18 Hindustani Teachers, Craft teachers (Secondary Grade). |
| 6 Shorthand typists. | 19 Hindustani teachers, S.S.L.C. |
| 7 Engraving Instructors. | 20 Music Instructor, Grade I. |
| 8 Revenue Inspectors. | 21 Drawing masters, Grade I and II. |
| 9 Water Works Driver, II Grade. | 22 Manual Training Instructors, Grade I. |
| 10 Health Assistants. | 23 Market Superintendent. |
| 11 Electrician, Grade I. | |
| 12 Electricity Accountants in smaller municipalities. | |
| 13 Licence Inspectors without Sanitary Inspector's qualification. | |

III. Panchayat Boards.

Grade I.

- | | |
|----------------------------|----------------------------------|
| 1 Cleaners. | 8 Bull-keepers. |
| 2 Cart-drivers. | 9 Gang mazdoors. |
| 3 Malaria mazdoors. | 10 Watchman. |
| 4 Trenching ground-keeper. | 11 Switchman. |
| 5 Waterman. | 12 Masalchi. |
| 6 Lighters (ordinary). | 13 Cattle Depot Superintendents. |
| 7 Gardeners. | 14 Peons (Office and Library). |

Grade II.

- | | |
|---|--|
| 1 Ayah. | 6 Oiler, Power-house mazdoor and helper. |
| 2 P.W. Maistry. | 7 Library attender. |
| 3 Tube-well repairer. | 8 Turncocks, Oilman. |
| 4 Attenders. | 9 Sweepers. |
| 5 Bill collectors (in panchayats with an income of Rs. 3,000 to Rs. 5,000). | 10 Scavengers. |
| | 11 Drain Flusher. |

Grade III.

- | | |
|--|------------------------------------|
| 1 Librarians. | 6 Clerk-cum-Bill Collectors. |
| 2 Fitter. | 7 Field Assistants. |
| 3 Clerks (in panchayat boards with an income of Rs. 3,000 to Rs. 5,000). | 8 Lower Grade trained teachers. |
| 4 Store clerk. | 9 Pipeline fitter. |
| 5 Bill collectors in panchayat boards with an income of over Rs. 5,000. | 10 Driver and Fitter (Waterworks). |

Grade IV.

- | | |
|---|----------------------------------|
| 1 Clerks in panchayats with an income of above Rs. 5,000. | 4 Mechanics. |
| 2 Switchboard operators. | 5 Engine driver. |
| 3 Maternity Assistants. | 6 Higher Grade trained teachers. |

Grade V.

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|--------------------------------------|--|
| 1 Electricity accountant. | 8 Revenue Inspector. |
| 2 Clerk with special qualifications. | 9 Sanitary Inspector in panchayat boards with an income of Rs. 20,000 to Rs. 40,000. |
| 3 Line Inspectors. | 10 Secondary Grade trained teachers. |
| 4 Driver (Electrical). | 11 Health Assistants. |
| 5 Laboratory Assistants (Malaria). | |
| 6 Electricians. | |
| 7 Overseer (Waterworks). | |

IV. District Boards.

Grade I.

- | | |
|-------------------------|-------------------------------------|
| 1 Gardeners. | 15 Ayahs. |
| 2 Masalchi. | 16 Nursing Orderlies (unqualified). |
| 3 Waterman. | 17 Watchman. |
| 4 Mazdoors. | 18 Conductress. |
| 5 Avenue Mazdoors. | 19 Temple patter. |
| 6 Cooks. | 20 Market and ferry maistri. |
| 7 Ward boy. | 21 Chatram headman. |
| 8 Lighters. | 22 Manyam. |
| 9 Cleaners. | 23 Nirgetti. |
| 10 Dispensary servants. | 24 Agricultural maistri. |
| 11 Rat catchers. | 25 Punka puller. |
| 12 Village guides. | 26 Peons. |
| 13 Charcoal man. | 27 D.D.T. Mazdoors. |
| 14 Attenders. | |

Grade II.

- | | |
|-----------------------------|-------------------------------------|
| 1 Thoti or scavenger. | 7 Duffadar. |
| 2 Sweepers. | 8 Library and Laboratory attenders. |
| 3 Menials. | 9 Chatram hukdars. |
| 4 Dhobi. | 10 Maistries. |
| 5 Compounders (Indigenous). | 11 Warden. |
| 6 Bill collectors. | 12 Turncock. |

Grade III.

- | | |
|-----------------|-------------------------------------|
| 1 Librarian. | 4 Waterworks Drivers. |
| 2 Vaccinators. | 5 Lower Elementary Grade teachers. |
| 3 Thana Karnam. | 6 Higher Elementary Grade teachers. |

Grade IV.

- | | |
|----------------------------------|---|
| 1 Compounders (Allopathic). | 7 Urdu munshis. |
| 2 Maternity Assistants. | 8 Tamil Pandits. |
| 3 Lorry Driver. | 9 Manual Training Instructors (Grade II). |
| 4 Mechanics. | 10 Music Instructors (Grade II). |
| 5 Physical Training Instructors. | 11 Librarians in Secondary schools. |
| 6 Hindi Pandits. | |

Grade V.

- | | |
|--|-----------------------------|
| 1 Clerks, Typists, Stenotypists. | 4 Secondary Grade teachers. |
| 2 Commercial instructors. | 5 Health Assistants. |
| 3 Senior Grade Librarian in Secondary schools. | |

The Committee also recommends to Government that the revised rates of minimum wages recommended above shall not prejudicially affect the rates of minimum wages fixed in 1954 by the Travancore-Cochin State Government for this employment and which are now in force in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district which have since been integrated with the Madras State. In other words, wherever the rates fixed by the Travancore-Cochin State are higher than the revised rates, the former shall prevail in those areas.

V. BALASUNDRAM,
Chairman of the Committee.

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR EMPLOYMENT IN
PUBLIC MOTOR TRANSPORT HELD ON 15TH FEBRUARY 1957.

The following members were present:—

- | | | |
|---|---------|--|
| Sri V. Balasundram, I.A.S. | .. .. . | Commissioner of Labour, Madras, and Chairman. |
| The Director of Statistics, Madras | .. .. . | Independent Member. |
| Sri T. S. Krishna, Southern Roadways, Madurai | .. .. . | } Representing employers. |
| The Honorary Director of Government Transport, Madras. | .. .. . |  |
| Sri D. Bommiah, Secretary, T.V.S. Workers' Union, Madurai. | .. .. . | } Representing employees. |
| Sri M. Sitarama Naidu, General Secretary, The Government Transport Employees' and General Workers' Union, 96, Swami Naicken Street, Chintadripet, Madras. | .. .. . |  |
| Sri T. A. Narayanaswami Chettiar, General Secretary, The Mettupalayam-Nilgiris Motor Workers' Union, Mettupalayam. | .. .. . |  |
| Sri K. V. Parthasarathy, M.A. B.L., Personal Secretary. | .. .. . | Assistant to the Commissioner of Labour, Madras. |

In G.O. No. 4945, Industries, Labour and Co-operation, dated 23rd November 1956, the Government of Madras constituted an Advisory Committee under section 6 of the Minimum Wages Act, 1948, for the revision of minimum rates of wages fixed for the employment in Public Motor Transport with the Commissioner of Labour, Madras, as Chairman, with Messrs. T. S. Krishna, M. Somasundaram Pillai, the Honorary Director of Government Transport and M. Venkatachalam Pillai, representing employers and Messrs. D. Bommiah, K. A. Chari, M. Sitarama Naidu and T. A. Narayanaswami Chettiar, representing employees and the Director of Statistics as an Independent Member on the Committee.

At a preliminary meeting of the Committee held on 17th December 1956, the Committee approved a questionnaire to be issued to the employers and the workers' union for eliciting information from them before considering the need for a revision of the minimum wages fixed in March 1952.

After obtaining the replies from various managements and the representatives of the workers employed in such establishments, the Committee met again on 15th February 1957. After prolonged discussions, the members of the Committee decided unanimously to recommend to the Government the revision of minimum wages already fixed in 1952 as shown in the attached annexure keeping in view the recommendations of the Minimum Wages (Central) Advisory Board regarding the payment of national minimum wages. The Committee also recommends to Government that the revised rates of minimum wages recommended shall not prejudicially affect the rates of minimum wages fixed in 1954 by the Travancore-Cochin State Government for this employment and which are now in force in the Kanyakumari district and the Shencottah taluk of Tirunelveli district which have since been integrated with the Madras State.

Annexure.

Class of employees.	Minimum rates of wages originally fixed in 1952.	Revised minimum rates of wages recommended by the Committee.
(1)	(2)	(3)
	RS. A. P.	RS. A. P.
1 Drivers	40 0 0	45 0 0
2 Conductors	30 0 0	35 0 0
3 Mechanics	75 0 0	80 0 0
4 Assistant Mechanics	50 0 0	55 0 0
5 Fitters	40 0 0	45 0 0
6 Assistant Fitters	30 0 0	35 0 0
7 Electricians	40 0 0	45 0 0
8 Inspectors	35 0 0	40 0 0
9 Clerks	35 0 0	45 0 0
10 Hammermen	25 0 0	30 0 0
11 Greasers	30 0 0	30 0 0
12 Peons	18 0 0	26 0 0
13 Scavengers	10 0 0	26 0 0
14 Sweepers	10 0 0	26 0 0
15 Watchmen	10 0 0	26 0 0
16 Skilled workers—		
(a) Blacksmiths, Carpenters, Tinkers, Liners, Tyremen, Turners and the like.	30 0 0	35 0 0
(b) Welders, Tailors, Moulders, Battery-men, Vulcanisers, Spray painters and Painters.	1 8 0 per day or	
17 Unskilled workers—	39 0 0 per mensem.	45 0 0
Cleaners (special and stand), Charcoalmen, Helpers, Mazdoors and the like.	20 0 0 per mensem.	26 0 0
18 Conductor learners for a period of three months.	22 8 0 per mensem. (all inclusive).	26 0 0 (all inclusive).
19 Lubricating Assistant	16 0 0	26 0 0
20 Cleaners (ordinary)	15 0 0	26 0 0
21 Apprentices for the first six months	13 0 0 (all inclusive).	
For the next six months	19 8 0 (all inclusive).	20 0 0 (all inclusive).

Wage group.

	Minimum rates of dearness allowance originally fixed in 1952.	Revised minimum rates of dearness allowance recommended by the Committee.
(1)	(2)	(3)
	RS. A. P.	RS. A. P.
1 Employees on basic wages not exceeding Rs. 20 per mensem.	18 0 0	
2 Employees on basic wages exceeding Rs. 20 but below Rs. 40 per mensem.	19 0 0	
3 Employees on basic wages of Rs. 40 per mensem.	21 0 0	25 0 0
4 Employees on basic wage exceeding Rs. 40 but not exceeding Rs. 60 per mensem.	22 0 0	
5 Employees on basic wages exceeding Rs. 60 but not exceeding Rs. 100 per mensem.	24 0 0	29 0 0

N.B.—Wherever wage rates are fixed by the month, the minimum rate of wages per day shall be calculated by dividing the above rates by 24.

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR THE EMPLOYMENT FOR PLANTATION HELD ON 13TH MARCH 1957.

The following members were present:—

Sri V. Balasundram, I.A.S. Commissioner of Labour, Madras and Chairman.

Statistical Officer, Madras
The Deputy Director of Agriculture, Coimbatore. } Independent Members.

Mr. W. C. F. Simmonds, Messrs Tea Estate (India) Private, Limited, Post Box No. 13, Race Course Road, Coimbatore. } Representing employers.

Sri M. Manickam, Secretary, The Neelamalai Plantation Workers' Union, Coonoor. }
Sri K. T. K. Thangamani, Vice-President, Annamalais Plantation Workers' Union, Valparai. } Representing employees.
Sri J. Daniel, General Secretary, The Madras Provincial Plantation Workers' Union, Valparai. }

Sri K. Srinivasan, B.A., Assistant Commissioner of Labour, Madras. } Secretary.

In G.O. Ms. No. 4783, Industries, Labour and Co-operation, dated 10th November 1956, 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 the employment in any plantations, that is to say, estates growing cinchona, rubber, tea or coffee in the State of Madras with the Commissioner of Labour as Chairman and with Messrs. H. C. Kothari, W. C. F. Simmonds, and E. J. C. Menzies, representing employers and Messrs. R. Raman Nair, M. Manickam, K. T. K. Thangamani and J. Daniel, representing employees. The Director of Statistics, the Deputy Director of Agriculture, Coimbatore, the Conservator of Forests, Coimbatore Circle, and the Director, Cinchona Department, Ootacamund, have also been nominated as Independent Members on the Committee.

The Members of the Committee who are present at the meeting held to-day unanimously recommend to Government the revision of the minimum rates of wages already fixed in 1952 as shown below keeping in view the recommendations of the Minimum Wages (Central) Advisory Board regarding payment of national minimum wages. The rates shown below shall apply equally to men and women.

Class of employees.	Minimum daily rates of wages as originally fixed in March 1952.	Revised minimum daily rates of wages recommended by the Committee.
(1)	(2)	(3)
	RS. A. P.	RS. A. P.
* Grade I	1 5 0	1 9 0
Grade II	1 0 0	1 2 6
Adolescents	0 15 0	0 15 0
Children	0 10 6	0 11 6

* Classification into Grades I and II is based on physical capacity, skill, efficiency and output of work.

The Committee further recommends that wherever wage periods are fixed differently say, weekly, fortnightly or monthly, the rates of minimum wages for such wage periods shall be calculated by multiplying the daily rates of minimum wages fixed above by the number of working days in the week, fortnight or the month, as the case may be.

The Committee also considers that the revised rates of minimum wages recommended shall not prejudicially affect the rates of minimum wages fixed in 1952 by the Travancore-Cochin State Government for these employments which are now in force in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district which have since been integrated with the Madras State. In other words, wherever rates fixed by the Travancore-Cochin State are higher than the revised rates, the former shall prevail in these areas.

V. BALASUNDRAM,
Chairman.

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR THE EMPLOYMENT ON ROAD CONSTRUCTION OR IN BUILDING OPERATIONS AND IN STONE-BREAKING OR STONE-CRUSHING HELD ON 25TH FEBRUARY 1957.

The following members were present:—

Sri V. Balasundram, I.A.S. Commissioner of Labour, Madras and Chairman.

The Chief Engineer, Public Works Department (General), Madras. Independent Member.

Sri P. S. Subramaniam, Executive Director, Gannon Dunkerley and Company, Madras. }
Sri M. M. Muthiah, Managing Director, The Coromandal Engineering Company, Limited, Madras. } Representing employers.
Sri M. Thirunatha Naicker, President, The Karungal Thozhilalar Sangam, Sankarapuram village, Palayaseevaram Post, Kancheepuram taluk, Chingleput, district. } Representing employees.

Sri K. V. Parthasarathy, M.A., B.L., Personal Assistant to the Commissioner of Labour. Secretary.

In G.O. Ms. No. 625, Industries, Labour and Co-operation, dated 16th February 1957, 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 the employment in road construction or in building operation and in stone-breaking or stone-crushing with the Commissioner of Labour as Chairman and with Messrs. P. S. Subramaniam and M. M. Muthiah, representing employers and Sri P. Chockalingam Pillai, M.L.A., and Sri M. Thirunatha Naicker, representing employees. The Chief Engineer, Public Works Department (General), Madras, has also been nominated as an Independent Member on the Committee. The members of the Committee who are present at the meeting held to-day unanimously recommend to Government the revision of the minimum rates of wages already fixed in 1952 as shown below, keeping in view the recommendations of the Minimum Wages (Central) Advisory Board regarding payment of national minimum wage. The rates shown below shall apply equally to men and women.

Class of employees.	Minimum rates of wages originally fixed in March 1952.	Revised minimum rates of wages recommended by the Committee.
(1)	(2)	(3)
<i>Employment on road construction or in building operations and in stone-breaking or stone crushing.</i>		
1 Unskilled employees:—	RS. A. P.	RS. A. P.
* Grade I	1 4 0 (adults).	1 6 0
Grade II	0 13 0 (")	1 2 0
Children .. .. .	.. .. .	0 15 0
2 Skilled employees	2 8 0	2 12 0

* Classification into Grades I and II is based on physical capacity, skill, efficiency and outturn of work.

Mr. P. S. Subramanyam and Mr. N. M. Muthiah representing the employers accept the reasonableness of the minimum wage of Re. 1-2-0 for Grade II unskilled workers in view of the recommendations of the Minimum Wages (Central) Advisory Board regarding the payment of national minimum wage but they feel that the sudden rise from Re. 0-13-0 to Re. 1-2-0 would affect their trade and so the increase may be given effect to gradually.

The Committee further recommends that wherever wage periods are fixed differently, say weekly, fortnightly or monthly the rates of minimum wages for such wage periods shall be calculated by multiplying the daily rate of minimum wages fixed above by the number of working days in the week, fortnight or the month, as the case may be.

The Committee also considers that the revised rates of minimum wages recommended shall not prejudicially affect the rates of minimum wages fixed in 1954 by the Travancore-Cochin State Government for this employment which are now in force in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district which have since been integrated with the Madras State. In other words, wherever rates fixed by the Travancore-Cochin State are higher than the revised rates, the former shall prevail in those areas.

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR THE EMPLOYMENT IN STONE-BREAKING OR STONE-CRUSHING IN MINES.

The following members were present:—

Sri V. Balasundram, I.A.S. Commissioner of Labour, Madras and Chairman.

The Chief Engineer, Public Works Department (General), Madras. Independent Member.

Sri P. S. Subramaniam, Executive Director, Gannon Dunkerley and Company, Madras. }
Sri N. M. Muthiah, Managing Director, The Coromandal Engineering Company, Limited, Madras. } Representing employers.
Sri M. Thirunatha Naicker, President, The Karungal Thozhilalar Sangam, Sankarapuram village, Palayaseevaram Post, Kancheepuram taluk, Chingleput district. } Representing employees.

Sri K. V. Parthasarathi, M.A., B.L., Personal Assistant to the Commissioner of Labour, Madras. Secretary.

The Government of India in their Notification No. L.W. 1-7(31)/55, dated 11th February 1957, delegated to the State Government (Madras) the functions of the Central Government under the Minimum Wages Act in so far as these functions relate to the review and revision of minimum rates of wages fixed under the Act for the employees engaged in stone-breaking or stone-crushing operations carried on in any mine or quarry situated in their respective States. In G.O. No. 753, Industries, Labour and Co-operation, dated 25th February 1957, the Government appointed the Advisory Committee constituted in G.O. No. 626, Industries, Labour and Co-operation, dated 16th February 1957, as the Committee to review the minimum rates of wages fixed for the employment on road construction or in building operations and in stone-breaking or stone-crushing. This Committee at its meeting held on 25th February 1957 after reviewing the rates of minimum wages fixed in G.O. No. 1093, Development, dated 15th March 1952, for the employment in stone-breaking or stone-crushing carried on in mines, and recommends to Government, the adoption of the following new rates of wages. In making these recommendations, the recommendations of the Minimum Wages (Central) Advisory Board regarding payment of national minimum wage have been kept in view. The rates shown below shall apply equally to men and women.

Class of employees.	Minimum rates of wages originally fixed in March 1952.	Revised minimum rates of wages recommended by the Committee.
(1)	(2)	(3)

Employment in stone-breaking or stone-crushing carried on in mines.

Unskilled workers—

	RS. A. P.	RS. A. P.
* Grade I	1 6 0 (adults).	1 8 0
Grade II	0 15 0 (")	1 2 0
Children	0 12 0	0 15 0
Semi-skilled workers	2 0 0	2 3 0
Skilled workers	2 8 0	2 12 0

* Classification into Grades I and II is based on physical capacity, skill, efficiency and output of work.

The Committee further recommends that wherever wage periods are fixed differently say, weekly, fortnightly or monthly, the rates of minimum wages for such wage periods shall be calculated by multiplying the daily rate of minimum wages fixed above by the number of working days in the week, fortnight or the month, as the case may be.

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR THE EMPLOYMENT IN SCENTED AND CHEWING TOBACCO MANUFACTORY HELD ON 25TH FEBRUARY 1957.

The following members were present:—

Sri V. Balasundram, I.A.S.	.. .. .	Commissioner of Labour, Madras and Chairman.
Sri H. G. Punja, Statistical Officer, Office of the Director of Statistics, Madras.	.. .. .	Independent member.
Sri A. J. Anantharajayyan Mudaliar, Managing Partner, Swastika Tobacco Factory, 3-14/52, Sethu Rastha, Vedaranyam.	} Representing employers.	
Sri K. A. Vasimalai, Secretary, The Dindigul Tobacco Labourers Sangam, South Car Street, Dindigul.		
Sri S. Subramaniam, Secretary, The Tobacco and Cigar Workers' Union, Pudukkottai.		Representing employees.
Sri K. Srinivasan, Assistant Commissioner of Labour, Madras.	.. .. .	Secretary.

In G.O. Ms. No. 606, Industries, Labour and Co-operation, dated 15th February 1957, 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 the employment in scented and chewing tobacco manufactory with the Commissioner of Labour as Chairman and with Messrs. Sri A. J. Anantharajayyan Mudaliar and M. Kuthalingam, representing employers and Messrs. K. A. Vasimalai and S. Subramaniam, representing employees. The Director of Statistics was also nominated as an independent member on the Committee.

The Committee met on 25th February 1957. After prolonged discussions the members of the Committee who were present decided to recommend to the Government the revision of minimum rates of wages already fixed in 1952 as

shown below keeping in view the recommendations of the Minimum Wages Central) Advisory Board regarding payment of national minimum wage. The rates shown below shall apply equally to men and women:—

Class of work.	Minimum rates of wages originally fixed in March 1952.	Revised minimum rates of wages recommended by the Committee.
(1)	(2)	(3)
	RS. A. P.	RS. A. P.
Sorting and grading of tobacco ..	0 12 0 per day	1 2 0 per day.
Cutting tobacco into bits ..	0 14 0 " or 22 12 0 per mensem.	1 4 0 " or 32 8 0 per mensem.
3 Jaggery boiler attendant ..	0 12 0 per day	1 2 0 per day.
4 Processing of scented tobacco ..	0 14 0 " or 22 12 0 per mensem.	1 4 0 " or 32 8 0 per mensem.
5 Sorting and sizing of plantain bark.	0 14 0 per day or 22 12 0 per mensem.	1 4 0 per day or 32 8 0 per mensem.
6 Packeting of scented or chewing tobacco.	0 12 0 $\frac{1}{2}$, $\frac{1}{4}$, 3 anna packets. or 19 8 0 bigger packets.	1 2 0 per day or 29 4 0 per mensem.
7 Pasting labels	0 9 0 per day or 15 0 0 per mensem.	1 2 0 per day or 29 4 0 per mensem.
8 Packing and bundling	0 14 0 per day or 22 12 0 per mensem.	1 4 0 per day or 32 8 0 per mensem.
9 Maistries or supervisors	40 0 0 "	45 0 0 "
10 Clerks	35 0 0 "	40 0 0 "
11 Watchmen	0 14 0 per day or 22 12 0 per mensem.	1 4 0 per day or 32 8 0 per mensem.
12 Lorry or van driver	40 0 0 "	45 0 0 "
13 Lorry or van cleaner	22 8 0 "	29 4 0 "
14 Miscellaneous and casual workers ..	0 12 0 per day or 13 0 0 per mensem.	1 2 0 per day or 29 4 0 per mensem.
15 Learners	0 8 0 per day or 13 0 0 per mensem.	0 12 0 per day or 19 8 0 per mensem.
16 Office boys—below 18 years	0 8 0 per day or 13 0 0 per mensem.	0 12 0 per day or 19 8 0 per mensem.
above 18 years	0 12 0 per day or 19 8 0 per mensem.	1 2 0 per day or 29 4 0 per mensem.

NOTE.—(1) Day means an aggregated working period of eight hours between 6 a.m. and 7 p.m.

(2) Piece-rated workers, if any, should get a guaranteed minimum rate of Re. 1-2-0 for an eight-hour day.

Mr. Anantharajayyan Mudaliar suggests that women workers should be allowed to be paid lesser rates of wages than those fixed above. He also suggests that the rate for watchmen should be Re. 1-2-0 per day. All the other members agreed to the rates fixed above.

PROCEEDINGS OF THE MEETING OF THE MINIMUM WAGES (STATE) ADVISORY BOARD HELD ON 18TH MARCH 1957.

Items 1 to 5 of the agenda and the item in the supplementary agenda.—The recommendations of the Advisory Committees constituted under section 6 of the Minimum Wages Act for the revision of the minimum rates of wages for the

employments under (1) Local Authorities, (2) Public Motor Transports, (3) road construction or in building operations and in stone-breaking and stone-crushing, (4) stone-breaking and stone-crushing operations carried on in mines, (5) scented and chewing tobacco manufactory and (6) plantations, made at their meetings held on 13th, 15th and 25th February and 13th March 1957, were placed before the Minimum Wages (State) Advisory Board at its meeting held on 18th March 1957. After the submission of the report, Sri P. S. Subramaniam of Messrs. Gannon and Dunkerley and Company (Madras), Limited, one of the members of the Advisory Committee on Road Construction and Building Operations and a member of the Minimum Wages (State) Advisory Board, sent a representation stating that though a minimum wage of Re. 1-2-0 has been fixed for the unskilled employees for grade II, such a large increase would not be justified all of a sudden in view of the fact that the Central Government themselves have fixed a minimum of Re. 0-14-8 only for grade II unskilled employees, in their schedule of rates. This representation was also placed before the Advisory Board at its meeting. As against this view, some union representatives contended that the rate fixed, viz., Re. 1-2-0, for this occupation was too low. After some discussion, the Board keeping in view the national minimum of Re. 1-2-0 unanimously approved the revised rates of minimum wages recommended by all the Advisory Committees. Mr. Mitchell, one of the members of the Board, represented that while he has no objection to the higher rates of minimum wages being paid for the plantation workers in the Kanyakumari district which has since been merged with the Madras State, he wanted that *status quo* should be maintained with regard to the conditions of work also under which such higher rates of wages are being paid. The members of the Board were in agreement with the suggestion and recommended that the report of the Advisory Committee on Plantations may be accepted with this modification.

Item 6—Conversion of the present rates in terms of decimal coinage.—The Board unanimously approved the conversion of the present minimum rates of wages in terms of decimal coinage to come into force on 1st April 1957 as per the conversion table.

Item 7—Confirmation of the preliminary notification regarding the revision of minimum rates of wages proposed for the employment in tobacco (including beedi making manufactory).—In view of the fact that the minimum rates of wages for this industry cannot be fixed until the amendment of section 3 (1) (a) (i) of the Minimum Wages Act, extending the time-limit for fixation of a minimum wages, the Board has recommended that an Advisory Committee under section 6 of the Minimum Wages Act consisting of representatives of employers and employees may be constituted as soon as the above section is amended, to consider this question and that the report of such committee may be placed before the Advisory Board for its consideration.

Item 8—To consider the question of fixing the minimum rates of wages for cigar workers.—This subject which was included at the request of Sri S. Krishna-moorthi was withdrawn by the member.

V. BALASUNDRAM,
Commissioner of Labour and Chairman.

ANNEXURE D.

NOTIFICATIONS.

I

G.O. Ms. No. 1219, Industries, Labour and Co-operation, dated 28th March 1957.

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 said Act in the Industries, Labour and Co-operation Department Notification No. 1392, dated the 25th October 1956, published at page 1710 in Part I of the *Fort St. George Gazette*, dated the 14th November 1956, 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 of employees employed under any local authority fixed in the late Development Department Notification No. 228, dated the 29th March 1952, published in Part I of the *Fort St. George Gazette* Extraordinary, dated the 31st March 1952, as shown in column (2) of the schedule below.

This notification shall come into force on and from 31st March 1957.

SCHEDULE.

Employment under any local authority.

Class of employees.	All inclusive of minimum rates of wages.		
	Rs.	A.	P.
Grade I	34	0	0
Grade II	38	0	0
Grade III	41	0	0
Grade IV	45	0	0
Grade V	49	0	0

Categories of employees under the grades mentioned above and employed under local bodies.

I. CORPORATION OF MADRAS.

Grade I.

- | | |
|----------------------|----------------------------|
| 1 Mazdoors. | 9 Maid servants. |
| 2 Cleaners (Health). | 10 Switchers. |
| 3 Lascars. | 11 Kerosene Lighters. |
| 4 Conductress. | 12 Barbers. |
| 5 Ayahs. | 13 Cleaners (Motor) |
| 6 Watchmen. | 14 Peons. |
| 7 Gardeners. | 15 Guides (Swimming bath). |
| 8 Servers. | 16 Night patrol. |

Grade II.

- | | |
|---------------------|----------------------------|
| 1 Sweepers. | 13 Pumpman. |
| 2 Scavengers. | 14 Mutchi. |
| 3 Totis. | 15 Weighmen. |
| 4 Jointers. | 16 Women Guards. |
| 5 Syrange. | 17 Drivers (Rubbish cart). |
| 6 Operators. | 18 Helpers. |
| 7 Duffadar. | 19 Warders. |
| 8 Harakaras. | 20 Attendance Checkers. |
| 9 Attenders. | 21 Time-keeper. |
| 10 Care-takers. | 22 Incinerator (Health). |
| 11 Fisherman. | 23 Jamedar (General). |
| 12 Ward attendants. | 24 Jumpers. |

Grade III.

- | | |
|---------------|---------------------------|
| 1 Fitters. | 10 Mechanics. |
| 2 Blacksmith. | 11 Tinkers. |
| 3 Driller. | 12 Rivetters. |
| 4 Turner. | 13 Painters. |
| 5 Carpenter. | 14 Furnaceman. |
| 6 Engraver. | 15 Bricklayer. |
| 7 Moulders. | 16 Drivers (Mech. Engg.). |
| 8 Hammerman. | 17 Sergeants. |
| 9 Welders. | 18 Animal keepers. |

Grade III—cont.

- | | |
|--|--|
| 19 Fireman. | 30 Rent Collectors (Works). |
| 20 Breakers. | 31 Groundsman (Works). |
| 21 Turncocks. | 32 Overseers (Stegomiah), Assistant Overseers (Works and Water Works). |
| 22 Mates painter jointer. | 33 Teachers (Lower Grade). |
| 23 Blueprinters. | 34 Conservancy Inspectors (Health). |
| 24 Assistant Superintendent (Health). | 35 Maistri (Special Works, Water Works and Electrical). |
| 25 Ferro painters. | 36 Assistant Pumpers (Special Works). |
| 26 Lighting Inspectors. | 37 Steam Disinfectors (Health). |
| 27 Reference Suppliers. | 38 Process-ers (Special Works, etc.). |
| 28 Mahouts. | 39 Instructors (Playground). |
| 29 Tax Collectors (Health, Water Works and Revenue). | |

Grade IV.

- | | |
|--|-------------------------------|
| 1 Wireman (Health, Electrical and Education). | 7 Manual Training Inspectors. |
| 2 Jaggala Player (Electrical). | 8 Swimming Pool Instructors. |
| 3 Compounder (Health Works). | 9 Drawing Master. |
| 4 Nursery School Supervisors. | 10 Matron. |
| 5 Technician (Health). | 11 Vaccination Inspectors. |
| 6 Tracers (Works, Special Works and Electrical). | 12 Drummer. |

Grade V.

- | | |
|--|--------------------------------|
| 1 Overseers (Health Works, Water Works and Special Works). | 10 Shorthand-typists. |
| 2 Drivers (Lorry Car). | 11 Computer. |
| 3 Writers. | 12 Telephone Operators. |
| 4 Shroffs. | 13 Electricians. |
| 5 Clerks. | 14 Malaria Supervisors. |
| 6 Clerk-typists. | 15 Surveyors. |
| 7 Store-keeper. | 16 Drill Teacher. |
| 8 Store checker. | 17 Midwives. |
| 9 Typists. | 18 Music Mistress. |
| | 19 Teachers (Secondary Grade). |

II. MUNICIPALITIES AND METTUR TOWNSHIP.

Grade I.

- | | |
|-------------------------------------|--|
| 1 Cleaners (Public Health). | 25 Meat carrier. |
| 2 Cart-drivers (Public Health). | 26 Delivery boy (Dairy farm). |
| 3 Trenchers. | 27 Calf boy (Dairy farm). |
| 4 Gang Mazdoors. | 28 Dispensary Servant. |
| 5 Lighters. | 29 Lorry Cleaners. |
| 6 Mazdoors. | 30 Travellers' bungalow and choultry cook. |
| 7 Gardeners. | 31 Cooks in Medical Institutions. |
| 8 Watchmen. | 32 Gracier. |
| 9 Avenue Mazdoors. | 33 Pumpman. |
| 10 Bellow Boys. | 34 Care-taker. |
| 11 Cooks. | 35 Masalchi. |
| 12 Park Chits. | 36 Tom-tom Wallah. |
| 13 Bull-keepers. | 37 Boy peon. |
| 14 Boatmen. | 38 Valveman. |
| 15 Ayahs. | 39 Paper Boy and Punkahpuller. |
| 16 Nursing orderlies (unqualified). | 40 W.W. Watchman. |
| 17 Rat-catchers. | 41 Peons. |
| 18 Watchmen. | 42 Attenders. |
| 19 Conductress. | 43 Dog-watcher. |
| 20 Lascars (Vypin Ferry). | 44 Grass-cutter (Dairy farm). |
| 21 Temple Priest. | 45 Dairy boy (Dairy farm). |
| 22 Elementary Schools Attendants. | 46 Barcom boy (Dairy farm). |
| 23 Lascars. | 47 Gurkha Watcher. |
| 24 Camel Boy. | |

Grade II.

- | | |
|--|---|
| 1 Sweepers. | 24 Market accountant and market supervisors and lighting superintendents. |
| 2 Scavengers and thotis. | 25 T.B. and Choultry municipal accountant. |
| 3 Rubbish pickers. | 26 Malaria and sanitary maistri. |
| 4 Anti-malaria Mazdoors. | 27 Vehicle Inspectors. |
| 5 Hammerman, Grade II, Cleaner, Helper for Carpenters, Fitter, Mazdoors, Turner helper and Tyre retreading helper. | 28 Sewage Farms Maistri. |
| 6 Dhobi. | 29 Headworks fitter. |
| 7 Chinaman. | 30 Duffadar. |
| 8 Oilmen, Oilers, Oil-cum-cleaners, Oil cleaners. | 31 Telephone Operators. |
| 9 Cleaners, Water Works, Mazdoors. | 32 Moulder. |
| 10 Helpers, Motor cleaners, Switcher and Cleaner. | 33 Sewage guage reader. |
| 11 P. W. Maistri. | 34 Drain Maistri. |
| 12 Firemen or cleaner. | 35 Painter. |
| 13 Compounder (Indigenous, Grade II). | 36 Clock-repairer. |
| 14 Library and Laboratory Attenders. | 37 Market maistri. |
| 15 Librarian. | 38 Swimming Instructors. |
| 16 Head Gardener. | 39 Cattle Depot Superintendents. |
| 17 Butler. | 40 Tinker. |
| 18 Turncocks. | 41 Milkman (Dairy farm). |
| 19 Switch board Operator (Water Works). | 42 Salesman (Dairy farm). |
| 20 Oiler and Power-house Mazdoor (Electrical). | 43 Compost Maistri. |
| 21 Nursing Orderlies (qualified). | 44 Bore-well attendants. |
| 22 Burial ground Registrars. | 45 T. B. Matty. |
| 23 Laboratory attendants. | 46 Forest Guard. |
| | 47 Manager (Chatram). |
| | 48 Ward Maistri. |
| | 49 Mechanic Helper. |
| | 50 Untrained teachers. |
| | 51 Sweepers in schools. |

Grade III.

- | | |
|---|--|
| 1 Hammerman (Grade II). | 10 Music Instructors (untrained). |
| 2 Blacksmith, Grade II, Carpenter, Painter, Tyre retreading Plant Operators, Mill Wright Fitter, Grade I. | 11 Prevocational Instructors. |
| 3 Switchboard operator, Instrument repairer, Wireman, Foreman, Lineman and Meter Cleaners. | 12 Ferry Ticket Checkers. |
| 4 Tracer. | 13 Compounders (Indigenous, Grade I). |
| 5 Tubewell mechanics. | 14 Compounders (Rural Medical Institutions). |
| 6 Pipeline fitter. | 15 Higher Elementary Grade teachers. |
| 7 Bill Collectors. | 16 Headworks fitter, Grade II (Water Works). |
| 8 Lower elementary grade teachers. | 17 Encroachment Inspector. |
| 9 Craft Inspectors qualified by III Form Standard. | 18 Field Assistant. |
| | 19 Sundry Fitter. |
| | 20 Mechanic Helpers. |
| | 21 Fitters. |
| | 22 Fitter Mate (Mettur Township). |

Grade IV.

- | | |
|--|---|
| 1 Road roller driver. | 15 Meter Mechanic. |
| 2 Electrician (II grade W.S.). | 16 Electrician and Driver (Electrical). |
| 3 Maternity Assistants. | 17 Laboratory assistants and technicians. |
| 4 Compounders (Allopathic). | 18 Mechanics, Radio and Line Operators and Skilled servants (P.H.). |
| 5 Lorry driver. | 19 Laboratory Assistants (Malaria). |
| 6 Fitter bed operators and headworks fitter (Grade I). | 20 Mechanic Foreman, Turner, Grade II. |
| 7 Water Works driver (III grade). | 21 Blacksmith, Grade I, Carpenter cum-co maker and pattern maker. |
| 8 Physical Training Instructors. | 22 Physical Training Instructors, Grade II. |
| 9 Pandits and Munahis. | 23 Craft Instructors (Higher Grade). |
| 10 Manual Training Instructors, Grade II. | 24 Music Instructors, Grade II. |
| 11 Jetty Maistris. | 25 Librarian in secondary schools. |
| 12 Syringe. | 26 Librarian without training. |
| 13 Tap Inspectors. | |
| 14 Hindusthani Teachers. | |

Grade V.

- | | |
|---|---|
| 1 Draughtsman. | 14 Town Planning Surveyor and Building Draughtsman. |
| 2 Clerks. | 15 Secondary grade teachers. |
| 3 Commercial, Weaving and Carpentry Instructors. | 16 Physical Training Instructors, First Grade. |
| 4 Y.M.C.A. Physical Training Instructors. | 17 Physical Training Instructors, Second Grade. |
| 5 Typists. | 18 Hindustani Teachers, Craft Teachers (Secondary Grade). |
| 6 Shorthand typists. | 19 Hindustani Teachers, S.S.L.C. |
| 7 Engraving Instructors. | 20 Music Instructor, Grade I. |
| 8 Revenue Inspectors. | 21 Drawing Masters, Grades I and II. |
| 9 Water Works Driver, II grade. | 22 Manual Training Instructors, Grade I. |
| 10 Health Assistants. | 23 Market Superintendent. |
| 11 Electricians, I grade. | |
| 12 Electricity Accountants in smaller municipalities. | |
| 13 Licence Inspectors without Sanitary Inspector's qualification. | |

III. PANCHAYAT BOARDS.

Grade I.

- | | |
|----------------------------|----------------------------------|
| 1 Cleaners. | 8 Bull-keepers. |
| 2 Cart-drivers. | 9 Gang Mazdoors. |
| 3 Malaria Mazdoors. | 10 Watchman. |
| 4 Trenching ground-keeper. | 11 Switchman. |
| 5 Waterman. | 12 Masalachi. |
| 6 Lighters (Ordinary). | 13 Cattle Depot Superintendents. |
| 7 Gardeners. | 14 Peons (Office and Library). |

Grade II.

- | | |
|---|--|
| 1 Ayah. | 6 Oiler, Power-house Mazdoor and helper. |
| 2 P.W. Maistri. | 7 Library attendant. |
| 3 Tubewell repairer. | 8 Turncocks, Oilman. |
| 4 Attenders. | 9 Sweepers. |
| 5 Bill collectors (in Panchayats with an income of Rs. 3,000 to Rs. 5,000). | 10 Scavengers. |
| | 11 Drain Flusher. |

Grade III.

- | | |
|--|-------------------------------------|
| 1 Librarians. | 6 Clerk-cum-Bill Collector. |
| 2 Fitter. | 7 Field Assistants. |
| 3 Clerks (in panchayat boards with an income of Rs. 3,000 to Rs. 5,000). | 8 Lower Grade trained teachers. |
| 4 Store Clerk. | 9 Pipeline Fitter. |
| 5 Bill collectors in panchayat boards with an income of over Rs. 5,000. | 10 Driver and Fitter (Water Works). |

Grade IV.

- | | |
|---|----------------------------------|
| 1 Clerks in panchayats with an income of above Rs. 5,000. | 4 Mechanics. |
| 2 Switchboard operators. | 5 Engine Driver. |
| 3 Maternity Assistants. | 6 Higher Grade trained teachers. |

Grade V.

- | | |
|--------------------------------------|--|
| 1 Electricity accountant. | 8 Revenue Inspector. |
| 2 Clerk with special qualifications. | 9 Sanitary Inspector in panchayat boards with an income of Rs. 20,000 to Rs. 40,000. |
| 3 Line Inspector. | |
| 4 Driver (Electrical). | 10 Secondary Grade trained teachers. |
| 5 Laboratory Assistants (Malaria). | 11 Health Assistants. |
| 6 Electricians. | |
| 7 Overseer (Water Works). | |

IV. DISTRICT BOARDS.

Grade I.

- | | |
|-------------------------|-------------------------------------|
| 1 Gardeners. | 15 Ayahs. |
| 2 Masalchi. | 16 Nursing Orderlies (unqualified). |
| 3 Waterman. | 17 Watchman. |
| 4 Mazdoors. | 18 Conductress. |
| 5 Avenue Mazdoors. | 19 Temple patter. |
| 6 Cooks. | 20 Market and ferry maistri. |
| 7 Ward Boy. | 21 Chatram headman. |
| 8 Lighters. | 22 Manyam. |
| 9 Cleaners. | 23 Nirgetti. |
| 10 Dispensary servants. | 24 Agricultural maistri. |
| 11 Rat catchers. | 25 Punks puller. |
| 12 Village guides. | 26 Peons. |
| 13 Charcoal man. | 27 D.D.T. Mazdoors. |
| 14 Attenders. | |

Grade II.

- | | |
|------------------------------|-------------------------------------|
| 1 Thoti or scavenger. | 7 Duffadar. |
| 2 Sweepers. | 8 Library and Laboratory attenders. |
| 3 Menials. | 9 Chatram hukdar. |
| 4 Dhobi. | 10 Maistries. |
| 5 Compounders (Indigeneous). | 11 Warden. |
| 6 Bill collectors. | 12 Turncock. |

Grade III.

- | | |
|-----------------|-------------------------------------|
| 1 Librarian. | 4 Water Works Drivers. |
| 2 Vaccinators. | 5 Lower Elementary Grade Teachers. |
| 3 Thana karnam. | 6 Higher Elementary Grade Teachers. |

Grade IV.

- | | |
|----------------------------------|---|
| 1 Compounders (Allopathic). | 7 Urdu munshis. |
| 2 Maternity Assistants. | 8 Tamil pandits. |
| 3 Lorry Driver. | 9 Manual Training Instructors (Grade II). |
| 4 Mechanics. | 10 Music instructors (Grade II). |
| 5 Physical Training Instructors. | 11 Librarians in Secondary Schools. |
| 6 Hindi Pandits. | |

Grade V.

- | | |
|--|-----------------------------|
| 1 Clerk, Typists, Steno-typists. | 4 Secondary Grade teachers. |
| 2 Commercial Instructors. | 5 Health Assistants. |
| 3 Senior Grade Librarian, Secondary Schools. | |

The revised rates of minimum wages fixed above shall not affect such cases where higher rates of minimum rates of wages have been fixed by the former Travancore-Cochin Government in their Proceedings No. L.S. II-11690/54/DD, dated the 30th September 1954, which are now in force in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district.

II

G.O. Ms. No. 1247, Industries, Labour and Co-operation, dated 30th March 1957.

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 said Act in the Industries, Labour and Co-operation Department Notification No. 1605, dated the 23rd November 1956, published at page 1910 in Part I of the *Fort St. George Gazette*, dated the 12th December 1956, 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 of employees employed in Public

Motor Transport fixed in the late Development Department Notification No. 227, dated the 28th March 1952, published in Part I of the *Fort St. George Gazette* Extraordinary, dated the 29th March 1952 as shown in column (2) of the schedule below.

The notification shall come into force on and from 31st March 1957.

SCHEDULE.

Employment in Public Motor Transport.

Class of employees.	Minimum rates of basic wages per mensem.
(1)	(2)
	RS.
1 Drivers	45
2 Conductors	35
3 Mechanics	80
4 Assistant Mechanics	55
5 Fitters	45
6 Assistant Fitters	35
7 Electricians	45
8 Inspectors	40
9 Clerks	45
10 Hammermen	30
11 Greasers	30
12 Peons	26
13 Scavengers	26
14 Sweepers	26
15 Watchmen	26
16 Skilled workers—	
(a) Blacksmiths, Carpenters, Tinkers, Liners, Tyremen, Turners and the like.	35
(b) Welders, Tailors, Moulders, Batterymen, Vulcanizers, Spray painters and Painters.	45
17 Unskilled workers—	
Cleaners (Special and stand), Charcoalmen, Helpers, Mazdoors and the like.	26
18 Conductors—	
Learners for a period of three months	26
19 Lubricating Assistant	(All inclusive). 26
20 Cleaners (Ordinary)	26
21 Apprentices for period up to one year	20
	(All inclusive).

Unless otherwise indicated against any of the foregoing items, the categories of employees mentioned above shall be paid a minimum cost of living allowance at the following rates:—

Wage group.	Cost of living allowance per mensem.
(1)	(2)
	RS.
1 Employees on basic wage not exceeding Rs. 20 per mensem	25
2 Employees on basic wage exceeding Rs. 20 but below Rs. 40 per mensem.	
3 Employees on basic wage of Rs. 40 per mensem	
4 Employees on basic wage exceeding Rs. 40 but not exceeding Rs. 60 per mensem.	
5 Employees on basic wage exceeding Rs. 60 but not exceeding Rs. 100 per mensem.	29

The revised rates of minimum wages fixed above shall not affect such cases where higher rates of minimum rates of wages have been fixed by the former Travancore-Cochin Government in their Proceedings No. LI. 16322/53/DD, dated 9th October 1954, which are now in force in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district.

"Where wage rates are to be fixed by the day the minimum rates of wages per day shall be calculated by dividing the above rates by 26" (Vido G.O. Ms. No. 3955, Industries, Labour and Co-operation, dated 2nd December 1957).

III

G.O. Ms. No. 1156, Industries, Labour and Co-operation, dated 23rd March 1957.

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 said Act in the Industries, Labour and Co-operation Department Notification No. 1459, dated the 10th November 1956, published at page 1762 in Part I of the *Fort St. George Gazette*, dated the 21st November 1956 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 of employees employed in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee, fixed in the late Development Department Notification No. 213, dated the 20th March 1952, published at page 418 of Part I of the *Fort St. George Gazette*, dated the 25th March 1952 as shown in column (2) of the schedule below. This notification should come into force on and from 25th March 1957.

SCHEDULE.

Employment in any plantation, that is to say any estate which is maintained for the purpose of growing Cinchona, rubber, tea or coffee.

Class of employees.	All inclusive minimum daily wages.					
	Work in all tea estates, rubber estates, cinchona estates and mixed estates.		Work in coffee estates in areas other than the Shevaroy and the Madurai district.		Work in the coffee estates in the Shevaroy and the Madurai district.	
	(1)	(2)	(3)	(4)	(5)	(6)
	RS.	A. P.	RS.	A. P.	RS.	A. P.
* Grade I	1	9 0	1	9 0	1	6 0
Grade II	1	2 6	1	2 6	1	2 6
Adolescents	0	15 0	0	15 0	0	15 0
Children	0	11 6	0	11 6	0	11 6

Wherever wage periods are fixed differently say, weekly, fortnightly or monthly, the rates of minimum wages for such wage periods shall be calculated by multiplying the daily rates of minimum wages fixed above by the number of working days in the week, fortnight or the month, as the case may be.

The revised rates of minimum wages fixed above shall not apply to cases where higher rates of minimum wages have been fixed by the former Travancore-Cochin Government for the employees in plantations in their proceedings No. LI. 8632/51/DD, dated the 30th June 1952, which are now in force in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district, subject to the conditions prescribed therein.

* Classification into Grades I and II is based on physical capacity, skill, efficiency and outturn of work.

IV

G.O. Ms. No. 1156, Industries, Labour and Co-operation, dated 23rd March 1957.

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 the section 6 of the said Act in the Industries, Labour and Co-operation Department Notification S.R.O. No. A-1230 of 1957 in Part I of the *Fort St. George Gazette* Extraordinary, dated the

25th February 1957 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 of employees employed on road construction or in building operations and in stone-breaking or stone-crushing fixed in the late Development Department Notification No. 184, dated the 12th March 1952, published at page 369 of Part I of the *Fort St. George Gazette*, dated the 18th March 1952 as shown in column (2) of the schedule below.

This notification shall come into force on and from the 25th March 1957.

SCHEDULE.

Employment on road construction or in building operations and in stone-breaking or stone-crushing.

Class of employees.	All inclusive minimum daily rates of wages.			
	(1)	(2)		
		RS.	A.	P.
1. Unskilled employees:—				
* Grade I (adults)		1	6	0
Grade II (adults)		1	2	0
Children		0	15	0
2. Skilled employees		2	12	0

Wherever wage periods fixed vary, the wage shall be calculated for the wage period so fixed and paid, that is, where the wage period is fixed as a week, fortnight or a month, the daily rates fixed above will be multiplied by the number of working days in the week, fortnight or the month as the case may be.

The revised rates of minimum wages fixed above shall not apply to cases where higher rates of minimum wages have been fixed by the former Travancore-Cochin Government for the employment on road construction or building operations and in stone-breaking or stone-crushing in their proceedings No. L-1-9633/DD, dated the 30th December 1954 which are in force in the Kanyakumari district and the Shencottah taluk of Tirunelveli district.

* Classification into Grades I and II is based on physical capacity, skill, efficiency and outturn of work.

V

G.O. Ms. No. 1157, Industries, Labour and Co-operation, dated 23rd March 1957.

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), and read with the Notification of the Government of India, Ministry of Labour, S.R.O. No. 519, dated the 11th February 1957, published at page 333 of Part II, section 3 of the *Gazette of India*, dated the 16th February 1957, the Governor of Madras after consulting the Advisory Committee appointed under section 6 of the said Act in the Industries, Labour and Co-operation Department Notification S.O. No. A. 1231 of 1957 in Part I of the *Fort St. George Gazette* Extraordinary, dated the 25th February 1957, 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 of employees employed in stone-breaking or stone-crushing carried on in mines and quarries fixed published at page 370 of Part I of the *Fort St. George Gazette*, dated the 15th March 1952, as shown in column (2) of the schedule below.

This notification shall come into force on and from the 25th March 1957.

SCHEDULE.

Employment in stone-breaking or stone-crushing carried on in mines and quarries.

Class of employees.	All inclusive minimum daily wages.			
	(1)	(2)		
		RS.	A.	P.
Unskilled workers—				
* Grade I (adults)		1	8	0
Grade II (adults)		1	2	0
Children		0	15	0
Semi-skilled workers		2	3	0
Skilled workers		2	12	0

Wherever wage periods fixed vary, the wages shall be calculated for the wage period so fixed and paid, i.e., where the wage period is fixed as a week, fortnight or a month, the daily rates fixed above will be multiplied by the number of working days in the week, fortnight or the month, as the case may be.

* Classification into Grades I and II is based on physical capacity, skill, efficiency and outturn of work.

VI

G.O. Ms. No. 1211, Industries, Labour and Co-operation, dated 26th March 1957.

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 said Act in the Industries, Labour and Co-operation Department Notification S.R.O. No. A-1219 of 1957, dated the 15th February 1957, published at page 348 in Part I of the *Fort St. George Gazette*, dated 20th February 1957 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 of employees employed in any scented and chewing tobacco manufactory fixed in the late Development Department Notification No. 320, dated the 31st March 1952, published at pages 1-2 in Part I of the *Fort St. George Gazette* Extraordinary, dated the 31st March 1952, as shown in column (2) of the Schedule below.

This notification shall come into force on and from 31st March 1957.

SCHEDULE.

Employment in any scented and chewing tobacco manufactory.

Class of work.	All inclusive minimum wages.			
	(1)	(2)		
		RS.	A.	P.
1 Sorting and grading of tobacco		1	2	0 per day.
2 Cutting tobacco into bits		1	4	0 per day or
		32	8	0 per mensem.
3 Jaggery Boiler attendant		1	2	0 per day.
4 Processing of scented tobacco		1	4	0 per day or
		32	8	0 per mensem.
5 Sorting and sizing of plantain bark		1	4	0 per day or
		32	8	0 per mensem.

Employment in any scented and chewing tobacco manufactory—cont.

Class of work. (1)	All inclusive minimum wages. (2)			
	RS.	A.	P.	
6 Packeting of scented or chewing tobacco.	1	2	0 per day or	} anna packet. } anna packet. } anna packet.
	29	4	0 per mensem.	
	1	4	0 per day or	
	32	8	0 per mensem.	} Bigger packets.
7 Putting labels	1	2	0 per day or	
8 Packing and bundling	29	4	0 per mensem.	
	1	4	0 per day or	
9 Maistris or supervisors	32	8	0 per mensem.	
10 Clerks	45	0	0 per mensem.	
11 Watchmen	45	0	0 per mensem.	
	1	4	0 per day or	
12 Lorry or van driver	32	8	0 per mensem.	
13 Lorry or van cleaner	45	0	0 per mensem.	
14 Miscellaneous and casual workers	29	4	0 per mensem.	
	1	2	0 per day or	
15 Learners	29	4	0 per mensem.	
	0	12	0 per day or	
16 Office boys—	19	8	0 per mensem.	
Below 18 years	0	12	0 per day or	
	19	8	0 per mensem.	
Above 18 years	1	2	0 per day or	
	29	4	0 per mensem.	

NOTE.—(1) Day means an aggregate working period of eight hours between 6 a.m. and 7 m.

(2) Piece-rated workers, if any, should get a guaranteed minimum time rate of Rs. 1-2-0 for an eight-hour day.

ANNEXURE E.

STATEMENT SHOWING THE NUMBER OF ESTABLISHMENTS, NUMBER OF INSPECTIONS MADE AND THE NUMBER OF ESTABLISHMENTS NOT COMPLIED WITH THE PROVISIONS OF THE ACT.

Scheduled employments. (1)	Number of (2)			(4)
	Establishments covered by the Act.	Establishments inspected for the enforcement of the Act.	Establishments not complied with the provisions of the Act.	
1 Woolen carpet making and shawl making establishment.	12	12	..	
2 Rice, flour and dhall mill	3,953	3,335	529	
3 Tobacco including Bendi	826	751	56	
4 Plantations	3,678	434	..	
5 Oil mills	507	489	41	
6 Local authorities	432	95	19	
7 Road construction and building operation	134	4	..	
8 Stone-breaking or stone-crushing	28	23	1	
9 Lac manufactory	..	..	..	
10 Mica works	..	..	..	
11 Public motor transport	563	504	79	
12 Tanneries and leather manufactory	345	313	51	
Total ..	10,478	5,960	776	

ANNEXURE F.

PROSECUTIONS AND CONVICTIONS.

Industry or establishment. (1)	Payment of wages. (2)	Deductions. (3)	Hours of overtime. (4)	Display of notices, maintenance of registers and submission of returns. (5)	Others. (6)	Total. (7)	Number of cases in which fines were imposed. (8)	Total amount of fines. (9)	Manner in which fines were utilized. (10)
1 Rice mill	Nil.	..	..	1	..	1	1	20	Fines were credited to XXI—Administration of Justice—General fees—Fines and forfeitures.
2 Public motor transport.	..	..	..	5	..	5	5	160	
Total ..	..	..	..	6	..	6	6	180	

ANNEXURE H.

The Minimum Wages (Amendment) Act, 1957.

ACT No. 30 OF 1957.

An Act further to amend the Minimum Wages Act, 1948.

BE it enacted by Parliament in the Eighth Year of the Republic of India as follows:—

1. *Short title.*—This Act may be called the Minimum Wages (Amendment) Act, 1957.

2. *Amendment of section 2.*—In section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the principal Act)—

(i) in clause (b) (i), for the words “ Central Government, by a railway administration ”, the words “ Central Government or a railway administration ” shall be substituted; and

(ii) in clause (h), after the words “ or of work done in such employment ”, the words “ and includes house-rent allowance ” shall be inserted.

3. *Amendment of section 3.*—In section 3 of the principal Act—

(a) in sub-section (1)—

(i) in clause (a), for the figures “ 1954 ” wherever they occur, the figures “ 1959 ” shall be substituted;

(ii) to clause (b), the following proviso shall be added namely:—

“ Provided that where for any reason the appropriate Government has not reviewed the minimum rates of wages fixed by it in respect of any scheduled employment within any interval of five years, nothing contained in this clause shall be deemed to prevent it from reviewing the minimum rates after the expiry of the said period of five years and revising them, if necessary, and until they are so revised the minimum rates in force immediately before the expiry of the said period of five years shall continue in force.”;

(b) in sub-section (3), for clause (b) excluding the proviso, the following shall be substituted, namely:—

“ (b) minimum rates of wages may be fixed by any one or more of the following wage periods, namely:—

(i) by the hour,

(ii) by the day,

(iii) by the month, or

(iv) by such other larger wage period as may be prescribed; and where such rates are fixed by the day or by the month, the manner of calculating wages for a month or for a day, as the case may be, may be included.”.

4. *Substitution of new section for section 5.*—For section 5 of the principal Act, the following section shall be substituted, namely:—

“ 5. *Procedure for fixing and revising minimum wages.*—(1) In fixing minimum rates of wages in respect of any scheduled employment for the first time under this Act or in revising minimum rates of wages so fixed, the appropriate Government shall either—

(a) appoint as many committees and sub-committees as it considers necessary to hold enquiries and advise it in respect of such fixation or revision, as the case may be, or

(b) by notification in the official gazette, publish its proposals for the information of persons likely to be affected thereby and specify a date, not less than two months from the date of the notification, on which the proposals will be taken into consideration.

(2) After considering the advice of the committee or committees appointed under clause (a) of sub-section (1), or, as the case may be, all representations received by it before the date specified in the notification under clause (b) of that sub-section, the appropriate Government shall, by notification in the Official Gazette, fix, or, as the case may be, revise the minimum rates of wages in respect of each scheduled employment, and unless such notification otherwise provides, it shall come into force on the expiry of three months from the date of its issue.

Provided that where the appropriate Government proposes to revise the minimum rates of wages by the mode specified in clause (b) of sub-section (1), the appropriate Government shall consult the Advisory Board also.”

5. *Omission of section 6.*—Section 6 of the principal Act shall be omitted.

6. *Amendment of section 7.*—In section 7 of the principal Act, for the words and figures “ Committees, sub-committees, advisory committees and advisory sub-committees appointed under sections 5 and 6 ”, the words and figure “ Committees and sub-committees appointed under section 5 ” shall be substituted.

7. *Amendment of section 9.*—In section 9 of the principal Act, the words “ advisory committees, advisory sub-committees ” shall be omitted.

8. *Substitution of new section for section 10.*—For section 10 of the principal Act, the following section shall be substituted, namely:—

“ 10. *Correction of errors.*—(1) The appropriate Government may, at any time, by notification in the Official Gazette, correct clerical or arithmetical mistakes in any order fixing or—revising minimum rates of wages under this Act or errors arising therein from any accidental slip or omission.

(2) Every such notification shall as soon as may be after it is issued be placed before the Advisory Board for information.”

9. *Amendment of section 12.*—In section 12 of the principal Act, the word and figures “ or section 10 ” shall be omitted.

10. *Amendment of section 13.*—Section 13 of the principal Act shall be renumbered as sub-section (1) of that section and to the section as so renumbered the following sub-sections shall be added, namely:—

“ (2) The provisions of sub-section (1) shall, in relation to the following classes of employees, apply only to such extent and subject to such conditions as may be prescribed:—

(a) employees engaged on urgent work, or in any emergency which could not have been foreseen or prevented;

(b) employees engaged in work in the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned;

(c) employees whose employment is essentially intermittent;

(d) employees engaged in any work which for technical reasons has to be completed before the duty is over;

(e) employees engaged in a work which could not be carried on except at times dependent on the irregular action of natural forces.

(3) For the purposes of clause (c) of sub-section (2), employment of an employee is essentially intermittent when it is declared to be so by the appropriate Government on the ground that the daily hours of duty of the employee, or if there be no daily hours of duty as such for the employee the hours of duty normally include periods of inaction during which the employee may be on duty but is not called upon to display either physical activity or sustained attention."

11. Amendment of section 19.—In section 19 of the principal Act—

(1) for clause (d) of sub-section (2) the following clause shall be substituted, namely:—

"(d) seize or take copies of such register, record of wages or notices or portions thereof as he may consider relevant in respect of an offence under this Act which he has reason to believe has been committed by an employer; and";

(2) after sub-section (3), the following sub-section shall be inserted, namely:—

"(4) Any person required to produce any document or thing or to give any information by an Inspector under sub-section (2) shall be deemed to be legally bound to do so within the meaning of section 175 and section 176 of the Indian Penal Code."

12. Amendment of section 20.—In section 20 of the principal Act—

(a) in sub-section (1)—

(i) for the words "any Commissioner for Workmen's Compensation or", the words "any Commissioner for Workmen's Compensation or any officer of the Central Government exercising functions as a Labour Commissioner for any region, or any officer of the State Government not below the rank of Labour Commissioner or any" shall be substituted;

(ii) after the words "less than the minimum rates of wages" the following shall be inserted, namely:—

"or in respect of the payment of remuneration for days of rest or for work done on such days under clause (b) or clause (c) of sub-section (1) of section 13 or of wages at the overtime rate under section 14";

(b) in sub-section (2)—

(i) for the words "Where an employee is paid less than the minimum rates of wages fixed for his class of work under this Act", the following shall be substituted, namely:—

"Where an employee has any claim of the nature referred to in sub-section (1)";

(ii) in the first proviso, after the words "minimum wages", the words "or other amount" shall be inserted;

(c) for sub-section (3) the following sub-section shall be substituted, namely:—

"(3) when any application under sub-section (2) is entertained, the authority shall hear the applicant and the employer, or give them an opportunity of being heard, and after such further inquiry, if any, as it may consider necessary, may, without prejudice to any other penalty to which the employer may be liable under this Act, direct—

(i) in the case of a claim arising out of payment of less than the minimum rates of wages, the payment to the employee of the amount by which the minimum wages payable to him exceed the amount actually paid, together with the payment of such compensation as the authority may think fit not exceeding ten times the amount of such excess;

(ii) in any case, the payment of the amount due to the employee, together with the payment of such compensation as the authority may think fit, not exceeding ten rupees, and the authority may direct payment of such compensation in cases where the excess or the amount due is paid by the employer to the employee before the disposal of the application."

13. Amendment of section 21.—In sub-section (1) of section 21 of the principal Act—

(i) for the words "A single application" the words "Subject to such rules as may be prescribed, a single application" shall be substituted;

(ii) after the words "such excess" the words "or ten rupees per head, as the case may be", shall be added.

14. Substitution of new sections for section 22 and insertion of new sections 22C to 22F.—For section 22 of the principal Act, the following sections shall be substituted, namely:—

"22. Penalties for certain offences.—Any employer who—

(a) pays to any employee less than the minimum rates of wages fixed for that employee's class of work, or less than the amount due to him under the provisions of this Act, or

(b) contravenes any rule or order made under section 13 shall be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to five hundred rupees, or with both:

Provided that in imposing any fine for an offence under this section, the court shall take into consideration the amount of any compensation already awarded against the accused in any proceedings taken under section 20.

22A. General provision for punishment of other offences.—Any employer who contravenes any provision of this Act or of any rule or order made thereunder shall, if no other penalty is provided for such contravention by this Act, be punishable with fine which may extend to five hundred rupees.

22B. Cognizance of offences.—(1) No court shall take cognizance of a complaint against any person for an offence—

(a) under clause (a) of section 22 unless an application in respect of the facts constituting such offence has been presented under section 20 and has been granted wholly or in part, and the appropriate Government or an officer authorized by it in this behalf has sanctioned the making of the complaint;

(b) under clause (b) of section 22 or under section 22A except on a complaint made by, or with the sanction of an Inspector.

(2) No court shall take cognizance of an offence—

(a) under clause (a) or clause (b) of section 22, unless complaint thereof is made within one month of the grant of sanction under this section;

(b) under section 22A, unless complaint thereof is made within six months of the date on which the offence is alleged to have been committed.

22C. Offences by companies.—(1) If the person committing any offence under this Act is a company every person who at the time the offence was committed, was in charge of, and was responsible to the company for the conduct of the business of the company as well as the company shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly:

Provided that nothing contained in this sub-section shall render any such person liable to any punishment provided in this Act if he proves that the offence was committed without his knowledge or that he exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where an offence under this Act has been committed by a company and it is proved that the offence has been committed with the consent or connivance of, or is attributable to any neglect on the part of, any director, manager, secretary or other officer of the company, such director, manager, secretary or other officer of the company shall also be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Explanation.—For the purposes of this section—

(a) “company” means any body corporate and includes a firm or other association of individuals, and

(b) “director” in relation to a firm means a partner in the firm.

22D. Payment of undisbursed amounts due to employees.—All amounts payable by an employer to an employee as the amount of minimum wages of the employee under this Act or otherwise due to the employee under this Act or any rule or order made thereunder shall, if such amounts could not or cannot be paid to the employee on account of his death before payment or on account of his whereabouts not being known, be deposited with the prescribed authority who shall deal with the money so deposited in such manner as may be prescribed.

22E. Protection against attachment of assets of employer with Government.—Any amount deposited with the appropriate Government by an employer to secure the due performance of a contract with that Government and any other amount due to such employer from that Government in respect of such contract shall not be liable to attachment under any decree or order of any court in respect of any debt or liability incurred by the employer other than any debt or liability incurred by the employer towards any employee employed in connexion with the contract aforesaid.

22F. Application of Payment of Wages Act, 1936, to scheduled employments.—(1) Notwithstanding anything contained in the Payment of Wages Act, 1936, the appropriate Government may, by notification in the Official Gazette, direct that, subject to the provisions of sub-section (2) all or any of the provisions of the said Act shall with such modifications, if any, as may be specified in the notification, apply to wages payable to employees in such scheduled employments as may be specified in the notification.

(2) Where all or any of the provisions of the said Act are applied to wages payable to employees in any scheduled employment under sub-section (1), the Inspector appointed under this Act shall be deemed to be the Inspector for the purpose of enforcement of the provisions so applied within the local limits of his jurisdiction.”

15. Amendment of section 26—In section 26 of the principal Act—

(1) in sub-section (2), after the words “direct that” the words “subject to such conditions and” shall be inserted;

(2) in sub-section 2 (a)—

(i) after the words “in a local area” the words “or to any establishment or a part of any establishment in a scheduled employment” shall be inserted;

(ii) after the words “in respect of such employees of that class”, the words “or in respect of employees in such establishment or such part of any establishment” shall be inserted.

16. Amendment of section 30.—In section 30 of the principal Act, in clauses (a) and (b) of sub-section (2), the words “advisory committees, advisory sub-committees” shall be omitted.

17. Amendment of section 31.—Section 31 of the principal Act shall be renumbered as sub-section (1) of that section and to the section as so renumbered, the following sub-section shall be added, namely:—

“(2) The provisions of sub-section (1) shall apply in relation to minimum rates of wages fixed by an appropriate Government during the period commencing on the 31st day of December 1954, and ending with the date of commencement of the Minimum Wages (Amendment) Act, 1957, as they apply in relation to minimum rates of wages fixed by an appropriate Government during the period commencing on the 1st day of April 1952, and ending with the date of commencement of the Minimum Wages (Amendment) Act, 1954, subject to the modification that for the words, figures, brackets and letter “employment specified in Part I of the schedule in the belief or purported belief that such rates were being fixed under sub-clause (i) of clause (a) of sub-section (1) of section 3” the words, figures, brackets and letter “employment specified in Part I or Part II of the schedule in the belief or purported belief that such rates were being fixed under sub-clause (i) or sub-clause (ii) or clause (a) of sub-section (1) of section 3, shall be substituted.”

18. Amendment of the schedule.—In the schedule to the principal Act, for item 7 under Part I, the following item shall be substituted and shall be deemed always to have been substituted, namely:—

“7. Employment on the construction or maintenance of roads or in building operation”.

ENCLOSURE TO ANNEXURE ‘H’.

I

NOTIFICATIONS.

(1)

G.O. No. 2234, Industries, Labour and Co-operation, dated 2nd July 1957.

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 amendments 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.

In rule 24 of the said rules—

1. Sub-rules (2), (3), (4) and (5) shall be renumbered as sub-rules (3), (4), (5) and (6) respectively.

2. The following shall be added as sub-rule (2), namely:—

“(2) No worker shall be required or allowed to work in an employment for more than nine hours in any day and forty-eight hours in any week:

Provided that a worker may be allowed to work in an employment for any period in excess of the limit fixed under this sub-rule subject to the payment of overtime wages, if the period of work, including overtime work, does not exceed ten hours in any day and in the aggregate fifty-four hours in any week”.

3. For sub-rule (4) as so renumbered and its proviso, the following sub-rule shall be substituted, namely:—

“(4) The periods of work of an adult worker in a scheduled employment, other than employment in any plantations, shall be so arranged that inclusive of his intervals for rest under sub-rule (3), they shall not spread over more than 12 hours in any day.”

4. In sub-rule (6) as so renumbered for the words, brackets and figures, “sub-rules (1) to (4)” the words, brackets and figures “sub-rules (1) to (6)” shall be substituted.

(2)

G.O. Ms. No. 3568, Industries, Labour and Co-operation, dated 30th October 1957.

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 :—

AMENDMENTS.

1. In the said rules—

1. In rule 21 in sub-rule (4), in clause (iii), for the second sentence, the following sentence shall be substituted, namely :—

“ A return in Form III shall be submitted annually by the employer to such inspectors and before such time as may be notified by the Government in this behalf.”

2. In rule 23—

(a) in sub-rule (1), for the second sentence, the following shall be substituted, namely :—

“ Every worker who is required or allowed to work in scheduled employment on the said day and who gets a substituted holiday within the same week shall be paid the rate of wages to which he is entitled for a normal working day ;”

(b) Sub-rule (3) shall be omitted.

(c) Sub-rule (2) shall be re-numbered as sub-rule (3) and before the sub-rule as so re-numbered, the following sub-rule shall be inserted, namely :—

“ (2) Every worker in any employment other than the employments in agriculture, plantations, road construction or building operations, stone breaking or stone crushing, oil mill and rice mill, flour mill or dhal mill for whom minimum rates of wages have been fixed by the day shall be paid remuneration for the said day or for the substituted holiday, at a rate not less than the minimum rate fixed for his category of employment ”.

3. In rule 24—

(a) In sub-rule (1) after clause (b) the following clause shall be added; namely :—

“ (c) in the case of an adolescent employed in any plantation, 6½ hours ”.

(b) in rule (2), the words “ of an adult worker ” shall be omitted.

(c) in sub-rule (4), after the word “ adolescent ” the words “ worker in a scheduled employment other than employment in any plantation, ” shall be inserted.

4. In rule 26—

(a) in sub-rule (1), for the portion beginning with “ When a worker works in an employment ” and ending with “ be entitled to wages,” the following shall be substituted, namely :—

“ When a worker works on any day for more than the number of hours constituting the normal working day, or for more than forty-eight hours in any week, he shall, in respect of overtime work, be entitled to wages ”.

(b) the proviso to sub-rule (2) shall be omitted.

5. In rule 27—

(a) in sub-rule (1), for clause (b), the following shall be substituted, namely :—

“ (b) (i) Total overtime worked, (or total production during overtime in the case of piece rate workers) in the wage period. [This entry should agree with the total for each wage period shown in column (8) of the overtime register.] ”

(ii) Overtime earnings in the wage period. This entry should correspond with the total for each wage period shown in column (13) of the overtime register ”.

(b) the proviso to sub-rule (5) shall be omitted.

6. In rule 32—

In sub-rule (2), after clause (iii), the following clause shall be added, namely :—

“ (iv) Expenses incurred by the parties on subsistence and travelling in connection with the claims subject to a limit of Rs. 10.”

7. After rule 33, the following rules shall be added, namely :—

34. Nothing contained in these rules shall affect any rights or privileges which any employee in a scheduled employment is entitled to under any other law, contract, custom or usage applicable to such employment if such rights or privileges are more favourable to him than those which he would be entitled to under these rules.

35. *Preservation of records.*—Files relating to the claims under section 20 of the Act shall be preserved for a period of five years from the date of final decision.

36. *Manner of destruction of records.*—After the period of retention mentioned in rule 35, the records may be destroyed either by tearing or by burning in the presence of the head of the office, provided that records of secret or confidential nature shall be destroyed only by burning.

The records destroyed by tearing may be sold or otherwise disposed of in such manner as the head of the office thinks fit.”

(3)

G.O. Ms. No. 3753, Industries, Labour and Co-operation, dated 14th November 1957.

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.

In the said rules in rule 21 (4) (i) for the words, “ half anna in the rupee ” the words, “ three per cent ”, shall be substituted.

II

G.O. Ms. No. 57, Industries, Labour and Co-operation, dated 7th January 1957.

Minimum Wages Act, 1948—Minimum Wages (Madras) Rules, 1953—Registered Medical Practitioners—Appointment as Competent Medical Practitioners under sub-rule (4) of rule 24 of the Rules—Orders issued.

READ—the following papers :—

G.O. Ms. No. 3365, Development, dated 5th August 1952.

G.O. Ms. No. 1080, Industries, Labour and Co-operation, dated 26th April 1954.

From the Commissioner of Labour (Factories), dated 2nd August 1956, letter No. B1. 35901/55.

From the Director of Medical Services, dated 2nd October 1956, letter No. 82414-M/55.

From the Commissioner of Labour, dated 12th November 1956, letter No. EL. 35901/55.

Order—No. 57, Industries, Labour and Co-operation, dated 7th January 1957.

The Commissioner of Labour has reported that large number of establishments in rural areas are covered by the Minimum Wages Act, 1948, and it may not be possible for the existing medical personnel in the Medical and Public Health Departments who are notified as Competent Medical Practitioners to certify the adolescents for the purpose of rule 24 (4) of the Minimum Wages (Madras) Rules, 1953. He, therefore, recommended that all Registered Medical Practitioners may be declared as Competent Medical Practitioners for the purpose of rule 24 (4) of the Minimum Wages (Madras) Rules, 1953. The Director of Medical Services has stated that he has no objection to the course suggested.

In the circumstances, the Government accept the recommendation of the Commissioner of Labour and accordingly declare that all Registered Medical Practitioners shall be Competent Medical Practitioners for the purpose of rule 24 (4) of the Minimum Wages (Madras) Rules, 1953.

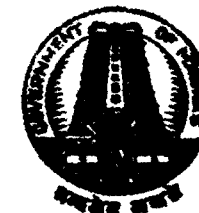
ANNEXURE I.

NOTIFICATION.

G.O. Ms. No. 3315, Industries, Labour and Co-operation, dated 10th October 1957

In exercise of the powers conferred by section 26 (2) of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby exempts the hospital and medical staff, domestic servants, nurserymen, watchmen, cattle-keepers, scavengers and sweepers employed in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee from the provisions of sections 13 and 14 of the said Act, for a period of one year.

R. V. RAMAN,
Secretary to Government.



DEPARTMENT OF INDUSTRIES, LABOUR AND CO-OPERATION

G.O. No. 1329, 7th April 1958

Acts—Minimum Wages Act, 1948—Administration Report—Report for the period ended 31st December 1957—Recorded.

READ—the following paper :—

Letter from the Commissioner of Labour, dated 11th March 1958, No. 1720/58.

Order—No. 1329, Industries, Labour and Co-operation, dated 7th April 1958.

Recorded.

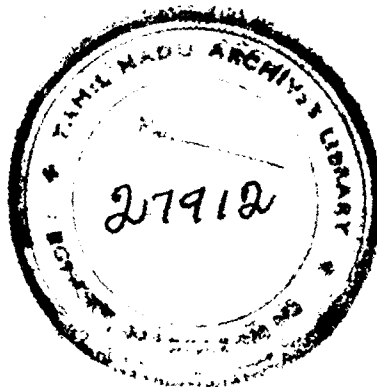
(By order of the Governor)

R. V. RAMAN,
Additional Secretary to Government.

To the Commissioner of Labour, Madras-5.

Controller of Stationery and Printing, Madras, for printing and distribution as per list annexed to G.O. Ms. No. 336, Industries, Labour and Co-operation, dated 27th September 1955 (with a copy of the administration report to be returned).

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