

Report on the working of the
Minimum wages Act
1948 in Madras

1958

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**REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948,
IN THE STATE OF MADRAS FOR THE YEAR 1958.**

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 1958. He was assisted in this work by the Chief Inspector of Factories, Personal Assistant to the Chief Inspector of Factories, Inspectors of Factories, Inspectors of Plantations, Assistant Inspectors of Labour, Assistant Commissioner of Labour and the Personal Assistant to the Commissioner of Labour.

I. SCHEDULED EMPLOYMENTS.

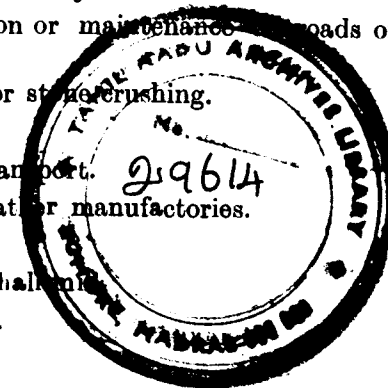
The Minimum Wages Act, 1948, provides for the fixation of minimum rates of wages in respect of the following employments:—

- (1) Employment in any woollen, 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 maintenance of roads or in building operation.
- (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 oil mill.
- (11) Employment in rice, flour and dhal mill.
- (12) Employment in lac manufactory.
- (13) Employment in agriculture.

According to the notifications issued by the previous Travancore-Cochin State before the reorganization of the States, the following employments were included in the schedule of the Act and minimum rates of wages fixed for them were in force in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district:—

- (1) Employment in cashew industry.
- (2) Employment in coir industry.

No minimum rates of wages were fixed for the employment in lac manufactory as the number of workers employed in the industry in this State was less than 1,000. The question of fixation of minimum rates of wages for employment in tobacco (beedi-making) manufactory is under the consideration of the Government. The minimum rates of wages fixed for the other employments were in force during the year.



2. REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948

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 Statement I. There were 17,886 establishments covered by the scheduled employment employing about 400,000 workers.

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 rate of wages were not fixed for this employment.

3. *Exemptions and exceptions granted under section 26 of the Act.*—No exemption was granted during the period under report.

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

The Minimum Wages (State) Advisory Board at its meeting held on 16th October 1958 recommended the following employments in which more than 1,000 employees are employed for inclusion in the schedule :—

- (1) Printing Presses.
- (2) Foundry with or without machinery.
- (3) Automobile Engineering Workshops, including servicing and repairing.
- (4) Textiles (silk industry).
- (5) Hotel, eating-houses and restaurants.
- (6) Cotton ginning presses.
- (7) Salt pans.
- (8) Metal foundries.
- (9) Coir industry.
- (10) Handloom factories.
- (11) Cinema industries.
- (12) Match industries.
- (13) Shops and commercial establishments.
- (14) Hosiery.
- (15) Gold and silver manufactory.
- (16) Cotton ginning.

The inclusion of the above employments to the schedule to the Act is under the consideration of the Government.

II. COMMITTEES.

5. *Composition of the Advisory Committees appointed under section 5 (1) (a) of the Act and the Advisory Board appointed under section 7 of the Act—Minimum Wages (State) Advisory Board.*—The Minimum Wages (State) Advisory Board appointed under section 7 of the Act was reconstituted in G.O. Ms. No. 2733, Industries, Labour and Co-operation, dated 11th July 1958.

IN THE STATE OF MADRAS FOR 1958

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 of the Board. The names of the members of the Board are given below :—

Employers' Representatives.

- (1) Sri C. V. Subbu, A. V. Thomas and Company, Limited, Madras-1.
- (2) Sri V. M. Safiullah, Stipendiary Secretary, 52, Sembudoss Street, Madras-1.
- (3) Sri A. Nallasenapathy Sakkarai Manradial, M.L.C., Pattagar of Palayakottai, Palayakottai P. O. (via) Erode R.S.
- (4) Sri A. Somasundaram Pillai, Secretary, The Dindigul Skin Merchants' Association, 12-B, Round Road, Pudur, Dindigul.
- (5) Sri P. S. Sathuramian, B.E., M.I.E., 14, Boag Road, Madras-17.
- (6) Sri P. N. Nagaswamy, Personal Officer, Southern Roadways (Private) Limited, T. V. S. Buildings, West Veli Street, Madurai.
- (7) Commissioner, Corporation of Madras, Madras.

Employees' Representatives.

- (1) Sri R. Raman Nair, President, The Nilgiri District Estate Workers' Union, Coonoor.
- (2) Sri K. A. Vasimalai, Secretary, Dindigul Tobacco Labourers' Sangam, South Car Street, Dindigul.
- (3) Sri S. Krishnamurthy, B.A., B.L., 6, Rajaohar Street, T. Nagar, Madras-17.
- (4) Sri G. Narayanaswami Naidu, M.L.A., Mayuram.
- (5) Sri P. Natarajan, Joint Secretary, Dalmia Cement Workers' Union, Dalmiapuram.
- (6) Sri M. Seetharama Naidu, General Secretary, The Government Transport Employees' and General Workers' Union, Madras.
- (7) Sri R. Lakshmanan, M.C., Tiruchy Municipal Workers' Union, 25, Chinnakadai Street, Tiruchirappalli.

Independent Members.

- (1) The Commissioner of Labour, Madras.
- (2) The Deputy Director of Industries and Commerce (Cottage Industries), Madras.
- (3) The Administrative Officer, Office of the Director of Agriculture, Madras.
- (4) The Personal Assistant to the Inspector of Municipal Councils and Local Boards, Madras.
- (5) The Deputy Chief Engineer (General), Madras.
- (6) The Hony. Director of Government Transport, Madras-2.
- (7) The Director of Statistics, Madras.

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

REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948

Minimum Wages Advisory Committee.—In their order No. 1267, Industries, Labour and Co-operation, dated 1st April 1958, the Government constituted an Advisory Committee under Section 5 (1) (a) of the Minimum Wages Act to hold enquiries and advise them in the matter of fixing minimum rates of wages for the employment in any tobacco (including beedi-making) manufactory.

The following were the members of the above Committee:—

Chairman and Independent Member.

The Commissioner of Labour, Madras.

Employers' Representatives.

- (1) Sri S. B. Ameeruddin, General Manager, Maharaja Beedi Factory, Ranipet.
- (2) Sri Mohammed Zainulabudeen, c/o Tajmahal Beedi Factory, Madras.
- (3) Sri M. N. P. Neerkarthalingam, M.A., C/o M. N. Ponniah Nadar, No. 4, Thiruvapadayar Koil Street, Sellur, Madurai.

Employees' Representatives.

- (1) Sri V. Kannan, c/o North Arcot District Beedi Workers' Union, 36/2, Beri Subramaniaswami Koil Street, Vellore.
- (2) Sri Abdul Hameed Khan Sahib, President, South India Beedi Workers' Union, 8, Khitabatkahn Bahadur Street, Madras-2.
- (3) Sri P. Kalimuthu, Nagapattinam Cigar Workers' Union, Neela East Street, Nagapattinam.

Independent Members.

- (1) The Director of Statistics, Madras.
- (2) The Deputy Director of Industries and Commerce (Cottage Industries), Madras.

The Personal Assistant to the Commissioner of Labour was the Secretary to the Committee.

6. *Enquiries undertaken by the State Government or Advisory Committee appointed under Section 6 of the Act.*—The Advisory Committee constituted for advising the Government for fixation of minimum rates of wages for employment on tobacco made necessary enquiries and submitted its recommendation to Government.

7. *Important recommendations of the Advisory Committees and Advisory Board during the year 1958, and the action taken thereon.*—The Advisory Committee appointed for the fixation of minimum rates of wages for employment in tobacco (including beedi-making) manufactory submitted to Government their recommendations indicating the minimum rates of wages which they considered appropriate for the above employment.

The Minimum Wages (State) Advisory Board met once during the year (viz.) on 16th October 1958. It considered the recommendation of the Advisory Committee and offered its remarks to Government in the matter of fixation of minimum rates of wages for the employment in tobacco (including beedi-making) manufactory.

It also recommended the inclusion of 16 employments to the schedule to the Act.

Copies of the proceedings of the Minimum Wages Advisory Committee and of Minimum wages Advisory Board are given in Annexure 'A'.

III. FIXATION AND REVISION OF MINIMUM RATES OF WAGES.

8 and 9. *Procedure adopted for fixing minimum rates of wages fixed under Section 5 of the Act.*—In their notification issued in G.O. Nos. 4984, Department of Industries, Labour and Co-operation, dated 30th December, 1958 and 4985, Department of Industries, Labour and Co-operation, dated 30th December 1958, the Government notified under section 5 (1) (b) of the Minimum Wages Act, their proposals for fixing minimum rates of wages for some additional categories of workers employed (1) in any rice, flour or dhall mills and (2) in oil mills. Copies of G. Os. are given in Annexure 'B'.

10 *Revision of the minimum rates of wages.*—Minimum rates of the wages were not revised for any employment during the year.

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

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 lace 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 (Madras) Rules, 1950 under the Act.*—The Government in their G.O. Ms. No. 3283, Industries, Labour and Co-operation, dated 26th August 1958 have notified the Inspector of Factories having jurisdiction over the place of establishment, as the Inspector to whom and the 15th day of January of each calendar year as the date before which the return in Form III shall be submitted annually by the employers of establishments covered by Minimum Wages Act. Seventeen thousand eight hundred and eighty six establishments were covered by the Act during the year of which only 3,463 establishments submitted the return in Form No. III. The number of workers employed in the 3,463 establishments was reported to be 1,24,459. In the remaining 14,423 establishments which have not submitted the annual returns, 2,92,942 workers were reported to be employed. The

number of workers covered by the Minimum Wages Act was therefore 4,17,401. The total wages paid in the 3,453 establishments which submitted the returns, was about Rs. 5,15,20,991.50. The largest payment was made in plantations, i. e., Rs. 3,10,15,957.18.

2. *Deductions*:—An amount of Rs. 3,462.79 was deducted from the wages of the workers employed in the Scheduled employment covered by the Minimum Wages Act, from whom the prescribed return in Form No. III were received. The details are shown below:—

	No. of cases.	Amount.
		Rs. NP.
(a) Fines	1,706	1,365.01
(b) Damage or loss	739	1,726.72
(c) Breach of contract	88	371.06
Total	2,533	3,462.79

Out of the fine fund of Rs. 3,462.79, an amount of Rs. 487.42 was incurred to meet certain expenses in connection with the celebration of Independence Day by the workers in the Tobacco Industry and Rs. 183.71 was incurred to meet medical expenses of the workers in the public motor transport industry. Full details are furnished in Statement IV.

V. ENFORCEMENT.

The Government have not sanctioned any special staff for the enforcement of the Act even during this year due to financial and other reasons. The work relating to the enforcement of the Act is attended to by the Inspectors of Factories, Inspectors of Plantations and the Assistant Inspectors of Labour. They inspect and verify the payment of minimum rates of wages in the Scheduled employment during their normal inspections of the establishment in their respective jurisdictions under the Factories Act, 1948, 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 1958 is furnished in Statement II. The Inspectors of Factories, Inspectors of Plantations and Assistant Inspectors of Labour have inspected 5,891 establishments covered by the Act, which is roughly about 1/3 of the total number. The total number of inspections made by them was 9,089. Five thousand sixteen establishments were reported to have complied with the provisions of the Act.

14. *Inspectors appointed under Section 19 of the Minimum Wages Act*:—The Commissioner of Labour, the Chief Inspector of Factories, the Personal Assistant to 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 (12), Inspectors of Plantations (6), and the Labour officers (10), and the Assistant Inspectors of Labour (126) were also inspectors within their respective jurisdiction.

15. *Violations of the provisions of the Act and rules framed thereunder in respect of each Scheduled Employment*:—Prosecutions were taken up against the managements of 5 rice mills and 1 oil mill for the contravention of the

provisions of the Act and Rules framed thereunder relating to the display of notices, maintenance of registers etc. All the six cases ended in conviction. The employers of these six establishments were fined Rs. 140. The details of prosecution are furnished in Statement III.

VI. CLAIMS.

16. *Names of jurisdiction of the authorities appointed under section 20 of the Minimum Wages Act for determining claims arising out of payment of less than minimum rates of wages*:—The following Labour Courts continued to be the authorities during the year 1958 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 the employees employed or paid in those areas:—

Authorities.	Jurisdiction.
1. Labour Court, Madras.	City of Madras and Districts of Cingoleput, South Arcot, North Arcot and Tanjore.
2. Labour Court, Coimbatore.	Districts of Coimbatore, The Nilgiris and plantations in other Districts.
3. Labour Court, Madurai.	Districts of Madurai, Ramanathapuram, Tirunelveli, Kanyakumari and Tiruchirappalli.

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

VII. RULES, NOTIFICATIONS, ETC.

18. During the year under report, the following notifications were issued by the Government:—

(a) In G. O. Ms. No. 131, Industries, Labour and Co-operation, dated 16th January 1959, the Assistant Inspectors of Labour, Nagarcovil and Tenkasi have been appointed as the Inspectors for the purpose of the said Act, in respect of Kanyakumari district and the Shencottah taluk, Tirunelveli district, respectively.

(b) In G. O. Ms. No. 308, Industries, Labour and Co-operation dated 30th January 1958, the Government have amended Form V of the Minimum Wages (Madras) Rules, 1953.

(c) In G. O. Ms. No. 3283, Industries, Labour and Co-operation, dated 26th August 1958, the Government have amended the wage slips issued by every employer to every person. In the same G. O. the Government have prescribed the form in which the register of wages shall be maintained by the Scheduled employment.

(d) In G. O. Ms. No. 3472, Industries, Labour and Co-operation, dated 10th September 1958, the Government have amended the rules 1 and 24 of Minimum Wages (Madras) Rules, 1953. Copies of the notifications are enclosed in the Annexure 'D'.

19. *Important notifications during the year 1958*:—There were no important notifications during the year 1958.

20. *Evaluation*—(a) *Effect on the occupation in the Scheduled employment*:—There has been no marked effect on the employment potential in the Scheduled employments consequent on the prescription of Minimum Wages. There is, however, a slight and negligible tendency towards replacing female labour by male labour in view of the equal wage prescribed.

(b) *Effect on other occupations in the same Industry.*—There has been no appreciable effect in this respect.

(c) *Inter-Regional effect.*—There has been no complaint received in this regard.

(d) *General evaluation.*—The legislation and its enforcement have been well received by the workers concerned. Stray cases of non-implementation are reported from a few small lorry services, but even here the Workers' Union are active and through complaints from them, the enforcing staff was able to detect cases and set matters right. In respect of oil mills, though the labour was not well organized, the rates in force conform to the minimum rates prescribed. There still appear to be a few cases, especially in villages where the workers accept a rate less than the minimum prescribed but pass an acquittance for the prescribed minimum rate.

VIII. GENERAL.

21 and 22. *Difficulties experienced in the enforcement of the Act and the steps to overcome them.*—As already stated in the last year's report, the enforcement of the Minimum Wages Act, was taken up in the year 1951. Since then, the Inspectors of Factories and Assistant Inspectors of Labour have been inspecting the establishments covered by the Minimum Wages Act, 1948 along with the regular inspections of the establishments under other labour enactments for which they have been appointed. Similarly, the Inspectors of Plantations are attending to the inspections of the plantations under this Act along with the inspections under the Plantations Labour Act, 1951. Unlike other enactments, the Minimum Wages Act, 1948 is applicable to establishments throughout the State. It has been found very difficult by the existing staff to devote much attention to visit all the places in the remote villages enforcing the Minimum Wages Act and so, it can be said that the Act has not been enforced in an effective manner. Special staff for this purpose is very necessary.

Madras,
1st April 1959.

V. BALASUNDARAM,
*Commissioner of Labour (Factories)
and Director of Employment.*

ANNEXURE A.

G. O. Ms. No. 2733, Industries, Labour and Co-operation, dated 11th July 1958.

[Minimum Wages Act, 1948—Advisory Board under section 7 of the Act—Constitution of—Ordered],

Read the following :—

G. O. Ms. No. 2659, Industries, Labour and Co-operation, dated 28th September 1954.

From the Commissioner of Labour letters No. B.2. 2183/56.
dated 18th April 1958 and 7th June 1958.

Order—No. 2733, Industries, Labour and Co-operation, dated 11th July 1958.

The Controller of Stationery and Printing is requested to publish the appended notification in the *Fort St. George Gazette* in English and in Tamil. The Senior Translator to Government is requested to furnish the Controller of Stationery and Printing with the requisite translation of the notifications.

2. The Personal Assistant to the Commissioner of Labour, will be the Secretary to the Board.

3. The Advisory Board will be treated as a first-class committee for purposes of Travelling Allowance admissible to the non-official members.

APPENDIX.

NOTIFICATION

In exercise of the powers conferred by section 7 of the Minimum Wages Act, 1948 Central Act XI of 1948) and in pursuance of 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, as subsequently amended, the Governor of Madras hereby appoints the Advisory Board for the purpose of the said Act, consisting of the following members, namely.—

MEMBERS.

Employers' Representatives.

- (1) Sri C. V. Subbu, A. V. Thomas and Company, Limited, Madras-1.
- (2) Sri V. M. Safiullah, Stipendiary Secretary, 52, Sembudoss Street, Madras-1.
- (3) Sri A. Somasundaram Pillai, Secretary, The Dindigul Skin Merchants' Association, 12-B, Round Road, Pudur, Dindigul.
- (4) Sri A. Nallaswamy Sikkalai Manradhiyar, M.L.C., Pattagar of Palayakottai, Palayakottai P.O., via Erode R.S.
- (5) Sri P. S. Subramaniam, B.E., M.I.E., 14, Boag Road, Madras-17.
- (6) Sri P. N. Nagaswamy, Personal Officer, Southern Roadways Private, Limited, T. V. S. Building, West Veli Street, Madurai.
- (7) Commissioner, Corporation of Madras, Madras.

Employees' Representatives.

- (1) Sri R. Raman Nair, President The Nilgiri District Estate Workers' Union, Coonoor.
- (2) Sri K. A. Vasimalai, Secretary, Dindigul Tobacco Labourers' Sangam, South Car Street, Dindigul.
- (3) Sri S. Krishnamurthy, B.A., B.L., 6, Rajachar Street, T. Nagar, Madras-17.
- (4) Sri G. Narayanaswami Naidu, M.L.A., Mayuram.
- (5) Sri P. Natarajan, Joint Secretary, Dalmia Cement Workers' Union, Dalmiapuram.
- (6) Sri M. Sestharama Naidu, General Secretary, The Government Transport Employees' and General Workers' Union, 96, Swami Naicken Street, Chintadripet, Madras-2.
- (7) Sri R. Lakshmanan, M.C., Tiruchy Municipal Workers' Union, 25, Chinnakkadai Street, Tiruchirappalli.

Independent Members.

- (1) The Commissioner of Labour—Chairman.
- (2) The Deputy Director of Industries and Commerce, (Cottage Industries) Madras.
- (3) The Administrative Officer, Office of the Director of Agriculture, Madras.
- (4) The Personal Assistant to the Inspector of Municipal Councils and Local Boards Madras.
- (5) The Deputy Chief Engineer (General) Madras.
- (6) The Honorary Director of Government Transport, Madras-2.
- (7) The Director of Statistics, Madras.

The term of office of the non-official members shall be two years commencing from the date of their appointment.

SUMMARY OF THE PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR THE EMPLOYMENT IN TOBACCO (INCLUDING BEEDI MAKING MANUFACTORY) HELD ON 20TH AUGUST 1951.

The following members were present :—

Sri V. Balasundaram, I.A.S.	Commissioner of Labour, Madras, and Chairman.
Sri S. B. Ameeruddin, General Manager, Maharaja Beedi Factory, Ranipet.	Representing employers.
Sri Mohamed Zainu'abudeen, o/o. Tajmahal Beedi Factory, Madras.	
Sri M. N. P. Neerkarthalingam, M.A. s/o. M. N. Ponnaiah Nadar, 4, Thiruvapadayar Koil Street, Sellur, Madurai.	
Sri V. Kannan, o/o. North Arcot District Beedi Workers' Union, 36/2, Beri Subramania Sani Koil Street, Vellore.	
Sri Abdul Hameed Khan Sahib, President, South Indian Beedi Workers' Union, 8, Khitabekhan Bahadur Street, Madras-2.	Representing workers.
Sri P. Kalimuthu, Nagapattinam Cigar Workers' Union, Neela East Street, Nagapattinam.	
Sri K. V. Parthasarathy	Personal Assistant to the Commissioner of Labour and Secretary.
Sri H. G. Punja, Statistical Officer, Office of the Director of Statistics, Madras (on behalf of the Director of Statistics).	

Sri Mohammed Zainulabudeen and the other representatives of employers raised some preliminary objections regarding the fixation of minimum rates of wages for the employment, stating that there was no employer-employee relationship in the industry. The Chairman explained to the members that the scope of this committee was not to consider the question of relationship of employer-employee. The only function of the committee was to fix minimum rates of wages below which no worker should be paid. Then the committee took the question of fixation of minimum wages for each category:

Beedi Making.—The rates of wages paid by the employers in this industry, as revealed from some of the replies received from them, as well as the corresponding rates of minimum wages fixed in the adjoining States of Andhra, Kerala and Mysore, were reviewed. The employees' representatives wanted the minimum rates of wages to be fixed at Rs. 1.87 (Rs. 1-14-0) for rolling 1,000 big size beedies and Rs. 1.75 (Rs. 1-12-0) for rolling 1,000 small-size beedies. The representatives of the employers did not agree to these rates. They suggested that the rates may be fixed at Rs. 1.62 (Rs. 1-10-0) for rolling 1,000 big-size beedies in Madras City and Rs. 1.50 (Rs. 1-8-0) in mufassal and that for rolling 1,000 small-size beedies, a uniform rate of Rs. 1.25 (1-4-0) applicable to the whole State may be fixed. The Chairman then explained to the members the recommendations of the Minimum Wages (Central) Advisory Board and of the Government of India, that the minimum rates of wages fixed should as far as possible correspond to those fixed in the adjoining States, to avoid undue repercussions. Considering the increase in the cost of living since the last fixation of minimum wages in this State, the rates of Minimum Wages fixed by the adjoining States, since then and the need to fix a wage which will be adequate for a worker with an average family to live in frugal comfort, the Chairman recommended to the Board to consider the fixation of minimum wages at Rs. 1.69 for rolling 1,000

big-size beedies and Rs. 1.62 for rolling 1,000 small-size beedies. While all the three representatives of the employees agreed to the rates suggested by the Chairman, as a measure of compromise, the representatives of the employers expressed their inability to accept these rates. The committee thereupon resolved to recommend to Government by a majority of 4 to 3, to fix the minimum rates of wages at Rs. 1.69 and 1.62 for rolling 1,000 big-size beedies and 1,000 small-size beedies respectively.

Cigar Making.—After reviewing the existing rates of wages paid for this employment, the workers' representatives wanted the rates to be fixed at Rs. 2-14-0. The employers' representatives wanted that different rates should be fixed for single wrapper and double-wrapper cigars. After some discussions the Committee unanimously decided to recommend to Government to fix the minimum rates of wages at Rs. 2.50 (Rs. 2-8-0) for rolling 1,000 single-wrapper cigars and Rs. 2.62 (Rs. 2-10-0) for rolling 1,000 double-wrapper cigars, subject to a minimum of Rs. 1.62 (Rs. 1-11-0) per day. The Committee also considered it not necessary to fix separate rates for non-taxable cigars.

Snuff.—Considering the increase in the cost of living since the last fixation of minimum wages in 1952, the Committee decided unanimously to recommend to Government to fix the minimum rates of wages for this employment as follows :—

	Rs.
(a) For converting one viss of tobacco into snuff	0.87
(b) For cutting one viss of tobacco	0.05
(c) For stripping one viss of tobacco	12
(d) For roasting one viss of tobacco	27
(e) For grinding and mixing one viss of tobacco (Subject to a minimum rate of Rs. 1.69 per day).	43

Tobacco-curing industry—a minimum time-rate of Rs. 2.69 (Rs. 1-11-0).

FINAL SUMMARY OF THE PROCEEDINGS OF THE MEETING OF THE MINIMUM WAGES (STATE) ADVISORY BOARD, HELD AT MADRAS ON 16 OCTOBER 1958 IN THE LIBRARY HALL, PUBLIC WORKS DEPARTMENT, CHEPAUK, MADRAS.

The following members were present :—

1 Sri V. Balasundram, I.A.S., Commissioner of Labour, Madras.	Chairman.
2 Sri C. V. Subbu, A. V. Thomas and Co., Ltd., Madras	
3 Sri V. M. Safiullah, Stipendiary Secretary, Madras	
4 Sri A. Somasundaram Pillai, Secretary, The Dindigul Skin Merchants' Association, Dindigul.	
5 Sri A. Nallaseenapathi Sakkarai Mandradiyar, M.L.C., Palayakottai P.O.	Employers' representatives.
6 Sri P. N. Nagaswami, Personnel Officer, Southern Roadways (Private) Ltd., Madurai.	
7 Sri D. Balasundram, I.A.S., Commissioner, Corporation of Madras.	
8 Sri R. Raman Nair, President, The Nilgiris District Estate Workers' Union, Coonoor.	
9 Sri K. A. Vasimalai, Secretary, Dindigul Tobacco Labourers' Sangam, Dindigul.	Employees' representatives.
10 Sri S. Krishnamoorthi, B.A., B.L., Madras	
11 Sri P. Natarajan, Joint Secretary, Dalmia Cement Workers' Union, Dalmiapuram.	
12 Sri M. Seetharama Naidu, General Secretary, The Government Transport Employees' and General Workers' Union, Madras.	
13 Sri R. Lakshmanan, M.C., Tiruchy Municipal Workers' Union, Tiruchirappalli.	

- 14 Sri D. Srinivasan, Deputy Director of Industries, and Commerce (Cottage Industries) Madras.
- 15 Sri R. Rathnam, Administrative Officer, office of the Director of Agriculture, Madras.
- 16 Sri M. Kunjithacharanam, Personal Assistant to the Inspector of Municipal Councils and Local Boards, Madras.
- 17 Sri P. Sivalingam, Deputy Chief Engineer (General), Madras.
- 18 Sri J. Devaiahayam, Honorary Director, State Transport, Madras.
- 19 Sri K. V. Parthasarathy
- Personal Assistant to the Secretary, Commission of Labour, Madras.

Independent members.

Sri H. G. Punja, Statistical Officer, office of the Director of Statistics, Madras, attended the meeting on behalf the Director of statistics.

FIXATION OF MINIMUM RATES OF WAGES FOR EMPLOYMENT IN TOBACCO (INCLUDING BEEDI MAKING) MANUFACTORY.

(a) *Employment in Beedi Making Manufactory*.—The Chairman referred to the recommendations of the Advisory Committee and the schedule of minimum rates of wages recommended by it and pointed out that the employers' representatives of the committee did not accept the wage rates for beedi workers recommended by the majority of the members of the Committee. He invited the views of the members on the rates recommended.

Sri C. V. Subbu referred to a representation received by him from a person engaged in the industry and the findings Sri M. A. Natarajan, Regional Inspector of Factories and Special Officer who enquired into the conditions of employment in the Beedi industry at page 89 of his report and stated that the beedies manufactured in the Mukkadai area were smaller in size than the small beedies made in other parts of the State and that a larger number of beedies could be rolled by a worker in the Mukkadai area during the time required for rolling 1,000 small size beedies in the other areas, that they were paying only 9 As. to 10 As. and it would be harassing to them if they are also asked to pay Rs. 1.62 as recommended by the Committee.

Sri V. M. Safiullah said while he had no objection to the rate proposed in the case of the big beedies he considered the wage rate for rolling small size beedies to be excessive. He added that a worker could roll in a day of 8 hours 1250 big beedies or 2,000 small beedies, and that the price was Rs. 6.50 for 1,000 big beedies and Rs. 4.50 for 1,000 small beedies. He was of the view that the difference of one anna in the rates for rolling big and small beedies was not adequate and that for small beedies the rate should be much lower.

Sri R. Raman Nair said that the statement that the workers could roll 2,000 small beedies in 8 hours was not correct, that the prices at which the big and small beedies were sold should not be taken as the criterion for fixing the rates of wages and that in the case of small beedies less quantity of materials was used and the cost of production would be lower.

Sri S. Krishnamoorthi referred to the norms recommended by the Indian Labour Conference in regard to the fixation of minimum rates of wages and stated that on that basis, a worker would be requiring a minimum wage of Rs. 3. He also wanted separate minimum rates of wages to be fixed for cutting of leaves, filling of tobacco and rolling of the beedies.

Sri C. V. Subbu stated that in no industry a minimum wage of Rs. 3 was fixed and that the fixation of the rates of wages should not affect the industry.

An employer's representative from Mukkadai showed the smaller varieties of beedies manufactured in that area and stated that the beedies were not manufactured by regular workers in factories, but by out-workers as a part time occupation on addition to other work, that a worker could roll about 1,250 beedies in a day of 8 hours, that the present rate of wages was Re. 0—10—0 for rolling 1,000 beedies, that these beedies were sold at the rate of Rs. 3—5—0 for 1,000 and that the industry could not afford to pay wages at more than Re. 1—4—0 or Re. 1—6—0 for rolling 1,000 small beedies of the Mukkadai type. He also explained that no minimum time-rate should be fixed, as it will encourage idleness and slackness on the part of workers who will demand the minimum wages without doing the minimum work.

The Board finally decided that a separate rate should be fixed for the Mukkadai type beedies, and that the minimum rates of wages for rolling the different types of beedies might be fixed as follows:—

	RS.	AS.	A.	P.
1. For rolling 1,000 big beedies (Size of 3" in length and above)	1.62	1	11	0
2. For rolling 1,000 small beedies (Above 2½" but below 3") ..	1.62	1	10	0
3. For rolling small size beedies of the Mukkadai type (Size up to 2½" in length).	1.37	1	6	0

4. The minimum rate of wages of Rs. 1-14-0 [Rs. 1.87] for rolling 1,000 beedies in force in Kanyakumari district and the Shencottah taluk of the Tirunelveli district should continue to be in force in those areas.

Sri V. M. Safiullah while agreeing to the rates in respect of the big beedies and the Mukkadai type beedies opposed the fixation of a minimum rate of Rs. 1.62 for small size beedies mentioned in item (2) above.

Sri Raman Nair stated that although the workers' representatives considered the rate recommended by the Board not adequate, yet they had agreed to the rate so as to pave the way for a gradual rise in the wage rates.

It was agreed that the above rates included wages for all items of work incidental to the rolling of beedies, viz., cutting of leaves, filling of tobacco and rolling of beedies, and that there was no need to fix separate rates for each of the above operations.

The board then considered the question of fixing a guaranteed time-rate for the above employment and decided unanimously that it was not desirable to fix any time-rate for this employment.

(b) *Employment in cigar and snuff manufactories*.—The board then considered the rates of wages recommended unanimously by the Advisory committee for employment in Cigar making and Snuff manufactory and approved them unanimously.

Cigar making.—

	RS.	NP.
For rolling 1,000 single wrapper cigars	2	50
For rolling 1,000 double wrapper cigars (Subject to a minimum time-rate of Rs. 1.62 per day).	2	62

Snuff manufactory.—

(a) For converting 1 viss of tobacco into snuff	0	87
(b) For cutting 1 viss of tobacco	0	05
(c) For stripping 1 viss of tobacco	0	12
(d) For roasting 1 viss of tobacco	0	27
(e) For grinding and mixing 1 viss of tobacco	0	43
(Subject to a minimum time-rate of Rs. 1.62 per day.)		

II. INCLUSION OF ADDITIONAL EMPLOYMENTS IN THE SCHEDULE TO THE MINIMUM WAGES ACT.

The Board agreed that the following industries in which more than 1,000 workers are employed according to the list circulated to members might be recommended for inclusion in the schedule :—

- 1 Printing Presses.
- 2 Foundry with or without machinery.
- 3 Automobile Engineering workshops including servicing and repairing.
- 4 Textiles(Silk Industry).
- 5 Hotel, eating houses and restaurants.
- 6 Cotton Ginning Presses.
- 7 Salt pans.
- 8 Metal Foundries.
- 9 Coir Industry.
- 10 Handloom factories.
- 11 Cinema Industries.
- 12 Match Industries.
- 13 Shops and Commercial establishments.
- 14 Hosiery.
- 15 Cotton Ginning.
- 16 Gold and Silver manufactory.

The Board also agreed that the question of inclusion need not be left to be decided by the Government of India on an All India basis but that the State Government should themselves take action in pursuance of the powers vested in them by section 27 of the minimum Wages Act.

Sri M. Sitaram Naidu stated that the industry relating to the manufacture of bricks and tiles was an important one in which a very large number of persons was employed, that he was himself connected with a trade union of such workers and that it was necessary to add to the schedule of the Act this employment also.

III. PROPOSALS FOR THE FIXATION OF MINIMUM RATES OF WAGES FOR CHILD AND ADOLESCENT WORKERS EMPLOYED IN SCENTED AND CHEWING TOBACCO.

The Board unanimously decided that the following basis might be adopted for fixing the rates of wages for children and adolescents in the above employments :—

1. The adolescent workers who are certified as fit to work as adults shall be paid wages at rates not less than those fixed for adults.
2. Children and adolescent workers who are certified as fit only to work as children shall be paid wages at rates not less than half of the rates of wages fixed for adults; and
3. Other adolescent workers shall be paid wages at rates not less than that proportion of the rates of wages of adults which the number of their daily working hours bears to the number of daily working hours of adults:

Provided that the wages of such adolescent workers shall not be less than that prescribed for a child worker.

ANNEXURE B.

G.O. Ms. No. 4984, Industries, Labour and Co-operation, dated 30th December 1958.

[Labour—Minimum Wages Act, 1948—Fixation of minimum rates of wages for the employment in any rice mill, flour mill or dal mill—Proposals—Published.]

Read—the following papers :—

Letter from the Commissioner of Labour dated 5th December 1955,
No. D-5. 50146/55.

Letter from the Commissioner of Labour, dated 10th April 1958,
No. B-2. 3780/58.

Order—No. 4984, Industries, Labour and Co-operation, dated 30th December 1958.

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

APPENDIX.

The following draft of a notification fixing the minimum rates of wages payable to certain additional categories of employees employed in any rice mill, flour mill or dal mill which the Governor of Madras proposes to make is hereby published for the information of all persons likely to be affected thereby as required by section 5 (1) (b) of the Minimum Wages Act, 1948 (Central Act XI of 1948).

Notice is hereby given that the draft will be taken into consideration on or after the 10th April 1959 and that any objection or suggestion which may be received with respect thereto before that date will be considered by the Government of Madras. Objections and suggestions should be addressed to the Secretary to the Government of Madras in the Department of Industries, Labour and Co-operation through the Commissioner of Labour, Madras.

DRAFT NOTIFICATION.

In exercise of the powers conferred by section 3 (1) (a) of the Minimum Wages Act, 1948 (Central Act XI of 1948) the Governor of Madras hereby fixes the minimum rates of wages specified in column (2) of the Schedule below as payable to each class of employees in the Scheduled employment specified in column (1) thereof and employed in any rice mill, flour mill or dal mill.

The schedule.	
Employment in any rice mill, flour mill or dal mill.	
Class of employees.	Minimum rates of wages.
(1)	(2)
	RS. NP.
1 Mazdoors employed in polishing	1 37 per day.
2 Rice measurers	1 62 per day.
3 Mazdoors employed in grinding grain	1 37 per day.
4 Dhall manufacturers	1 37 per day.
5 Loadmen	1 37 per day.
6 Clerks	50 00 per mensem.
7 Peons	1 25 per day.
8 Attenders	35 00 per mensem.
9 Carpenters	1 75 per day.
10 Varukkadalai workers	2 00 per day.

G.O. Ms. No. 4985, Industries, Labour and Co-operation, dated 30th December 1958.

[Labour—Minimum Wages Act, 1948—Fixation of minimum rate of wages for the employment in any oil mill—Proposals—Published.]

Read—the following papers :—

Letter from the Commissioner of Labour, dated 5th December 1955,
D-5. 50146/55.

Letter from the Commissioner of Labour, dated 10th April 1958,
B-2. 3780/58.

Order—No. 4985, Industries, Labour and Co-operation, dated 30th December 1958.

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

APPENDIX.

The following draft of a notification fixing the minimum rates of wages payable to certain additional categories of employees employed in any oil mill which the Government of Madras proposes to make is hereby published for the information of all persons likely to be affected thereby as required by section 5 (1) (b) of the Minimum Wages Act, 1948 (Central Act XI of 1948).

Notice is hereby given that the draft will be taken into consideration on or after the 10th April 1959, and that any objection or suggestion which may be received with respect thereto before that date will be considered by the Government of Madras. Objections and suggestions should be addressed to the Secretary to the Government of Madras in the Department of Industries, Labour and Co-operation, through the Commissioner of Labour, Madras.

DRAFT NOTIFICATION.

In exercise of the powers conferred by section 3 (1) (a) of the Minimum Wages Act, 1948 (Central Act XI of 1948) the Governor of Madras hereby fixes the minimum rates of wages specified in column (2) of the Schedule below as payable to each class of employees in the Scheduled employment specified in column (1) thereof and employed in any oil mill.

The schedule.

Employment in any oil mill.

Class of employees.	Minimum rates of wages.
(1)	(2)
	rs. NP.
1 Boilermen	2 00 per day.
2 Mechanics	1 50 per day.
3 Rotary men	1 50 per day.
4 Peons	1 25 per day.
5 Crushers	1 25 per day.
6 Attender	35 00 per mensem.
7 Clerks	50 00 per mensem.

ANNEXURE C.

Authority of or employment.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
		Number of claims, etc., pending since last year.	Number of claims disposed of during the year.	Number of claims pending at the end of the year.	Total amount directed by the authorities to be paid to the employees as a result of the claims made.	Total amount of penalty imposed on the employers by the authorities.	Total amount of compensation awarded by the authorities to be paid to the employees including costs.		Remarks.
Labour Court, Madurai *	..	10	43	11	2,745 00	..	2,745 00	..	..
Public Motor Transport †	..	8	39	9	3,750 82	46 00	40 00	..	..
Madras Electric Service Contract ..	..	..	1	..	..	20 00	..	..	..
Rice Mill †	..	2	2	3	160 00	..	..	..	..
Estates	..	3	4	..	1,593 68	15 00	..	..	..
Tannery	..	6	9	..	..	..	..	..	..
Total ..	..	28	118	23	8,529 50	81 00	2,785 00	..	..

* Particulars have not been furnished by the Labour Court, Madurai, separately for each employment.

† These figures do not include the petitions settled out of Court by the parties themselves.

ANNEXURE D.

G.O. Ms. No. 3472, Industries, Labour and Co-operation, dated 10th September 1958

[Acts and Rules—Minimum Wages Act, 1948—Minimum Wages (Madras) Rules 1953—Amendment to rules 1 and 21—Issued.]

Read—the following papers :—

G.O. Ms. No. 2939, Development, dated 28th November 1957.

Letter from the Commissioner of Labour, dated 25th June 1958.
B. 1.47640 of 1956.

Order—No. 3472, Industries, Labour and Co-operation, dated 10th September 1958.

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

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and in supersession of the Travancore-Cochin Minimum Wages Rules, 1951, 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 to 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.

In the said rules—

(i) in rule 1, for sub-rule (2) the following sub-rule shall be substituted, namely:—

“(2) They extend to the whole of the State of Madras including the Kanyakumari district and the Shencottah taluk of the Tirunelveli district,

(ii) in rule 21, to clause (i) of sub-rule (1) the following proviso shall be added, namely:—

“Provided that in the case of establishments in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district in which less than one thousand persons are employed, the wages of a worker shall be paid before the expiry of the seventh day after the last day of the wage period”.

G.O. Ms. No. 131, Industries, Labour and Co-operation, dated 16th January 1958.

[Acts.—Minimum Wages Act, 1948—Assistant Inspectors of Labour, Nagarcot and Tenkasi—Appointment as Inspectors under Section 19(1) of the Act—Notification—Issued.]

Read—the following paper :—

From the Commissioner of Labour dated 11th December 1957
letter B.1. 36075/56.

Order—No. 131, Industries, Labour and Co-operation, dated 16th January 1958.

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

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by section 19(1) of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints the Assistant Inspectors of Labour, Nagarcot and Tenkasi to be the Inspectors for the purposes of the said Act in respect of Kanyakumari district and the Shencottah taluk of Tirunelveli district, respectively.

G.O. Ms. No. 308, Industries, Labour and Co-operation, dated 30th January 1958.

[Act and Rules—Minimum Wages Act, 1948—Minimum Wages (Madras) Rules, 1953—Form V—Amendment to the form—Issued.]

Read—the following papers :—

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

G.O. Ms. No. 2930, Industries, Labour and Co-operation,
dated 4th September 1957

From the Commissioner of Labour, dated 27th December 1957,
letter B. 1.47640/56.

Order—No. 308, Industries, Labour and Co-operation, dated 30th January 1958.

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

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 (Central Act XI of 1948) the Governor of Madras hereby makes the following 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.

AMENDMENTS.

In Form V of the rules—

(1) after the column “Nature of work” and before the column “For the period ending” the following columns shall be inserted, namely:—

“Time at which the work commenced”	“Time at which the work ceased”	“Rest interval”.
---------------------------------------	------------------------------------	------------------

(2) for the words “For the period ending” in the sixth column the word “Hours worked on” shall be substituted.

G.O. Ms. No. 3283, Industries, Labour and Co-operation, dated 26th August 1958.

[Acts and Rules—Minimum Wages Act, 1948—Minimum Wages (Madras) Rules, 1953—Notifications under Rules 21 and 27 of the rules—Issued.]

Read—the following papers :—

G.O. Ms. No. 2939, Industries, Labour and Co-operation,
dated 24th June 1953.

G.O. Ms. No. 3508, Industries, Labour and Co-operation,
dated 30th October 1957.

From the Commissioner of Labour, dated 4th February 1958,
No. B. 1.35906/55.

Order—No. 3283, Industries, Labour and Co-operation, dated 26th August 1958.

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

APPENDIX.

NOTIFICATION I.

Under clause (iii) of sub-rule (4) of rule 21 of the Minimum Wages (Madras) Rules, 1953, published with the late Development department notification No. 43, dated the 24th June 1953 at pages 337 to 348 of the Rules Supplement to Part I of the *Fort St. George Gazette*, dated the 4th November 1953 as subsequently amended, the Governor of Madras hereby notifies the Inspector of Factories having jurisdiction over the place of establishment as the Inspector to whom and the 15th day of January of each calendar year as the date before which the return in Form III shall be submitted annually by the employer.

NOTIFICATION II.

Under sub-rule (1) of rule 27 of the Minimum Wages (Madras) Rules, 1953 published with the late Development department notification No. 43, dated the 24th June 1953, at pages 337 to 348 of the Rules Supplement to Part I of the *Fort St. George Gazette*, dated the 4th November 1953 as subsequently amended, the Governor of Madras hereby notifies that the Register of wages shall be maintained in the form appended to this notification.

NOTIFICATION III.

Under sub-rule (2) of rule 27 of the Minimum Wages (Madras) Rules, 1953, published with the late Development department Notification No. 43, dated the 24th June 1953 at pages 337 to 348 of the Rules Supplement to Part I of the *Fort St. George Gazette*, dated the 4th November 1953 as subsequently amended, the Governor of Madras hereby notifies that the wage slips issued by every employer to every person employed by him shall in addition to the particulars specified in clauses (a) to (e) of sub-rule of the said rule 27 contain the following particulars, namely:—

- (i) the number of days a person employed has worked in the wage period; and
- (ii) the total out-turn of work done in the wage period in the case of persons employed on piece-rate basis.

APPENDIX.

APPENDIX.												
Serial number.	Name.	Father's/ Husband's name.	Sex.	Designation and department.	Minimum rates of wages fixed.	Total overtime hours worked or total production during overtime in the case of piece-rate workmen.	Overtime earnings in the wage period.	Gross wages for each wage period.	Deductions.		Net wages paid for each wage period and the date of payment.	Signature/ thumb impression of the employee.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	Amount deduction.	Kind of deduction.	(10) (11)	(12) (13)

STATEMENT I.

Statement showing the number of establishments in each scheduled employment under the Minimum Wages Act and the number of workers employed in them.

Particulars in respect of establishments from whom the returns were not received and the estimated number of workers employed in them.

Serial number and scheduled employment.	Details of particulars in respect of establishments from whom the return in Form III has been received.		Particulars in respect of establishments from whom the returns were not received and the estimated number of workers employed in them.	
	Number of establishments.	Number of workers employed.	Number of establishments.	Estimated number of workers employed.
(1)	(2)	(3)	(4)	(5)
1 Woollen Carpet Making and Shawl Weaving, Establishments.	9	103	7	65
2 Rice, Flour and Dhall Mills	1,890	29,073	2,000	33,000
3 Tobacco including Beedi Manufacture	293	7,989	261	6,600
4 Plantations	489	65,611	3,189	83,421
5 Oil Mills	355	8,089	277	9,681
6 Local authorities	53	1,800	8,022	15,000
7 Road constructions or in building operations*	1	30	146	242
8 Stone breaking or stone crushing*	..	..	16	438
9 Public Motor Transport	257	8,359	319	5,186
10 Tanneries and leather manufactory	116	3,405	186	5,309
Total	3,463	124,459	14,423	292,942

* Full particulars regarding the number of establishments and the number of workers employed therein are not available.

STATEMENT II.

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

Serial number and scheduled employments.	Number of			
	Establishments covered by the Act. (Vide columns 2 and 5 of Statement I.	Establishments inspected for the enforcement of the Act. (3)	Establishments complied with the provisions of the Act. (4)	Establishments not complied with the provisions of the Act. (5)
1 Woollen carpet making and shawl weaving establishments	16	16	16	491
2 Rice, Flour or Dhall Mill	3,890	3,518	3,024	114
3 Tobacco including Beedi Manufactory	554	544	430	11
4 Plantations	3,678	283	272	74
5 Oil Mills	632	569	495	3
6 Local authorities	8,075	127	124	6
7 Road constructions or in building operations	147	12	6	5
8 Stone breaking or stone crushing	16	16	11	104
9 Public Motor Transports	576	545	441	64
10 Tanneries and leather manufactory	302	261	197	875
Total	17,886	5,891	5,016	

STATEMENT III.

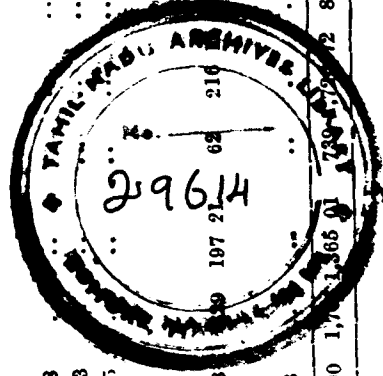
Statement of prosecutions.

Serial number.	Number of cases prosecuted.				Total of columns 3 to 7.	Number of cases in which convictions were obtained.	Total amount of fine realised.	Manner in which fines were utilised.
	Scheduled employments.	Payment of wages.	Deductions.	Hours of work.	Display of notices, Maintenance of registers, etc.	Others.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1. Rice Mill, Flour Mill or Dhall Mills.	..	..	..	..	5	..	5	5
2. Oil Mills	..	..	..	..	1	..	1	1
Total	..	..	..	..	6	..	6	6

STATEMENT IV.

Wages and deductions.

Serial number.	Scheduled employments.	Number of cases and amounts realised as				Disbursements from fines fund.			
		Fines.	Damage or loss.	For breach of contract.	Total.	Amount.	Purpose.	Total.	Purpose.
(1)	(2)	A. B. (4)	A. B. (5)	A. B. (6)	A. B. (7)	(8)	(9)		
1. Woollen Carpet making and Shawl weaving Establishments	..	RS. NP. 31,092 66	50 33 53	.. ..	.. ..	50 33 53	..	..	..
2. Rice, Flour and Dhall mill	..	50,08,892 54	324 422 77	368 468 00	.. ..	692 890 77	..	..	..
3. Tobacco including Beedi manufactory	..	38,41,936 08	503 711 50	309 1,042 55	61 28 39	873 1,782 14	487 42	To meet certain expenses for Independence Day celebrations.	
4. Plantations	..	3,10,15,957 18	.. ..	.. ..	.. ..	.. ..	..	..	..
5. Oil Mills	..	11,02,939 13	.. ..	.. ..	.. ..	.. ..	..	..	..
6. Local Authorities	..	9,31,683 25	.. ..	.. ..	.. ..	.. ..	..	..	..
7. Road construction or in building operations	..						..	..	..
8. Stone breaking or stone crushing.	..	69,43,006 68	197 21 63	216	7 342 67	918 756 05	183 71	To meet medical expenses of workers and recreational activities.	
9. Public Motor Transports	..						..	..	..
10. Tanneries and Leather manufactory.	..	26,46,084 48					..	..	..
Total	..	5,15,20,991 90	1,13,665 01	739 17 42	88 371 06	2,533 3,462 79	671 13		



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N59 ANNEXURES



DEPARTMENT OF INDUSTRIES, LABOUR
AND CO-OPERATION

G. O. No. 1899, 6th May 1959

Acts—Minimum Wages Act, 1948—Administration Report—Report for
the year ended 31st December 1958—Recorded.

READ—the following paper :—

Letter from the Commissioner of Labour, dated 28th March 1959,
No. H. Pdl. 73/58.

Order—No. 1899, Industries, Labour and Co-operation
(Labour), dated 6th May 1959.

Recorded.

(By order of the Governor)

A. SOMASUNDARA MUDALIAR,
Deputy Secretary to Government.

o the Commissioner of Labour, Madras-5.

.. Controller of Stationery and Printing, Madras-1, for printing and distribution as per
list annexed to G.O. Ms No. 3336, Industries, Labour and Co-operation, dated 27th
September 1955 (with a copy of the administration report to be returned).

