



DEPARTMENT OF INDUSTRIES LABOUR AND CO-OPERATION

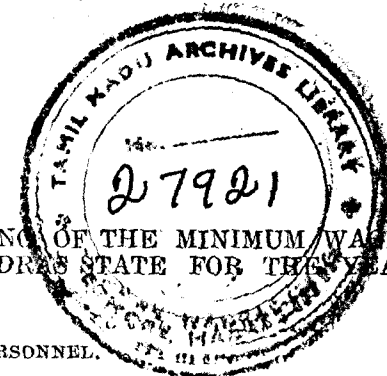
REPORT ON THE WORKING OF THE
MINIMUM WAGES ACT, 1948
IN THE MADRAS STATE
DURING THE YEAR
1962



©
GOVERNMENT OF MADRAS
1964

BY THE DIRECTOR OF STATIONERY AND
PRINTING, MADRAS, ON BEHALF OF THE
GOVERNMENT OF MADRAS
1964
Price, 4 rupees 25 Paise.

R
Z211(1963) 8N62
N6431
87824



REPORT ON THE WORKING OF THE MINIMUM WAGES
ACT, 1948, IN THE MADRAS STATE FOR THE YEAR
1962.

PERSONNEL.

The provisions of this Act were enforced during the year 1962 by the Labour Section in respect of all establishments other than factories and plantations, and by the Factories Section in respect of all factories and plantations. Sri T. N. Lakshminarayan, I.A.S., Commissioner of Labour, continued to be in charge of the enforcement of the provisions of this Act during the year 1962. He was assisted in this work, by Sri K. V. Parthasarathy, M.A., B.L., Deputy Commissioner of Labour, 8 Inspectors of Labour and 129 Assistant Inspectors of Labour in the districts in the Labour Section and by Sri P. V. Viswanathan, Chief Inspector of Factories, Sri T. V. Lakshmanasamy, Deputy Chief Inspector of Factories, 11 Inspectors of Factories, 25 Assistant Inspectors of Factories and 5 Inspectors of Plantations, in the Factories Section.

The provisions of the Minimum Wages Act, 1948, continued to be enforced during the period under report in respect of all the scheduled employments except the employment in Lac Manufactory for which no minimum wages have been fixed in this State.

In G.O. Ms. No. 6835, (Labour) Industries, Labour and Co-operation, dated 7th December 1961, Government have appointed the Revenue Inspectors as Inspectors for the purpose of enforcing the minimum rates of wages fixed for the employment in Agriculture and the employments ancillary to Agriculture and the Inspectors of Labour have been asked to supervise the work of the Revenue Inspectors.

I. SCHEDULED EMPLOYMENTS.

The Scheduled employments in respect of which minimum rates of wages have been fixed under the Act and the number of establishments and workers employed in each such employment.

Minimum rates of wages have been fixed in this State in respect of the following employments :—

- (1) Employment in woollen carpet-making or shawl weaving establishment.
- (2) Employment in any rice mill, flour mill or dhal mill.
- (3) Employment in any tobacco (including beedi making) manufactory.
- (4) Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.
- (5) Employment in any oil mill.
- (6) Employment under any Local Authority.

- (7) Employment on road construction or in building operation.
- (8) Employment in stone breaking or stone crushing.
- (9) Employment in any mica works.
- (10) Employment in public motor transport.
- (11) Employment in tanneries and leather manufactory.
- (12) Employment in cotton ginning and pressing.
- (13) Employment in salt pans.
- (14) Employment in coir manufactory.
- (15) Employment in match and fire works manufactory.
- (16) Employment in hosiery manufactory.
- (17) Employment in brick and tiles manufactory.
- (18) Employment in Agriculture, that is to say, in any form of farming, including the cultivation, and tillage of the soil, dairy farming, the production, cultivation growing and harvesting of any agricultural or horticultural commodity, the raising of livestock, bees or poultry and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operations (including any forestry or timbering operations) and the preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce.

Scheduled employments covered by the proviso to section 3 (1) of the Act.—No minimum rates of wages have been fixed for the employment in lac manufactory as the number of workers employed in this industry in this State was estimated to be less than 1,000. This is the only Scheduled employment in this State for which minimum rates of wages have not been fixed, statutorily under the Act.

There were 18,317 establishments covered by the above Scheduled employments employing about 287,756 workers. 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.

2. *The employments, if any, added to the schedule under section 27 of the Act and the number of persons employed in each such employment.*—No employments were added to the schedule by the State Government during the year 1962.

The Government of India have however added the following employments in Part I of the schedule in their Notification No. S.O. 3760, dated 4th December 1962.

1. Employment in Gypsum mines.
2. Employment in Barytes mines.
3. Employment in Bauxite mines.

Particulars in respect of these employments are not furnished since the establishments covered by these employments fall under the Central Sphere.

3. *Exemptions and exceptions granted under section 26 of the Act.*—No exemption was granted under section 26 of the Minimum Wages Act, 1948, during the year 1962.

II. COMMITTEES, ETC.

1. *The composition of various committees, advisory committee, etc., appointed under sections 5 (1) (a) and (6) and advisory board appointed under section 7 of the Act.*—The Minimum Wages (State) Advisory Board appointed under section 7 of the Act, which was reconstituted in G.O. Ms. No. 1991, (Labour), Industries, Labour and Co-operation, dated 4th April 1961, continued to function during the year 1962 also.

Minimum Wages Advisory Committees.—Government, in their orders G.O. Ms. No. 1798 (Labour), Industries, Labour and Co-operation, dated 22nd March 1962, G.O. Ms. No. 5480, (Labour), Industries, Labour and Co-operation, dated 12th September 1961, G.O. Ms. Nos. 3220, Industries, Labour and Co-operation, dated 21st June 1962 and 2937, Industries, Labour and Co-operation (Labour), dated 5th June 1962, have constituted advisory committees under section 5 (1) (a) of the Minimum Wages Act, 1948, to hold enquiries and to advise the Government regarding the revision of minimum rates of wages in respect of the following employments:—

1. Scented and chewing tobacco manufactory.
2. Local Authority.

3. Road construction or in building operation, stone breaking or stone crushing and the maintenance of roads and employment in stone breaking and stone crushing in quarries.

The following were the members of the above Committees:—

ADVISORY COMMITTEE FOR THE EMPLOYMENT IN SCENTED AND CHEWING TOBACCO MANUFACTORY.

Independent Members.

1. The Commissioner of Labour, Madras—Chairman.
2. The Director of Statistics, Madras-7.

Employers' Representatives.

3. Sri S. M. Yusuff, Vice-President, Tobacco Merchants' Association, Pudukkottai.
4. Sri G. Gopalakrishnan, Manager, Angu Vilas M. V. Muthiah Pillai (Firm) Scented Tobacco and Cigar Factory, Dindigul.

Employees' Representatives.

5. Sri K. A. Vasimalai, Secretary, the Dindigul Tobacco Labourers' Sangam, R.V. Nagar, Dindigul.
6. Sri K. P. S. Kone, President, Tiruchirappalli District Cigar and Tobacco Workers' Union, 9, Mathurai Road, Tiruchirappalli-8.

ADVISORY COMMITTEE FOR THE EMPLOYMENT UNDER ANY LOCAL AUTHORITY.

Independent Members.

1. The Commissioner of Labour, Madras—Chairman.

2. Sri S. Krishnasamy Pillai, I.A.S., Chief Electoral Officer and Ex-Officio Deputy Secretary to Government, Rural Development and Local Administration Department.

Employers' Representatives.

3. The Commissioner, Corporation of Madras.
4. The Chairman, Tiruchirappalli Municipality, Tiruchirappalli.
5. Sri S. Varatharajan, B.A., B.L., Chairman, Panchayat Union Council, Ariyalur, Tiruchirappalli district.
6. Sri A. M. Ramasamy, Chairman, Panchayat Union Council, Madurai (West), Madurai district.

Employees' Representatives.

7. Sri P. Karuppannan, General Secretary, Corporation Labour Union, 38, Singanna Chetty Street, Madras-2.
8. Sri K. Chellappan, Secretary, Salem Municipality Scavenging Workers' Union, V. Market, Salem-1.
9. Sri S. Ayyasamy, President, Municipal and Panchayat Workers' Union, West 4th Street, Pudukottai, Tiruchirappalli district.
10. Sri E. M. Duraisamy, Secretary, Nellai Jillah Nagarasuthi Thozhilalar Sangam, Tirunelveli town, Tirunelveli.

ADVISORY COMMITTEE FOR THE EMPLOYMENT IN ROAD CONSTRUCTION, ETC.

Independent Members.

1. The Commissioner of Labour, Madras—Chairman.
2. The Chief Engineer, Highways and Rural Works, Madras-5.

Employers' Representatives.

3. Sri P. S. Subramanian, B.E., M.I.E., Executive Director, Gannon Dunkerley and Company (Madras), Private, Limited, 14, Boag Road, Madras-17.
4. Sri M. M. Muthiah, Director, the Coromandal Engineering Company, Private, Limited, 52/53, Jahangir Street, Post Box No. 1698, Madras-1.

Employees' Representatives.

5. Sri J. Bella Gowder, President, the National Project Workers' Union, Coonoor.
6. Sri G. Hariharasubramaniam, Adviser, Ramayanpatti Quarry Workers' Union, Ramayampatti, Tatchanallur, Talaiyuthu R.S., Tirunelveli district.

The Assistant Commissioner of Labour (Administration) continued to be the Secretary of the Minimum Wages (State) Advisory Board as well as of the Advisory Committees.

Copies of notification showing the lanes and addresses of the members of the board as well as the above communities are enclosed.

2. Details regarding any enquiry undertaken by the State Government or any committees appointed under section 5 (1) (a) of the Act.—The above three committees constituted for advising the Government for revision of the minimum rates of wages for the workers engaged in the respective employments made necessary enquiries and submitted their recommendations to the Government.

3. The important recommendations of the committees, Advisory Committee and Advisory board during the year 1962 and the action taken thereon.—The advisory committees referred to in the previous paragraphs submitted to Government their recommendations indicating the minimum rates of wages which they considered appropriate for the employments referred to above.

The Minimum Wages (State) Advisory Board met once during the year 1962, viz., 29th March 1962. The Board considered the question of revision of minimum rates of wages for the employment in tannery and leather manufactory.

Copies of the proceedings of the meetings of the Minimum Wages Advisory Committees and of the Minimum Wages (State) Advisory Board held during the year 1962 are appended.

III. FIXATION REVISION OF MINIMUM WAGES RATES.

1. The proceedings adopted under section 5 of the Act in respect of each Scheduled employment in respect of which minimum wages rates have been fixed for the first time; and

2. The minimum rates of wages fixed for the first time during the period under report.—Minimum rates of wages have not been fixed in respect of any employment for the first time during the year 1962.

3. Have minimum rates of wages fixed under the Act been revised, if so, give the information.—(1) In G.O. Ms. No. 1117 (Labour), Industries, Labour and Co-operation, dated 22nd February 1962, Government have revised the minimum rates of wages fixed for the workers employed in mica works by adopting the notification method contemplated under section 5 (1) (c) of the Act. A copy of the above Government order is enclosed.

During the year 1962, the Government have revised the minimum rates of wages already fixed for the employments in public motor transport, in tannery and leather manufactory and in scented and chewing tobacco manufactory after consulting the Minimum Wages (State) Advisory Board under section 5 (1) (b) of the Minimum Wages Act. Copies of the notifications G.O. Ms. No. 2892 (Labour), Industries, Labour and Co-operation, dated 2nd June 1962, (2) G.O. Ms. No. 3371 (Labour), Industries, Labour and Co-operation, dated 2nd July 1962, and (3) G.O. Ms. No. 6342 (Labour), Industries, Labour and Co-operation, dated 27th December 1962, notifying the revised wages for the above employments are appended. The particulars regarding the old rates and revised rates are shown in Statement III.

4. *The extent to which payment of minimum rates of wages have been authorized wholly or partly in kind together with reasons thereof.*—During the year 1962, payment in kind was not authorized in respect of any Scheduled employment under Part I. The notification authorizing payment in kind in respect of employment in agriculture specified in G.O. Ms. No. 4753 (Labour), Industries, Labour and Co-operation, dated 9th December 1959, continued to be in force during 1962 also.

5. *Designation of the competent authority appointed under section 2 (c) of the Minimum Wages Act to compute the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities and directions issued by the State Government under section 4 (2) of the Act for such computation.*—The Director of Statistics, Madras, continued to be the authority competent to ascertain from time to time, the cost of living index numbers applicable to the employees employed in the Scheduled employments other than the employment in any lac manufactory and compute the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities. No directions have so far been issued under section 4 (2) of the Act.

IV. PAYMENT OF WAGES AND DEDUCTIONS THEREFROM.

The details of total wages paid and deductions made, etc., on the basis of the returns received from the employers in Form No. III of the Minimum Wages (Madras) Rules, 1953.—Of the 18,317 establishments reported to have been covered by the provisions of the Minimum Wages Act, only 6,386 establishments submitted the returns in Form No. III, the number of workers employed in those establishments being 1,87,269. The remaining 11,931 establishments have not submitted the annual returns. The approximate number of workers employed in these establishments based on the average of the number of workers employed in the establishments which have submitted returns would be 1,00,487.

The total wages paid in establishments which have submitted the returns was Rs. 12,19,83,516.40. The largest payment was made in Plantations.

Deductions.—A sum of Rs. 2,674.94 was deducted from the wages of the workers employed in the Scheduled employments covered by the Minimum Wages Act from whom the prescribed return in Form No. III were received.

The details are shown below :—

Number of cases.	Amount.	
	RS.	MP.
(a) Fines	1,442.36	
(b) Damage/loss	1,226.30	
(c) Breach of contract	6.28	
Total ..	2,674.94	

Out of the fine amount of Rs. 1,442.36, a sum of Rs. 1,045.12 was spent to meet the expenses relating to recreation items and Independence Day celebrations. The detailed particulars are given in Statement IV.

V. ENFORCEMENT.

1. *Details regarding the Inspection Machinery, the number of inspections made, the functional procedure following and the observations of the Inspectors on the working of the Act.*—The work relating to the enforcement of the Act was attended to by 8 Inspectors of Labour and 129 Assistant Inspectors of Labour in the Labour Section and by 11 Inspectors of Factories, 25 Assistant Inspectors of Factories and 5 Inspectors of Plantations in the Factories Section. These Officers attended to the enforcement of the provisions of this Act along with their other work. No special staff was appointed for the enforcement of this Act exclusively. They inspected and verified the payment of minimum rates of wages in the Scheduled employments during the course of their inspections of the establishments under the Madras Shops and Establishments Act, 1947, Factories Act, 1948 or the Plantation-Labour Act, 1951, as the case may be. In the case of other establishments not coming under the purview of any of the above mentioned Acts, the Inspectors have been instructed to inspect them whenever complaints are received regarding the non-payment of minimum wages fixed. The Revenue Inspectors have been appointed as Inspectors to enforce the minimum wages fixed in respect of the employment in Agriculture and the employment ancillary to Agriculture and the Inspectors of Labour have been asked to supervise their work.

During the year 1962, the Inspectors inspected as many as 7,917 establishments covered by the Act. A statement showing the number of establishments inspected and the number of establishments which have not complied with the provisions of the Act during the year 1962 is furnished in Statement V.

2. *Violations of the provisions of the Act and the rules framed thereunder in respect of each employment.*—During the year 1962, ten prosecutions were sanctioned for contravention of the provisions of this Act, of which 10 cases ended in conviction and a sum of Rs. 338 was realized by way of fines. Particulars relating to the number of prosecutions sanctioned, number disposed off and the fine amount realized are furnished in Statement VI.

VI. CLAIMS.

1. *The name/names and jurisdiction of the authority/authorities appointed under section 20.*—The following Labour Courts continued to be the authorities under section 20 of the Act 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 of the employees employed or paid in these areas :—

Authorities.	Jurisdictions.
1 Labour Court, Madras.	City of Madras and the districts of Chingleput, South Arcot, North Arcot and Thanjavur.
2 Labour Court, Coimbatore.	Districts of Coimbatore, Salem, Nilgiris and Plantations in other districts.
3 Labour Court, Madurai.	Districts of Tiruchirappalli, Madurai, Ramanathapuram, Tirunelveli and Kanyakumari.

2. *The number and nature of claims and complaints made to these authorities during the year 1962.*—Besides 30 pending claims at the commencement of the year 1962, fifty-four claims were filed during the year, out of which 65 were disposed off, leaving a balance of 19 claims at the end of the year. A sum of Rs. 5,984.08 was directed to be paid to the employees by the authorities and a sum of Rs. 402.50 was also awarded as compensation. Detailed particulars are given in Statement VII.

VII. RULES, NOTIFICATIONS, ETC.

1. *The rules framed under section 30 of the Act and/or any amendments made thereto.*—During the year under report the Minimum Wages (Madras) Rules were amended in G.O. Ms. No. 5944 (Labour), Industries, Labour and Co-operation, dated 3rd December 1962, inserting a new rule 27-B empowering the Government to exempt from the Rules any class of employees employed in any Scheduled employment or any locality where there is carried on any Scheduled employment. The details of the amendment are furnished in appendix enclosed. A copy of the Minimum Wages (Madras) Rules, 1953, with up-to-date amendments is enclosed.

2. *Copies of important notifications, etc., to be enclosed.*—During the year 1962, State and Central Governments have issued three notifications in G.O. Ms. No. 4327 (Labour), Industries, Labour and Co-operation, dated 28th June 1962. Government have exempted the persons who built houses for their own use from section 18 of the Minimum Wages Act for a period of two years commencing on the date of publication of this notification in the *Fort St. George Gazette*, viz., Notification No. 4334/62—page No. 1755, dated 19th September 1962.

The Government have in G.O. Ms. No. 5910 (Labour), Industries, Labour and Co-operation, dated 1st December 1962, exempted the hospital and medical staff, domestic servants, nursery men, watchmen, cattle-keepers, scavengers and sweepers employed in the Plantations i.e., to say any estate which is maintained for the purpose of growing rubber, cinchona, tea or coffee from sections 13 and 14 of the Minimum Wages Act for a period of one year.

Government of India have amended section 16 of the Minimum Wages Act in their notification No. S.O. 2838, dated 6th November 1962 (copy enclosed).

Under section 22-F of the Minimum Wages Act, 1948, the provision of sections 15, 16 and 17, 17 (a), 18, 19 and 26 of the Payment of Wages Act, 1936 and the modification specified in the notification have been made applicable to wages payable to employees in all Scheduled employments in relation to which the State Government is the appropriate Government in G.O. Ms. No. 6240 (Labour), Industries, Labour and Co-operation, dated 22nd December 1962. Copies of notifications are appended.

VIII. GENERAL.

1. *A critical review of the minimum wages rates fixed vis-a-vis wage rates in the corresponding employment in the same locality.*—The minimum wages are fixed keeping in view of the recommendations of the Madras Wages (Central) Advisory Board regarding fixation of a national

minimum wage. The minimum rates of wages do not generally reflect the prevailing rate of wage in a locality, as in most cases they are far below the prevailing rates, as the object of fixing minimum wages is not only to ensure that an average worker with his family is enabled to subsist, but also to enable the marginal and sub-marginal employers to survive in the competitive market.

The employees in most cases bargain and secure higher wages than those fixed under the Minimum Wages Act.

2. *An account of the problems and difficulties arising in the implementation of the Act and the measures taken to overcome these difficulties.*—Since the year 1951, when the enforcement of the Minimum Wages Act was taken up, the Inspectors of Factories, Inspectors of Plantations and Assistant Inspectors of Labour have been inspecting establishments covered by the Minimum Wages Act along with their regular inspections of these establishments under other labour enactments for which they have been appointed as Inspectors. Unlike other enactments the Minimum Wages Act applies to all establishments falling under the Scheduled employments irrespective of the fact whether they lie within the panchayat area or municipal limits. It has not been possible for the existing Assistant Inspectors of Labour who have to enforce several Acts, to inspect all the establishments covered by the Act particularly those which are outside the municipalities or the limits of class I panchayats, now classified as town panchayats, as their jurisdiction for purposes of other Acts, does not extend to such areas. However the Inspectors of Labour whose jurisdiction extend over one or two districts have been instructed to inspect the establishments which are outside the jurisdiction of the Assistant Inspectors of Labour and this has been working fairly satisfactorily.

Similarly in respect of employment in Agriculture, Government have appointed the Revenue Inspectors for the purpose of enforcement of the provisions of the Minimum Wages Act, 1948 and the Inspectors of Labour have been asked to supervise their work. Detailed instructions had also been issued to all the Revenue Inspectors through the Collectors of the districts to enforce the Minimum Wages fixed in respect of all land holdings and also to gather particulars of land holdings, extent, number of workmen employed and prevailing rates of wages. Despite the issue of such detailed instructions, they have not made any headway so far. The Inspectors of Labour have been asked to send a progress report of the action taken so far by the Revenue Inspectors.

3. *Suggestions for effective enforcement of the Act and proposals for amending the Act or Rules framed thereunder.*—The provisions of the Payment of Wages Act relating to recovery of the amounts due to the persons employed in the Scheduled employments under the Minimum Wages Act have been extended as per section 22-F of the Minimum Wages Act so as to enable the workmen to have quick remedy of recovering the amounts due to them and it is hoped that this will prove to be an effective and quick remedy to workmen.

4. *An evaluation of the effects of minimum wages—(a) Effect on the occupation in the Scheduled employment.*—The effect of the minimum wages on the occupation is that it has helped to raise the hitherto

exploited workmen in some areas and in some occupation to lift their heads, and find an amount sufficient for them and their families to subsist.

(b) Effect on their occupation in the same industry.

(c) Effect on other occupations in other industry.

(d) Inter-Regional effect.

No appreciable effects have been noticed.

(e) *General evaluation.*—This legislation and its enforcement have been generally well received by the workmen and particularly by those who are still not fully organized.

(Signed) R. BALASUBRAMANIAN,
Commissioner of Labour, Madras.

STATEMENT I.

Serial number and name of the employment.	Number of establishments.	Number of workers employed.
1 Woolen carpet making and shawl - weaving establishments.	18	164
2 Rice, flour and dhall mills	4,291	31,412
3 Tobacco including beedi manufactory ..	2,649	66,402
4 Plantations	296 *	98,778
5 Oil mills	829	6,483
6 Local authorities	8,057	4,346
7 Road construction or building operations ..	..	..
8 Stone-breaking or stone-crushing	19	302
9 Public motor transport	1,162	40,839
10 Tanneries and leather manufactory	231	9,856
11 Coir manufactory	1	10
12 Cotton ginning and pressing	255	11,089
13 Salt pans	26	1,092
14 Match and fire works	202	12,173
15 Hosiery manufactory	250	3,185
16 Bricks and tiles	19	1,054
17 Lac manufactory	..	..
18 Mica works	..	..
19 Cashew industry	3	571
Total ..	18,317	2,87,756

* Represents the actual number of Plantations covered by the plantations Labour Act, 1951.

COPY OF G.O. Ms. No. 1798, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 22ND MARCH 1962, FROM THE GOVERNMENT OF MADRAS, DEPARTMENT OF INDUSTRIES, LABOUR AND CO-OPERATION.

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment in scented and chewing tobacco manufactory—Review and revision of—Committee under section 5 (1) (a) of the Act—Constituted.]

READ—the following papers:—

G.O. Ms. No. 1211, Industries, Labour and Co-operation, dated 28th March 1957.

G.O. Ms. No. 4904, Industries, Labour and Co-operation (Labour), dated 18th December 1959.

Letter from the Commissioner of Labour, No. B3/17859/61, dated 20th December 1961.

Order—No. 1798, Industries, Labour and Co-operation (Labour), dated 22nd March 1962.

In G.O. Ms. No. 1211, Industries, Labour and Co-operation, dated 28th March 1957, the Government reviewed and refixed the minimum

wages fixed for the employment in scented and chewing tobacco manufactory. According to the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948), minimum rates of wages fixed for an employment shall be reviewed at such intervals as the Government may think fit, such intervals not exceeding five years and revised if necessary. The said Act contemplates two courses in revising the minimum wages fixed in respect of any scheduled employment. The State Government can either, appoint under section 5 (1) (a) of the said Act, as many Committees and Sub-Committees as they consider necessary, to hold enquiries and advise them in respect of such review and revision, or publish their proposals under section 5 (1) (b) of the said Act for the revision of the minimum wages straightaway, which may be confirmed after considering the representations that may be received from persons likely to be affected thereby. After careful consideration, the State Government have decided to adopt the first course referred to above in respect of the review and revision of the minimum wages fixed for the employment in scented and chewing tobacco manufactory.

2. In G.O. Ms. No. 4904, Industries, Labour and Co-operation (Labour), dated 18th May 1959, the Government fixed minimum wages for the child and adolescent workers employed in the employment in scented and chewing tobacco manufactory. The Commissioner of Labour has recommended that the minimum wages fixed for the child and adolescent workers in the Government Order referred to may also be reviewed and revised along with the minimum wages fixed in the Government Order referred to in paragraph 1 above and that the Committee now proposed to be constituted may be entrusted with this work also. The Government have accepted this suggestion.

3. In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Government in respect of the revision of the minimum rates of wages fixed for the employment in scented and chewing tobacco manufactory:—

Independent Members.

1. The Commissioner of Labour, Madras—*Chairman.*
2. The Director of Statistics, Madras-7.

Employers' representatives.

3. Sri S. M. Yousuff, Vice-President, Tobacco Merchants' Association, Pudukottai.
4. Sri C. Gopalakrishnan, Manager, Angu Vilas M. V. Muthiah Pillai (Firm) Scented Tobacco and Cigar Factory, Dindigul.

Employees' representatives.

5. Sri K. A. Vasimalai, Secretary, The Dindigul Tobacco Labourers' Sangam, R.V. Nagar, Dindigul.
6. Sri K. P. S. Kone, President, Trichy District Cigar and Tobacco Workers' Union, No. 9, Madurai Road, Tiruchirappalli-8.

4. The Assistant Commissioner of Labour (Administration) will be the Secretary to the Committee. The 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 purpose of countersigning the travelling allowance bills of the non-official members of the Committee.

5. The expenditure on account of travelling allowance will be debited to "46. Labour and Employment—a. Commissioner of Labour—A. Direction—3. Allowances—Travelling Allowance".

6. The Chairman is requested to conduct necessary enquiries and submit a report to Government at an early date for reviewing and revising the minimum wages fixed for the employment in scented and chewing tobacco manufactory.

7. This order issues with the concurrence of the Finance Department—*vide* their U.O. No. 112863/All. I/62-1, dated 6th October 1961.

R. TIRUMALAI,

Additional Secretary to Government.

COPY OF G.O. Ms. No. 2937, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 5TH JUNE 1962, FROM THE GOVERNMENT OF MADRAS, DEPARTMENT OF INDUSTRIES, LABOUR AND CO-OPERATION.

[ABSTRACT.—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 and in the maintenance of roads and the employment in stone breaking or stone crushing in quarries—Review and revision of—Committee under section 5 (1) (a) of the Act—Constituted.]

READ—the following papers:—

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

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

G.O. Ms. No. 4728, Industries, Labour and Co-operation (Labour), dated 8th December 1959.

Letter from the Commissioner of Labour No. B3. 17859/61, dated 23rd April 1962.

Order—No. 2937, Industries, Labour and Co-operation (Labour), dated 5th June 1962.

The Commissioner of Labour has recommended that the minimum wages fixed for the employments (i) on road construction or in building operations and in stone breaking or stone crushing and in the maintenance of roads and (ii) employment in stone breaking or stone crushing carried on in quarries may be reviewed and revised and a Committee may be constituted to make necessary enquiries and advise the Government. The Government have accepted his recommendation.

2. In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Government in respect of the revision of the minimum rates of wages fixed for the employments (i) on road construction or in building operations and in stone breaking or stone crushing and in the maintenance of roads; and (ii) employment in stone breaking or stone crushing carried on in quarries.

Independent Members.

- (1) The Commissioner of Labour, Madras—*Chairman*.
- (2) The Chief Engineer, Highways and Rural Works, Madras-5.

Employers' representatives.

- (3) Sri P. S. Subramanian, B.E., M.I.E., Executive Director, Gannon Dunkerley and Company (Madras), Private, Limited, 14, Boag Road, Madras-17.
- (4) Sri M. M. Muthiah, Director, the Coromandel Engineering Company (Private) Limited, 52/53, Jehangir street, Post Box No. 1698, Madras-1.

Employees' representatives.

- (5) Sri J. Bella Gowder, President, the National Project Workers' Union, Coonoor.
- (6) Sri G. Hariharasubramaniam, Adviser, Ramayanpatti Quarry Workers' Union, Ramayanpatti, Tatchanallur, Talaiyuthu R.S., Tirunelveli district.

3. The Assistant Commissioner of Labour (Administration) will be the Secretary to the Committee. The 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 purpose of countersigning the travelling allowance bills of the non-official members of the Committee.

4. The expenditure on account of travelling allowance will be debited to "38 Labour and Employment—a. Labour—A. Direction—3. Allowances—Travelling Allowance".

5. The Chairman is requested to conduct necessary enquiries and submit a report to Government at an early date for reviewing and revising the minimum wages fixed for the employment (i) on road construction or in building operations and in stone breaking or stone crushing and in the maintenance of roads and (ii) employment in stone breaking or stone crushing carried on in quarries.

6. This order issues with the concurrence of the Finance Department—vide their U.O. No. 115014/All.I/61-1, dated 13th October 1961.

R. TIRUMALAI,
Additional Secretary to Government.

COPY OF G.O. Ms. No. 5480, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 12TH SEPTEMBER 1961, FROM THE GOVERNMENT OF MADRAS, DEPARTMENT OF INDUSTRIES, LABOUR AND CO-OPERATION.

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Minimum rates of wages for the employment under any local authority—Review and revision of—Committee under section 5 (1) (a) of the Act—Constituted.]

READ—the following papers:—

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

Letter from the Commissioner of Labour, No. B3/54089/59, dated 10th August 1961.

Order—No. 5480, Industries, Labour and Co-operation (Labour), dated 12th September 1961.

According to the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948), minimum rates of wages fixed for an employment shall be reviewed at such intervals as the Government may think fit, such intervals not exceeding five years and revised if necessary. The said Act contemplates two courses in revising the minimum wages fixed in respect of any Scheduled employment. The State Government can either, appoint under section 5 (1) (a) of the said Act, as many Committees and Sub-Committees as they consider necessary, to hold enquiries and advise them in respect of such review and revisions, or publish their proposals under section 5 (1) (b) of the said Act for the revision of the minimum wages straightaway, which may be confirmed after considering the representations that may be received from persons likely to be affected thereby. After careful consideration, the State Government have decided to adopt the first course referred to above in respect of the view and revision of the minimum wages fixed for the employment under any local authority.

2. In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Government in respect of the revision of the minimum rates of wages fixed for the employment under any local authority:—

Independent Members.

- (1) The Commissioner of Labour, Madras—*Chairman*.
- (2) The Inspector of Municipal Councils and Local Boards, Madras.

Employers' representatives.

- (3) The Commissioner, Corporation of Madras, Madras.
- (4) The Chairman, Tiruchirappalli Municipality, Tiruchirappalli.

Employees' Representatives.

(5) Sri P. Karuppannan, General Secretary, Corporation Labour Union, 38, Singanna Chetti street, Madras-2.

(6) Sri K. Chellappan, Secretary, Salem Municipality Scavenging Workers' Union, V. Market, Salem-1.

3. The Assistant Commissioner of Labour (Administration) will be the Secretary to the Committee. The 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 purpose of countersigning the travelling allowance bills of the non-official members of the Committee.

4. The expenditure on account of travelling allowance will be debited to "46. Labour and Employment—a. Commissioner of Labour—A. Direction—3. Allowances—Travelling Allowance."

5. The Chairman is requested to conduct necessary enquiries and submit a report to Government at an early date for reviewing and revising the minimum wages fixed for the employment under any local authority.

6. This order issues with the concurrence of the Finance Department—vide their U.O. No. 98982/Alls.-I/61-1, dated 4th September 1961.

R. TIRUMALAI,

Additional Secretary to Government.

COPY OF G.O. Ms. No. 3220, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 21ST JUNE 1962.

[Abstract—Labour—Minimum Wages Act, 1948—Minimum rates of wages for the employment under any local authority—Review and revisions of—Committee constituted under section 5 (1) (a) of the Act—Reconstituted with additional members.]

READ—the following papers:—

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

G.O. Ms. No. 5480, Industries, Labour and Co-operation (Labour), dated 12th September 1961.

Letter from the Commissioner of Labour, No. B. 3 67768/61, dated 7th October 1961 and 18th May 1962.

Order—No. 3220, Industries, Labour and Co-operation (Labour), dated 21st June 1962.

The Government have decided that representation should also be given to the Panchayat Union Councils and to the labour employed in the Panchayat Union Councils in the Committee constituted in

G.O. Ms. No. 5480, Industries, Labour and Co-operation (Labour), dated 12th September 1961, to review and revise the minimum rates of wages fixed for the employment under any local authority.

2. In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and in supersession of the orders issued in paragraph 2 of G.O. Ms. No. 5480, Industries, Labour and Co-operation (Labour), dated 12th September 1961, the Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Government in respect of the revision of the minimum rates of wages fixed for the employment under any local authority:—

Independent Members.

1. The Commissioner of Labour, Madras—*Chairman.*

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

Employers' Representatives.

3. The Commissioner, Corporation of Madras.

4. The Chairman, Tiruchirappalli Municipality, Tiruchirappalli.

5. Sri S. Varathanarajan, B.A., B.L., Chairman, Panchayat Union Council, Ariyalur, Tiruchirappalli district.

6. Sri A. M. Ramasamy, Chairman, Panchayat Union Council, Madurai (West), Madurai district.

Employees' Representatives.

7. Sri P. Karuppannan, General Secretary, Corporation Labour Union, No. 38, Singanna Chetty street, Madras-2.

8. Sri K. Chellappan, Secretary, Salem Municipality Scavenging Workers' Union, V. Market, Salem-1.

9. Sri S. Ayyasamy, President, Municipal and Panchayat Workers' Union, West 4th street, Pudukkottai, Tiruchirappalli district.

10. Sri E. M. Duraiswamy, Secretary, Nellai Jilla Nagarasuthi Thezhilalar Sangam, Tirunelveli Town, Tirunelveli.

R. TIRUMALAI,

Additional Secretary to Government.

G.O. Ms. No. 6085, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 12TH DECEMBER 1962.

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Minimum rates of wages for the employment under any local authority—Review and revision—Committee under section 5 (1) (a) of the Act—Independent Member—Change—Ordered.]

18 REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948

READ—the following papers:—

G.O. Ms. No. 5480, Industries, Labour and Co-operation (Labour), dated 12th September 1961.

G.O. Ms. No. 3220, Industries, Labour and Co-operation (Labour), dated 21st June 1962.

Letter from the Commissioner of Labour, No. B.3-67768/61, dated 6th October 1962.

Order—No. 6085, Industries, Labour and Co-operation (Labour), dated 12th December 1962.

In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby makes the following amendment to G.O. Ms. No. 3220, Industries, Labour and Co-operation (Labour), dated the 21st June 1962:—

AMENDMENT.

In paragraph 2 of the said Government Order under the heading "Independent Members", for item 2, the following item shall be substituted, namely:—

"2. Sri S. Krishnaswamy Pillai, I.A.S., Chief Electrical Officer and Ex-Officio Deputy Secretary to Government, Rural Development and Local Administration Department."

R. TIRUMALAI,
Additional Secretary to Government.

SUMMARY OF THE PROCEEDINGS OF THE MINIMUM WAGES ADVISORY COMMITTEE FOR THE EMPLOYMENT IN SCENTED AND CHEWING TOBACCO MANUFACTORY MEETING HELD ON 28TH JUNE 1962.

The following members were present:—

Chairman—

1. Sri T. N. Lakshminarayanan, I.A.S., Commissioner of Labour and Director of Employment, Madras.

Representing employers—

2. Sri C. Gopalakrishnan, Manager, Angu Vilas M. V. Muthiah Pillai (Firm) Scented Tobacco and Cigar Factory, Dindigul.

3. Sri S. M. Yusuff, Vice-President, Tobacco Merchants' Association, Pudukkottah.

Representing employees—

4. Sri K. A. Vasimalai, Secretary, Dindigul Labourers' Sangam, Dindigul.

5. Sri K. P. S. Kone, President, Tiruchi District Cigar and Tobacco Workers' Union, Tiruchirappalli.

Independent member—

6. Sri S. R. Jayavelu, Statistical Officer, office of the Director of Statistics, Madras-7.

Secretary—

7. Sri R. Seshadri, B.A. (Hons.), Assistant Commissioner of Labour (Administration), Madras-5.

In G.O. Ms. No. 1798, Industries, Labour and Co-operation (Labour), dated 22nd March 1962, the Government of Madras constituted an Advisory Committee under section 5 (1) (a) of the Minimum Wages Act for revision of minimum rates of wages fixed for employment in scented and chewing tobacco manufactory with the Commissioner of Labour as Chairman and with Messrs. S. M. Yusuff and C. Gopalakrishnan representing employers and Messrs. K. A. Vasimalai and K. P. S. Kone representing employees as members. The Director of Statistics, Madras, was also nominated as an independent member on the Committee.

The Committee met on 28th June 1962 at Madras. After discussions the members of the Committee unanimously decided to recommend to Government the revision of minimum rates of wages already revised in 1957 and subsequently fixed for certain additional categories, viz., adolescents and children in 1959 as shown in the annexure. The Committee also desired to recommend to Government that the following safety clauses may be added in their order fixing minimum rates of wages for this employment:—

1. Where any category of workers are actually in receipt of higher rate of wages than the statutory minimum rates of wages fixed, they shall continue to get the benefits of the higher wages.

2. Women workers engaged in the scented and chewing tobacco manufactories shall be paid the same rates of wages as men.

Dated at Madras, this 28th day of June 1962.

ANNEXURE.

Rates of minimum wages fixed by Government in the Orders, Me. Nos. 1211, Industries, Labour and Co-operation, dated 28th March 1967 and 4904, Industries, Labour and Co-operation, dated 18th December 1959.

Rates of wages recommended by the Committee.

Class of workers.	Class of work.	(1)		(2)		(3)		(4)	
		Rs.	N.P.	Rs.	N.P.	Rs.	N.P.	Rs.	N.P.
1 Adults and adolescents who are certified under rule 24 (5) of the Minimum Wages (Madras) Rules, 1953, as fit to work as adults.	1 Sorting and grading of tobacco	1	12 per day	1	12 per day	1	50 per day or 39 00 per mensem.	1	50 per day or 39 00 per mensem.
	2 Cutting tobacco into bits	1	25 per day or 32 50 per mensem	1	25 per day or 32 50 per mensem	1	60 per day or 41 60 per mensem.	1	60 per day or 41 60 per mensem.
	3 Jaggery boiler attendant	1	12 per day	1	12 per day	1	50 per day or 39 00 per mensem.	1	50 per day or 39 00 per mensem.
	4 Processing of scented tobacco.	1	25 per day or 32 50 per mensem	1	25 per day or 32 50 per mensem	1	60 per day or 41 60 per mensem.	1	60 per day or 41 60 per mensem.
	5 Sorting and sizing of plantain bark.	1	25 per day or 32 50 per mensem	1	25 per day or 32 50 per mensem	1	60 per day or 41 60 per mensem.	1	60 per day or 41 60 per mensem.
	6 Packaging of scented or chewing tobacco.	1	12 per day or 29 25 per mensem	1	12 per day or 29 25 per mensem	1	55 per day or 40 30 per mensem.	1	55 per day or 40 30 per mensem.
	Do.	1	25 per day or 32 50 per mensem	1	25 per day or 32 50 per mensem	1	65 per day or 42 90 per mensem.	1	65 per day or 42 90 per mensem.
	7 Pasting labels	1	12 per day or 29 25 per mensem	1	12 per day or 29 25 per mensem	1	50 per day or 39 00 per mensem.	1	50 per day or 39 00 per mensem.
	8 Packing and bundling	1	25 per day or 32 50 per mensem	1	25 per day or 32 50 per mensem	1	60 per day or 41 60 per mensem.	1	60 per day or 41 60 per mensem.

9	Maistries or Supervisors	..	45	00 per mensem	65	00 per mensem.	
10	Clerks	..	..	45	06 per mensem	65	00 per mensem.
11	Watchman	..	..	1	25 per day or	1	60 per day or
				32	50 per mensem	41	60 per mensem.
12	Lorry or Van Drivers	..	..	45	00 per mensem	60	00 per mensem.
13	Lorry or Van Cleaner	..	..	29	25 per mensem	40	00 per mensem.
14	Miscellaneous and workers.	Casual	..	1	12 per day or	1	50 per day or
				29	25 per mensem	39	00 per mensem.
15	Learners	..	..	0	75 per day or	1	00 per day or
				19	50 per mensem	26	00 per mensem.
2	Children and adolescents who are certified under rule 24 (b) of the Minimum Wages (Madras) Rules, 1953, as fit to work only as children.	Any class of work mentioned in column (2) against item (1) in column (1).	Half the rate of wages specified in column (4) for the respective classes of work specified in column (2) against item (1) in column (1).	Half the rate of wages specified in column (4) for the respective classes of work specified in column (2) against item (1) in column (1).			
3	Other adolescents (i.e., those not included in items (1) and (2) above.	Any class of work mentioned in column (2) against item (1) in column (1).	For each hour of actual work at the rate of one eighth of the rate specified in column (4) against item (1) in column (1) for the corresponding class of work, subject to the condition that in any case the total daily earnings shall not be less than that of a child doing the same class of work.	For each hour of actual work at the rate of one-eighth of the specified in column (4) against item (1) in column (1) for the corresponding class of work, subject to the condition that in any case the total daily earnings shall not be less than that of child doing the same class of work.			
Office boys—							
	Below 18 years	..	..	0	75 per day or	1	00 per day or
				19	50 per mensem	26	00 per mensem.
	Above 18 years	..	..	1	12 per day or	1	50 per day or
				29	25 per mensem	39	00 per mensem.
Piece rated workers, if any, should get a guaranteed minimum Rs. 1-12 nP. for an eight-hour day. (Piece rated workers, if any, should get a guaranteed minimum time rate of Rs. 1-50 nP. for an eight-hour day.)							
Day means an aggregate working period of eight hours between 6 a.m. and 7 p.m. Day means an aggregate working period of eight hours between 6 a.m. and 7 p.m.							

Piece rated workers, if any, should get a guaranteed minimum Rs. 1-12 nP. for an eight-hour day.

Day means an aggregate working period of eight hours between 6 a.m. and 7 p.m.

SUMMARY PROCEEDINGS OF THE MEETING OF THE MINIMUM WAGES ADVISORY COMMITTEE FOR THE EMPLOYMENT ON ROAD CONSTRUCTION OR IN BUILDING OPERATIONS AND THE STONE-BREAKING OR STONE-CRUSHING AND IN THE MAINTENANCE OF ROADS AND THE EMPLOYMENT IN STONE-BREAKING OF STONE-CRUSHING CARRIED ON IN QUARRIES (DATED 16TH NOVEMBER 1962).

In G.O. Ms. No. 2037, Industries, Labour and Co-operation (Labour), dated 5th June 1962, the Government of Madras constituted an Advisory Committee under section 5 of the Minimum Wages Act, 1948, for advising them in revising the minimum rates of wages fixed for the employments (i) on road construction or in building operations and in stone-breaking or stone crushing and in the maintenance of roads and (ii) employment in stone breaking or stone crushing carried on in quarries with the following members:—

Independent Members.

1. The Commissioner of Labour, Madras—*Chairman.*
2. The Chief Engineer, Highways and Rural Works, Madras.

Employers' Representatives.

3. Sri P. S. Subramanian, B.E., M.I.E., Executive Director, Gannon Dunkerley and Company (Madras), Private, Limited, 14, Boag Road, Madras-17.
4. Sri M. M. Muthiah, Director, the Coromandle Engineering Company (Private), Limited, 51/53, Jehangir street, Post Box No. 1698, Madras-1.

Employees' Representatives.

5. Sri J. Bella Gowder, President, the National Project Workers' Union, Coonoor.
6. Sri G. Hariharasubramaniam, Adviser, Ramayampatti Quarry Workers' Union, Ramayanpatti, Tatchanallur, Talaiyuthu R.S., Tirunelveli district.

Sri T. N. Lakshminarayanan, Commissioner of Labour, Sri P. S. Subramanian, Sri J. Bella Gowder and Sri G. Hariharasubramaniam, members, were present. Sri V. Govindasamy Pillai, B.E., Deputy Engineer, Highways and Rural Works, was also present representing the Chief Engineer, Highways and Rural Works.

The Chairman explained to the members of the Committee as to the procedure to be adopted for fixing the minimum rates of wages. The members of the Committee while agreeing to the broad classification of categories in respect of road construction or building operations and employment in stone breaking or stone crushing and also employment in stone breaking or stone crushing in quarries, expressed a view that an elucidation, as to what categories of workers will fall under each of these classification of skilled, semi-skilled and unskilled workers, should be introduced. Sri P. S. Subramanian, an employer-member, stated that in building operation or road construction and stone breaking and stone crushing along with the present

classification of skilled and unskilled, one more category of semi-skilled workers should be included. He explained as to how certain occupations could neither be classified as unskilled or skilled and in all such cases, the introduction of a semi-skilled category would remove the anomaly. The other members of the Committee endorsed this view of Sri Subramanian and proceeded to classify as to what work would constitute "skilled", "semi-skilled" and "unskilled". The unanimous decision reached in this regard is appended as Annexure A.

The Committee then took up the question of revision of the minimum wages fixed for the workers in G.Os. Nos. 1156 and 1157, Industries, Labour and Co-operation, dated 23rd March 1957 and G.O. No. 4728, Industries, Labour and Co-operation, dated 8th December 1959. The Committee considered at length the necessity to increase the minimum rates of wages fixed in 1957/1959 with reference to the relevant cost of living indices, the various norms laid down by tripartite committees, etc., and decided to recommend to Government the following increase in the rates of wages of workers. The minimum wage structure so recommended is shown in Annexure B.

The Committee decided to recommend to Government that the following safety clauses may be added in their order fixing minimum rates of wages for this employment:—

1. Where any category of workers are actually in receipt of higher rate of wages than the statutory minimum rates of wages fixed, they shall continue to get the benefits of the higher rate.
2. Wherever wage periods fixed vary, the wage shall be calculated for the wage period so fixed and paid, 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.

ANNEXURE A.

CATEGORY OF WORKERS.

I. Skilled workers.—

1. Maistry Masons, Carpenters and Stone Crushers.
2. Stone Cutter :
First Class.
Second Class.
3. Bricklayer and Plasterer :
First Class.
Second Class.

CATEGORY OF WORKERS—cont.

4. Carpenter :
 - First Class.
 - Second Class.
5. Painter or Varnisher :
 - First Class.
 - Second Class.
6. Fitter Pipework :
 - First Class.
 - Second Class.
7. Fitter Bar bendings :
 - First Class.
 - Second Class.
8. Blacksmith :
 - First Class.
 - Second Class.
9. Sawyer.
10. Plumber for lead pipe work.
11. Caulker, Welder, Mixer.
12. Pump Driver.
13. Mixer Driver.
14. Lorry Driver.
15. Lorry Cleaner.
16. Roller Driver.
17. Stone Crusher Operator.
18. Gumastah (Clerk or Time-keeper).
19. Kalasis or Sarang Grade I (engaged in heavy Engineering construction like erection of heavy machinery, bridge works, etc.).
20. Deep Well Sinkers.

II. Semi-skilled workers.—

1. Stone Packer.
2. Well Sinker (Ordinary).
3. Hammerman (Smithy).
4. Sprayman.
5. Headmazdoor for scaffolding, etc.
6. Kalasis or Sarang, Grade-II.

III. Unskilled workers.—

1. Male Mazdoor.
2. Woman Mazdoor.

CATEGORY OF WORKERS—cont.

III. Unskilled workers—cont.

3. Boy Mazdoor.
4. Picottah man.
5. Bellows Boy (Smithy).
6. Driver of Bullocks.
7. Watchman.

Stone-breaking and stone-crushing in quarries.

Skilled workers.—

1. Quarry Maistry.
2. Jumper Man.
3. Jack Hammer Driller.
4. Licensed Blaster.

Semi-skilled workers.—

Hammer man.

Unskilled workers.—

1. Male Mazdoor.
2. Woman Mazdoor.

ANNEXURE B.

SCHEDULE I.

Employment on Road Construction or in Building Operations and in Stone breaking or Stone crushing and in the maintenance of roads.

Serial number and class of employees.	Minimum all inclusive rates fixed in G.O. Nos. 1156, Industries, Labour and Co-operation, dated 23rd March 1957, and No. 4728, Industries, Labour and Co-operation, dated 8th December 1959.				Rates proposed for revision by the Advisory Committee.		Remarks.
	(1)	(2)	(3)	(4)	PER DAY	PER DAY	
		RS.	NP.		RS.	NP.	
1. Unskilled employees *—							
Grade I (Adults)		1	37		1	80	..
Grade II (Adults)		1	12		1	50	..
Children (Non-adults)		0	94		1	20	..
2. Semi-skilled employees					2	75	..
3. Skilled employees		2	75		3	60	..

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

SCHEDULE II.

Employment in Stone breaking or Stone crushing carried on in quarries.

Serial number and class of employees.	Minimum all inclusive rates fixed in G.O. No. 1157, Industries, Labour and Co-operation, dated 28th March 1957.			Rates proposed for revision by the Advisory Committee.			Remarks.
	(1)	(2)	(3)	(4)	(5)	(6)	
		PER DAY RS. A. P.	PER DAY RS. P.				
1. Unskilled employees—							
* Grade I (Adults)		1 8 0	2 00				
Grade II (Adults)		1 2 0	1 50				
Children (Non-adults)		0 15 0	1 20				
2. Semi-skilled employees		2 3 0	2 75				
3. Skilled employees		2 12 0	3 60				

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

FINAL SUMMARY OF THE PROCEEDINGS OF THE MEETING OF THE MINIMUM WAGES (STATE) ADVISORY BOARD HELD AT 11-30 A.M. ON 29TH MARCH 1962.

The following members were present:—

Chairman—

1. Sri T. N. Lakshminarayanan, I.A.S., Commissioner of Labour and Director of Employment, Madras.

Independent members—

2. Sri R. Jagadeesan, Personal Assistant to the Inspector of Local Boards and Municipal Councils, Madras.

3. Sri V. G. Venkataramana Rao, Assistant Marketing Officer, office of the Director of Agriculture, Madras-5.

4. Sri C. R. Srinivasan, Deputy Chief Engineer (General), office of the Chief Engineer, Public Works Department (General), Madras-5.

5. Sri S. R. Jayavelu, Statistical Officer, office of the Director of Statistics, Madras-7.

Members representing employers—

6. Sri V. M. Safullah, Secretary, Madras Provincial Beedi Factory Owners' Association, Madras-21.

7. Sri S. Meenakshisundaram, Dindigul Skin Merchants' Association, Begampur, Dindigul.

Members representing employers—cont.

8. Sri K. Ramasubbu Reddiar, B.Sc., B.L., M.L.A., Ex-President, Tirunelveli District Board, Kumaranadi, Palayamkottai, Tirunelveli.

9. Sri P. N. Nagaswamy, Personal Officer, Southern Roadways (Private), Limited, Madurai.

10. Mr. Ivan Bull Simonson, Factory Manager, Western India Match Company, Limited, Madras-19.

Members representing employees—

11. Sri R. Raman Nair, President, Nilgiris District Estate Workers' Union, Coonoor.

12. Sri K. A. Vasimalai, Secretary, Dindigul Tobacco Labourers' Sangam, South Car Street, Dindigul.

13. Sri M. Adimoolam, President, North Arcot District Tannery Workers' Union, Vaniyambadi.

14. Sri M. R. Gurusami Iyer, Treasurer, T.V.S. Workers' Union, Madurai.

15. Sri S. Krishnamurthi, B.A., B.L., Advocate and Corporation Councillor, 6, Rajachar Street, Madras-17.

Secretary—

16. Sri R. Seshadri, B.A. (Hons.), Assistant Commissioner of Labour (Administration), Madras.

Initiating the discussion, the Chairman explained to the members of the Board of purpose for which the Board had been called again. The Chairman informed the Board that its recommendation fixing the basic minimum wages and dearness allowance separately was opposed to the language of section 4 (1) (i) of the Minimum Wages Act. He added that the cost of living allowance was a special allowance at a rate to be adjusted at such intervals, and such manner as the appropriate Government may direct, to accord as nearly as practicable with the variation in the cost of living index and that it is not open to the appropriate Government to fix a flat rate as cost of living allowance as recommended. He therefore suggested to the members of Board to consider the aspect in the light of his above explanation and offer their views on the question of fixation of all inclusive minimum rates of wages.

After discussion, the Board decided that the minimum rates of wages and dearness allowance recommended by the Advisory Committee could be consolidated in respect of all categories except item Nos. (1) and (3) in Part II of the Schedule, viz., other tanneries. The members representing employees and employers of tannery manufacturing on the Board expressed that it would be very difficult to consolidate the minimum rates of wages and dearness allowance recommended for the piece rate categories since the quantum of work allotted per unit differs from place to place in the State. Mr. Ivan Bull Simonson suggested that difficulties in the enforcement of minimum rates of wages for these two categories could be solved by fixing a minimum consolidated all inclusive wage without taking into account the number of units. Sri Meenakshisundaram, member

representing tannery managements, suggested that if the suggestion of Mr. Simonson is accepted it would give rise to number of industrial disputes on the question of piece rate system which is prevailing in various places. He suggested that instead, for the above two categories it would be appropriate to recommend to Government to fix all inclusive minimum wages as under:—

Turning of skins and hides in lime pits or bark pits. Re. 1.22 nP. for the first unit and 0.13 nP. for every additional unit of work done.

NOTE.—Quantum of unit will depend upon the custom and usage in the largest number of tanneries in the locality for the same or similar kind of work. No. of pits should not be the basis for the unit.

Piece rate workers . . . Re. 1.93 nP. for the first unit and 0.84 nP. for every additional unit of work done. .

NOTE.—Quantum of unit will depend upon the custom and usage in the largest number of tanneries in the locality for the same or similar kind of work. No piece rate worker should be paid less than a guaranteed all inclusive minimum wage of Rs. 1.93 nP. per day.

After discussion, the Board unanimously agreed with the suggestion of Sri Meenakshisundaram and decided to recommend to Government to fix all inclusive minimum rates of wages for the various categories of workers engaged in this industry as in annexure.

ANNEXURE.

PART I—TANNERIES-cum-LEATHER MANUFACTORIES.

																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												</
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	----

Minimum basic wages fixed in 1956 to 1959 [G.Os. Ms. No. 4192, Industries, Labour and Co-operation, dated 25th September 1956 and Ms. No. 4963, Industries, Labour and Co-operation, (Labour), dated 24th December 1959 (exclusive of dearness allowance)].

Revised all inclusive rates of wages now proposed to Government on the recommendation of the Board.

PART I—TANNERIES-cum-LEATHER MANUFACTORIES—cont.

Class of employees.

Minimum basic wages fixed in 1956 to 1959 [G.O. Ms. No. 4192, Industries, Labour and Co-operation, dated 25th September 1956 and Ms. No. 4963, Industries, Labour and Co-operation (Labour), dated 24th December 1959 (exclusive of dearness advance)].

Revised all inclusive rates of wages now proposed to Government on the recommendation of the Board.

(1)	(2)	(3)				
PER DAY.					PER DAY.	
RS. A. P.					RS. NP.	
Tanning and Dyeing department—						
1 Helpers	0 12 0	2 20				
2 Drum Boys	0 12 0	2 20				
3 Shavers	1 2 0	2 66				
4 Splitters	1 2 0	2 66				
5 Shaving learners	0 12 0	2 20				
6 Samming helpers	0 12 0	2 20				
Setting department—						
1 Helpers	0 12 0	2 20				
2 Setting machine operators	0 12 0	2 20				
3 Hand Setters	0 12 0	2 20				
Staking department—						
1 Helpers	0 12 0	2 20				
2 Dusters	0 12 0	2 20				
3 Stakers	0 12 0	2 20				
Straining department—						
1 Helpers	0 12 0	2 20				
2 Strainers	0 12 0	2 20				
Finishing department—						
1 Helpers	0 12 0	2 20				
2 Seasoners	0 12 0	2 20				
3 Sprayers	0 12 0	2 20				

Minimum basic wages fixed in 1956 to 1959 [G.Os. Ms. No. 4192, Industries, Labour and Co-operation, dated 25th September 1956 and Ms. No. 4963, Industries, Labour and Co-operation, (Labour), dated 24th December 1959 (exclusive of dearness allowance)].

Revised all inclusive rates of wages now proposed to Government on the recommendation of the Board.

PART I—TANNERIES-cum-LEATHER MANUFACTORIES—cont.

PART II—OTHER TANNERIES.

Class of employees.	(1)	Minimum basic wages fixed in 1956 to 1959 [G.O. Ms. No. 4192, Industries, Labour and Co-operation, dated 25th September 1956 and Ms. No. 4963 Industries, Labour and Co-operation (Labour) dated 24th December 1959 (exclusive of dearness allowance)].			(3) Revised all inclusive rates of wages now proposed to Government on the recommendation of the Board.
		(2)			
		PER DAY.			PER DAY.
		RS.	A.	P.	RS. NP.
Finishing Machinery department—					
1 Helpers		0	12	0	2 20
2 Buffing Machine Operators		0	12	0	2 20
3 Emery Wheel Operators		0	12	0	2 20
4 Glazing Machine Operators (COW) ..		0	12	0	2 20
5 Trimmers		0	12	0	2 20
6 Press Machine Operators		0	12	0	2 20
7 Hand Ironers		0	12	0	2 20
8 Boarders		0	12	0	2 20
9 Glazing Machine Operators (Glazekid).		1	0	0	2 51
Foundry department—					
1 Helpers		0	12	0	2 24
2 Fitters		0	14	0	2 39
3 Drivers		1	2	0	2 72
4 Masons		1	0	0	2 56
5 Carpenters		1	0	0	2 56
6 Fitter and driver learner		0	12	0	2 24
Bark Yard department—					
1 Beamers		0	12	0	2 20
2 Setters		0	12	0	2 20
		PER MONTH.			PER MONTH.
General—					
1 Maistries		34	0	0	78 00
2 Clerks		34	0	0	78 00
3 Watchman		28	0	0	73 00
General categories employed in tanneries (excluding the tanneries-cum-leather manufactures).—					
1 Clerks		34	0	0	78 00
2 Maistries or Supervisors		34	0	0	78 00
3 Watchman		28	0	0	73 00

Class of employees.

Minimum basic wages fixed in 1956 to 1959 [G.O. Ms. No. 4192, Industries, Labour and Co-operation, dated 25th September 1956 and G.O. Ms. No. 4963, Industries, Labour and Co-operation (Labour) dated 24th December 1959 (exclusive of dearness allowance)].

Revised all inclusive rates of wages now proposed to Government on the recommendation of the Board.

(1)

(2)

(3)

RS. A. P.

RS. NP.

1 Turning of skins and hides in lime pits or bark pits.

0 1 6 for every unit of work done.

1 22 for the first unit and 0.13 nP. for every additional unit of work done.

NOTE.—Quantum of unit will depend upon the custom and usage in the largest number of tanneries in the locality for the same or similar kind of work. Number of pits should not be the basis for the unit.

2 Unskilled workers

1 2 0 per day inclusive of cost of living allowance.

1 75 per day.

3 Piece rate workers

0 12 0 per every unit of work done.

1 93 for the first unit and 0.84 nP. per every additional work done.

NOTE.—Quantum of unit will depend upon the custom and usage in the largest number of tanneries in the locality for the same or similar kind of work. No piece rate worker should be paid less than a guaranteed minimum all inclusive wage of Rs. 1.93 per day.

4 Adolescent workers

18 12 0 per month
or
10 0 per day.

53 40 per month
or
1 87 per day.

STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	Rates of wages.								(14)
							Men.			Women.			Children.		
							Old rates.								
							(A)	(B)	(8)	(9)	(10)	(11)	(12)	(13)	
							Composite wage.		Composite wage.	Basic wage.	Cost of living allowance.	Composite wage.	Basic wage.	Cost of living allowance.	Composite wage.
							RS.	N.P.	RS.	N.P.					
							1	25	..	..	..	..	..	..	..
							32	50	..	..	..	..	..	..	..
							1	12	..	..	..	..	..	..	..
							29	25	..	..	..	..	..	..	..
							1	25	..	..	..	..	..	..	..
							32	50	..	..	..	..	..	..	..
							1	12	..	..	..	..	..	..	..
							29	25	..	..	..	..	..	..	..

..	..	Packing and bundling.	..	Daily or monthly.	..	..	1 25	..	..	..	..	..	..	..	..
..	..	Maistries or Supervisors.	..	Monthly	..	..	32 50	..	..	..	..	..	..	..	..
..	..	Clerks ..	..	Do.	..	..	45 00	..	..	..	..	..	..	..	..
..	..	Watchmen ..	..	Daily or monthly.	..	..	1 25	..	..	..	..	..	..	..	..
..	..	Lorry or Van Driver ..	..	Monthly	..	..	32 50	..	..	..	..	..	..	..	..
..	..	Lorry or Van cleaner ..	..	Do.	..	..	45 00	..	..	..	..	..	..	..	..
..	..	Miscellaneous and Casual Worker.	..	Daily or monthly.	..	..	29 25	..	..	..	..	..	..	..	..
..	..	Learners ..	..	Do.	..	..	1 12	..	..	..	..	..	..	..	..
..	..	Office Boys—	..	..	..	..	29 25	..	..	..	..	..	..	..	..
..	..	Below 18 years	..	Daily or monthly.	..	..	0 75	..	..	..	..	..	..	..	..
..	..	Above 18 years	..	Do.	..	..	19 50	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	1 12	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	29 25	..	..	..	..	..	..	..	..
Public Transport.	Motor Madras State.	Drivers ..	..	Monthly	..	..	65 00	..	..	..	..	..	..	..	..
..	..	Conductors ..	..	Do.	..	..	52 00	..	..	..	..	..	..	..	..
..	..	Mechanics ..	..	Do.	..	..	..	..	..	..	..	..	..	..	..
..	..	Assistant Mechanics ..	..	Do.	..	..	..	..	..	..	..	..	..	..	..
..	..	Fitters ..	..	Do.	..	..	60 00	..	..	..	..	..	..	..	..
..	..	Assistance fitters ..	..	Do.	..	..	52 00	..	..	..	..	..	..	..	..
..	..	Electricians ..	..	Do.	..	..	65 00	..	..	..	..	..	..	..	..
..	..	Inspectors ..	..	Do.	..	..	60 00	..	..	..	..	..	..	..	..
..	..	Clerks ..	..	Do.	..	..	52 00	..	..	..	..	..	..	..	..

NOTE.—(1) Day means an aggregate working period of eight hours between 6 a. m. and 7 p. m.
 (2) Piece-rated workers, if any, should get a guaranteed minimum time-rate of Rs. 1-12 for an eight-hour day.

STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

[illegible]

3. Employees on basic wage of Rs. 40 perensem.	Do.	..	..	25	00
4. Employees on basic wage exceeding Rs. 40 but not exceeding Rs. 60 perensem.	Do.	..	..	29	00
5. Employees on basic wage exceeding Rs. 60 but not exceeding Rs. 100 perensem.	Do.	..	..	..	..

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. LL/19822/58/DD, dated 9th October 1954, which are now in force in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district.

N.B.—Wherever wage rates are to be fixed by the day, the minimum rate of wages per day shall be calculated by dividing the above rates by 26.

PART I—TANNERIES-CUM-LEATHER MANUFACTORIES.

Tanneries and Leather manu- factory.	Madras State	Lime Yard—
..	Helpers ..	Daily .. 0 75 ..
..	Fleshers ..	Do. .. 0 87 ..
..	Soudders ..	Do. .. 0 87 ..
..	Goat-skin knifers ..	Do. .. 0 87 ..
	Tanning and Dyeing Department—	
..	Helpers ..	Daily .. 0 75 ..
..	Drum boys ..	Do. .. 0 75 ..
..	Shavers ..	Do. .. 1 12 ..
..	Splitters ..	Do. .. 1 12 ..
..	Shaving learners ..	Do. .. 0 75 ..
..	Samming helpers ..	Do. .. 0 75 ..

STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

[illegible]

Straining department—									
Helpers	..	..	..	Do.	..	..	0 75	..	..
Strainers	..	..	..		..	..		..	..
Finishing department—									
Helpers	..	..	..	Do.	..	..	0 75	..	..
Seasoners	..	..	..		..	..		..	..
Spreys	..	..	..		..	..		..	..
Finishing Machinery department—									
Helpers	..	..	..		..	..		..	..
Buffing machine operators.	..	..	..		..	..		..	..
Emery wheel operators.	..	..	..		..	..		..	..
Glazing M/Z operators (Cow).	..	..	..	Do.	..	..	0 75	..	..
Trimmers	..	..	..		..	..		..	..
Press machine operators.	..	..	..		..	..		..	..
Hand Ironers	..	..	..		..	..		..	..
Boarders	..	..	..		..	..		..	..
Glazing machine operators (Glacékid).	..	..	..	Do.	..	..	1 00	..	..
Foundry department—									
Helpers	..	..	..	Do.	..	..	0 75	..	..
Fitters	..	..	..	Do.	..	..	0 87	..	..
Drivers	..	..	..	Do.	..	..	1 12	..	..
Masons	..	..	..	Do.	..	..	1 00	..	..
Carpenters	..	..	..	Do.	..	..	1 00	..	..
Fitters and driver learners.	..	..	..	Do.	..	..	0 75	..	..

STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

[illegible]

PART II—OTHER TANNERIES.

..	Turning of skins and hides in lime pits or bark pits.	..	0 09 ..	per every unit of work done.	Number of bits should
N.B.—	Quantum of unit will depend on the custom usage in the largest number of tanneries in the locality for the same or similar kind of work.	Other unskilled workers.	Daily ..	1 12 .. inclusive of cost of living allowance	Do. ..
Piece-rate workers	Do. ..	0 75 .. per every unit of work done.	No piece-rate worker should be paid less than a guaranteed time-rate of 13 annas (0-75 nr.) per day with a minimum cost of living allowance of 11 annas (0-69 nr.) per day.		
Adolescent workers	Daily or monthly. 18 75 ..				

PART III—COST OF LIVING ALLOWANCE.

All the workers specified in Part I above shall be paid a cost of living allowance as follows :—

Rs. 25 per month or Rs. 13-6 per day or Rs. 25 per mensem or 84 nP. per day.

Rs. 25 per month or As. 13-6 per day or Rs. 25 per mensem or 84 n.p. per day.

Unless otherwise indicated against any of the foregoing items under Part II above, all workers specified in Part II shall be paid cost of living allowance as follows :—

	Cost of living allowance	Conversion into
...	...	...

Wage per month.	Cost of living allowance per month.		Conversion into decimal coinage.	
	(1)	(2)	(3)	
1. For wages not exceeding Rs. 20	Rs. 18 0 0	P. 0 or 0 per day.	Rs. 18 00	or 0 68
2. For wages exceeding Rs. 20	Rs. 19 0 0	P. 0 or 0 per day.	Rs. 19 00	or 0 68

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

STATEMENT III—cont.

24 REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

Industry of employment.	Area of locality.	Category of employment.	Number of employees.	Wage period.	Rates of wages.								
					Old rates.								
					Men.			Women.			Children.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
					Basic wage.	Cost of living allowance.	Composite wage.	Basic wage.	Cost of living allowance.	Composite wage.	Basic wage.	Cost of living allowance.	Composite wage.
					(A)	(B)							
					RS. NP.	RS. NP.							

Wherever wage periods fixed by these establishments vary the wages shall be calculated for the wage period so fixed by them and paid, i.e., where the 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.

..	..	Kathivela (unskilled)	..	Daily	..	..	2 00	..	..	..	..	..	..
..	..	Pattavela (skilled)	..	Do.	..	..	2 00	..	..	..	..	..	..
..	..	Tana (skilled)	..	Do.	..	..	2 00	..	..	..	..	..	..
..	..	Miscellaneous works (unskilled).	..	Do.	..	..	..	1 50	..	..	..	..	..
..	..	Cobbler (skilled)	..	Do.	..	..	..	2 50	..	..	..	..	..
..	..	Assistants (unskilled)	..	Do.	..	..	..	1 25	..	..	..	..	..

A) the workers specified in Part I above shall be paid a cost of living allowance as follows:—

* Particulars of number of employees in each category of employment separately are not available.

† The same wage rates shown in column (8) will be applicable for both men and women wherever they are employed.

‡ Children wherever employed shall be paid half of the rates shown in column (8).

(A) Old rates of wages fixed by the Madras Government in respect of Madras State area excluding or including Kanyakumari district and Shencottah taluk of Tirunelveli district.

(B) Rates of wages fixed by the Travancore-Cochin Government in respect of areas of Kanyakumari district and Shencottah taluk of Tirunelveli district.

STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

Industry of employ- ment.	Area of locality.	Category of employ- ment.	Number of employees.	Wages period.	Rates of wages.											
					Revised rates.											
					Men.			Women.			Children.					
					Basic wage. (15)	Cost of living allowance. (16)	Composite wage. (17)	Basic wage. (18)	Cost of living allowance. (19)	Composite wage. (20)	Basic wage. (21)	Cost of living allowance. (22)	Composite wage. (23)			
								RS. NP.								
Scented Chewing Tobacco Manufactory.		1. Adults and adoles- cents who are certified under sub- rule (5) of rule 24 of the Minimum Wages (Madras) Rules, 1953, as fit to work as adults.	..	Daily or monthly.	..	..	1 50	..	..	*	..	..	..	†		
					..	..	39 00	..	..	..	..	..	..			
					..	..	1 60	..	..	..	..	..	..			
					..	..	41 60	..	..	..	..	..	..			
					..	..	1 50	..	..	..	..	..	..			
					..	..	39 00	..	..	..	..	..	..			
					..	..	1 60	..	..	..	..	..	..			
					..	..	41 60	..	..	..	..	..	..			
					..	..	1 60	..	..	..	..	..	..			
					..	..	41 60	..	..	..	..	..	..			

Packeting of scented or chewing tobacco 2 NP., 3 NP., and 6 NP. packets. Packets which are priced 13 NP. and more.	Daily or monthly.	..	..	1 55	..	..	..	..	..	..	..	..	..	..
Packing labels	Daily or monthly.	..	..	40 30	..	..	..	..	..	..	..	..	..	..
Packing and bundling.	Do.	..	..	1 65	..	..	..	..	..	..	..	..	..	..
Maistries or supervisors.	Do.	..	..	42 90	..	..	..	..	..	..	..	..	..	..
Clerks	Do.	..	..	1 50	..	..	..	..	..	..	..	..	..	..
Watchmen	Do.	..	..	39 00	..	..	..	..	..	..	..	..	..	..
Lorry or Van Driver ..	Do.	..	..	1 60	..	..	..	..	..	..	..	..	..	..
Lorry or Van Cleaner.	Do.	..	..	41 60	..	..	..	..	..	..	..	..	..	..
Miscellaneous and casual workers.	Do.	..	..	65 00	..	..	..	..	..	..	..	..	..	..
Learners	Do.	..	..	1 60	..	..	..	..	..	..	..	..	..	..
2. Adolescents who are certified under sub- rule (5) of rule 24 of the Minimum Wages (Madras) Rules, 1953, as fit to work only as children.	Do.	..	..	41 60	..	..	..	..	..	..	..	..	..	..
Any class of work specified in column (2) against item 1 in column (1).	Do.	..	..	60 00	..	..	..	..	..	..	..	..	..	..
	Do.	..	..	49 00	..	..	..	..	..	..	..	..	..	..
	Do.	..	..	1 50	..	..	..	..	..	..	..	..	..	..
	Do.	..	..	39 00	..	..	..	..	..	..	..	..	..	..
	Do.	..	..	1 00	..	..	..	..	..	..	..	..	..	..
	Do.	..	..	26 00	..	..	..	..	..	..	..	..	..	..

Half the rates of
wages specified in
column (8) for the
respective classes of
work specified in
column (2) against
item 1 in column
(1).

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

Industry of employ- ment.	Area of locality.	Category of employ- ment.	Number of employ- ees.	Wages period.	Rates of wages.									
					Revised of rates.									
					Men.			Women.			Children.			
					Basic wage.	Cost of living allowance.	Composite wage.	Basic wage.	Cost of living allowance.	Composite wage.	Basic wage.	Cost of living allowance.	Composite wage.	
					(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	
Scented and Madras State Chewing —cont.		3. Other adolescents (i. e.) those not included in items 1 and 2 above.												
Tobacco		Any class of work specified in column (2) against item 1 in column (1).												
Manufacture —cont.														

Office Boys.—

Below 18 years	..	..	Daily or Monthly.	..	..	1 00	..	..	..	..
				..	..	26 00	..	..	..	..
Above 18 years	..	..	Do.	..	..	1 50	..	..	..	..
				..	..	39 00	..	..	..	..

Explanation.—(1) Piece rated workers, if any, shall get a minimum time rate of Rs. 1.50 per day.

(2) Day means an aggregate working period of 8 hours between 6 a.m. and 7 p.m.

(3) In this Notification "all inclusive minimum rates of wages" shall include dearness allowance and house rent allowance but shall not include batta, night allowance and night halt allowance.

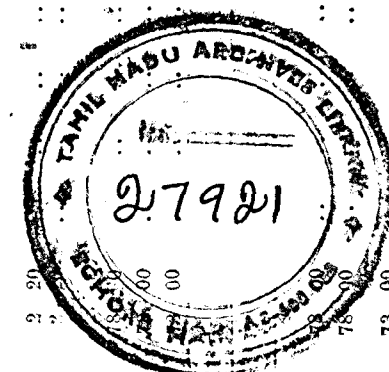
PART I.—TANNERIES—*cum*—LEATHER MANUFACTORY.

Tanneries and Leather Manu- factory.	Madras State.	Lime Yard.—
Helpers ..	.. Daily	..
Fleshers ..	..	..
Soudders ..	Do.	..
Goat-skin-knifers ..	..	..
Tanning and Dyeing Department—		
Helpers ..	..	..
Drum Boys ..	Do.	..
Shavers ..	..	..
Splitters ..	Do.	..
Shaving Learners ..	..	..
Samming Helpers ..	Do.	..
Setting Department.—		
Helpers ..	..	..
Setting Machine Operators.	Do.	..
Hand setters ..	..	..

STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

Industry of employment.	Area of locality.	Category of employment.	Number of employees.	Wage period.	Revised rates.								
					Men.			Women.			Children.		
					Basic wages.	Cost of living allowance.	Composite wages.	Basic wages.	Cost of living allowance.	Composite wages.	Basic wages.	Cost of living allowance.	Composite wages.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Tanneries and Leather Manufactory.	Madras State.	Staking Department— Helpers	..	Daily.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Stakers	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Straining Department— Helpers	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Strainers	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Finishing Department— Helpers	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Seasoners	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Sprayers	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Finishing Machinery Department— Helpers	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Buffing Machine Operators	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Emergency Wheel Opera- tors	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Glazing Machine Operators (Cow).	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Trimmers	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Press Machine Opera- tors	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Hand Ironers	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Boards	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Glazing Machinery Operators (Blaze- kid).	..	Do.	..	..	2 51	..	..	..	..	..	..
Do.	Do.	Foundry Department— Helpers	..	Do.	..	..	2 24	..	..	..	..	..	..
Do.	Do.	Fitters	..	Do.	..	..	2 39	..	..	..	..	..	..
Do.	Do.	Drivers	..	Do.	..	..	2 72	..	..	..	..	..	..
Do.	Do.	Masons	..	Do.	..	..	2 56	..	..	..	..	..	..
Do.	Do.	Carpenters	..	Do.	..	..	2 56	..	..	..	..	..	..
Do.	Do.	Fitter and driver learner.	..	Do.	..	..	2 24	..	..	..	..	..	..
Do.	Do.	Bark-yard Department— Brainers	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	Setters	..	Do.	..	..	2 20	..	..	..	..	..	..
Do.	Do.	General— Ministries	..	Monthly ..	..	..	..	..	..	..	..	..	..
Do.	Do.	Clerks	..	Do.	..	..	..	..	..	..	..	..	..
Do.	Do.	Watchmen	..	Do.	..	..	..	..	..	..	..	..	..
Do.	Do.	General categories em- ployed in Tanneries excluding the Tan- neries—cum-Leather Manufactory.	..	Monthly ..	..	..	..	..	..	..	..	..	..
Do.	Do.	1. Clerks	..	Do.	..	..	..	..	..	..	..	..	..
Do.	Do.	2. Maistries or Super- visors	..	Do.	..	..	..	..	..	..	..	..	..
Do.	Do.	3. Watchmen	..	Do.	..	..	..	..	..	..	..	..	..



STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

Industry of employment.	Area of locality.	Category of employment.	Number of employees.	Wage period.	Rates of wages.									
					Revised rates.									
					Men.			Women.			Children.			
(1)	(2)	(3)	(4)	(5)	Basic wages.	Cost of living allowance.	Composite wages.	Basic wages.	Cost of living allowance.	Composite wages.	Basic wage.	Cost of living allowance.	Composite wages.	(14)
					(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
PART II.—OTHER TANNERIES.														
Rs. NP.														
Public Transport.	Madras State.	Turning of skins and hides in lime pits or bark pits.	..	..	..	..	1 22	For the first unit and 13 NP. for every additional unit of work done.	..	..	..	..	..	..
		Unskilled workers	..	Daily	..	..	1 75	..	..	..	..	..	..	..
		Piece-rate workers	..	Do.	..	..	1 93	For the first unit and 84 NP. for every additional unit of work done.	..	..	..	..	..	..
Do.	Do.	Adolescent workers	..	Daily or Monthly.	..	..	1 87	..	..	..	..	..	..	..
		Drivers	..	Monthly	..	..	90 00	..	..	..	..	..	..	..
		Conductors	..	Do.	..	..	75 00	..	..	..	..	..	..	..
		Mechanics	..	Do.	..	..	125 00	..	..	..	..	..	..	..
		Assistant Mechanics	..	Do.	..	..	90 00	..	..	..	..	..	..	..
		Fitters	..	Do.	..	..	85 00	..	..	..	..	..	..	..
		Assistant Fitters	..	Do.	..	..	75 00	..	..	..	..	..	..	..
		Electricians	..	Do.	..	..	90 00	..	..	..	..	..	..	..
		Inspectors	..	Do.	..	..	80 00	..	..	..	..	..	..	..
		Clerks	..	Do.	..	..	65 00	..	..	..	..	..	..	..
		Hammerman	..	Do.	..	..	65 00	..	..	..	..	..	..	..
		Greasers	..	Do.	..	..	60 00	..	..	..	..	..	..	..
		Peons	..	Do.	..	..	60 00	..	..	..	..	..	..	..
		Scavengers	..	Do.	..	..	60 00	..	..	..	..	..	..	..
		Sweepers	..	Do.	..	..	60 00	..	..	..	..	..	..	..
		Watchmen	..	Do.	..	..	60 00	..	..	..	..	..	..	..
Skilled Workers—														
		(a) Blacksmiths, Carpenters, Turners, Liners, Tyrenun, Batterymen, Vulcanizers and the like.	..	Do.	..	..	80 00	..	..	..	..	..	..	..
		(b) Welders, Tailors, Moulders, Spray painters and Painters.	..	Do.	..	..	90 00	..	..	..	..	..	..	..

STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year 1962—cont.

Industry of employment.	Area of locality.	Category of employment.	Number of employees.	Wage period.	Revised rates.								
					Men.			Women.			Children.		
					Basic wages.	Cost of living allowance.	Composite wages.	Basic wages.	Cost of living allowance.	Composite wages.	Basic wage.	Cost of living allowance.	Composite wages.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Public Motor Transport—cont.	Madras State.	Unskilled Workers—Cleaners (special and stand), Charcoal men, Helpers, Mazdoors and the like.	..	Monthly	..	..	60 00	..	..	..	..	..	..
		Lubricating Assistants	..	Do.	..	..	60 00	..	..	..	..	..	..
		Cleaners (ordinary)	..	Do.	..	..	60 00	..	..	..	..	..	..
		Floor Supervisor	..	Do.	..	..	125 00	..	..	..	..	..	..
		(i) Regulation of parking of vehicles, (ii) cleanliness of vehicles and workyard, (iii) supervision of washing and lubrication of vehicles and (iv) road testing in vehicles in which defect is reported.	..		..								
		Parking Controller (regulation of parking vehicles, supervision of washing and lubrication).	..	Do.	..	..	110 00	..	..	..	..	..	..
		Assistant Blacksmith.	..	Do.	..	..	70 00	..	..	..	..	..	..
		Assistant Tyremen	..	Do.	..	..	70 00	..	..	..	..	..	..
		Fitter Helper	..	Do.	..	..	70 00	..	..	..	..	..	..
		Time-keeper or stand agent.	..	Do.	..	..	75 00	..	..	..	..	..	..
		Tinker (Assistant)	..	Do.	..	..	70 00	..	..	..	..	..	..
		Attenders	..	Do.	..	..	65 00	..	..	..	..	..	..
		Assistant Electricians.	..	Do.	..	..	80 00	..	..	..	..	..	..
		Water carrier	..	Do.	..	..	60 00	..	..	..	..	..	..
		Bench Fitter	..	Do.	..	..	90 00	..	..	..	..	..	..
		Depot starter	..	Do.	..	..	90 00	..	..	..	..	..	..
		Controller	..	Do.	..	..	80 00	..	..	..	..	..	..
		Shroff or cashier	..	Do.	..	..	90 00	..	..	..	..	..	..
		Petrol pump operator.	..	Do.	..	..	70 00	..	..	..	..	..	..
		Winder	..	Do.	..	..	80 00	..	..	..	..	..	..
		Workshop Time-keeper.	..	Do.	..	..	80 00	..	..	..	..	..	..
		Radiator Fitter	..	Do.	..	..	80 00	..	..	..	..	..	..
		Lubricating Inspector.	..	Do.	..	..	80 00	..	..	..	..	..	..
		Electroplater	..	Do.	..	..	80 00	..	..	..	..	..	..
		Workshop Driver	..	Do.	..	..	90 00	..	..	..	..	..	..
		Mechanist	..	Do.	..	..	90 00	..	..	..	..	..	..
		Assistant Mechanist	..	Do.	..	..	80 00	..	..	..	..	..	..
		Assistant Welder	..	Do.	..	..	80 00	..	..	..	..	..	..
		Assistant Tailor	..	Do.	..	..	80 00	..	..	..	..	..	..
		Assistant Painter	..	Do.	..	..	80 00	..	..	..	..	..	..

STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year, 1962—cont.

Industry of employment.	Area of locality.	Category of employment.	Number of employees.	Wage period.	Rates of wages.								
					Revised rates.								
					Men.			Women.			Children.		
(1)	(2)	(3)	(4)	(5)	Basic wages.	Cost of living allowance.	Composite wages.	Basic wages.	Cost of living allowance.	Composite wages.	Basic wages.	Cost of living allowance.	Composite wages.
				(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Public Motor Transport—cont.	Madras State	Ticket Checking clerk or Booking Clerk.	..	Monthly.	..	..	80 00	..	..	..	..	..	..
		Store-keeper	..	Do.	..	..	100 00	..	..	..	..	..	..
		Workshop Tool-keeper	..	Do.	..	..	90 00	..	..	..	..	..	..
		Typists	..	Do.	..	..	90 00 (a)	..	..	..	..	..	..
		(a) For unqualified typists, i.e., those who have not passed the Government Technical Examinations in Typewriting by the Higher Grade.	..	Do.	..	..	100 00 (b)	..	..	..	..	..	..
		(b) For qualified typists, i.e., who have passed Government Technical Examinations in Typewriting by the Higher Grade.	..	Do.	..	..	..	..	..	..	..	..	..

Mica Works .. Madras State. Mica Mining, Section—

Jumber Mazdoor (Machine and Hand).	..	Daily ..	..	2 12	..	..	..	..	..	..	..	..	..
Mine or Blasting Maistries.	..	Do.	..	2 25	..	..	..	..	..	..	..	..	..
Mica Maistries	..	Do.	..	2 25	..	..	..	..	..	..	..	..	..
Muck and Mica Mazdoors.	..	Do.	..	1 50	..	..	..	..	..	..	..	..	..
Removal Mazdoors..	..	Do.	..	1 50	..	..	..	..	..	..	..	..	..
Cutters—	..	Do.	..	1 62	..	..	..	..	..	..	..	..	..
Grade I ..	..	Do.	..	1 44	..	..	..	..	..	..	..	..	..
Grade II ..	..	Do.	..	1 38	..	..	..	..	..	..	..	..	..
Grade III ..	..	Do.	..	1 75	..	..	..	..	..	..	..	..	..
Dressers and Sorters—	..	Do.	..	1 44	..	..	..	..	..	..	..	..	..
Grade I ..	..	Do.	..	1 38	..	..	..	..	..	..	..	..	..
Grade II ..	..	Do.	..	1 38	..	..	..	..	..	..	..	..	..
Grade III ..	..	Do.	..	1 38	..	..	..	..	..	..	..	..	..
Surface unskilled Mazdoors (including hard and waste round cutters).	..	Do.	..	..	..	..	..	..	..	..	..	..	..
Blacksmiths..	..	Do.	..	2 25	..	..	..	..	..	..	..	..	..
Filters ..	..	Do.	..	2 25	..	..	..	..	..	..	..	..	..

* Same rates as in column (17).

† Children wherever employed shall be paid half of the rates shown in column (17).

STATEMENT III—cont.

Statement showing the details of minimum rates of wage fixed under the Act—Revised during the year 1962—cont.

Rates of wages.															
Revised rates.															
Industry of employ- ment.	Area of locality.	Category of employ- ment.	Number of employees. period.	Wages											
				Men.			Women.			Children.					
				Basic wage. (15)	Cost of living allowance. (16)	Composite wage. (17)	Basic wage. (18)	Cost of living allowance. (19)	Composite wage. (20)	Basic wage. (21)	Cost of living allowance. (22)	Composite wage. (23)			
Mica Works—cont. —cont.	Madrass State	Mica Mining Section—cont.	..	..	..	3 12	..	..	..	..	..	..			
		Engine or Compressor Drivers (certificate holders)	..	..	..	2 50	..	..	..	..	..	..			
		Engine or Compressor Drivers (non-certifi- cate holders).	..	..	..	..	..	..	..	..	..	..			
		Mica Factories Section—	..	..	..	..	..	..	..	..	..	..			
		Daily paid temporary employees—	..	..	..	..	..	..	..	..	..	..			
		Resourcers and dressers—	..	..	..	..	..	..	..	..	..	..			
		Grade I ..	..	..	..	..	..	..	..	..	..	..			
		Grade II ..	..	..	..	..	..	..	..	..	..	..			
		Maistries ..	..	..	..	..	..	..	..	..	..	..			
		Splitters—	..	..	..	..	..	..	..	..	..	..			
		Book form and conden- sors classes 4 and 5.	..	..	..	1 10 per kgm.	..	..	..	..	..				

Book form and conden- sors, classes 5 1 and 6.	..	Do.	..	1 52 per kgm.	..	..	..	..	..	..	..	..
Dust loose ..	..	Do.	..	0 68 per kgm.	..	..	..	..	..	..	..	..
Ordinary loose ..	..	Do.	..	0 55 per kgm.	..	..	..	..	..	..	..	..
Unskilled workers ..	..	Do.	..	1 38 per kgm.	..	..	..	..	..	..	..	..
III. Monthly paid employees in Mica Mining and Factories Section—												
Watchmen ..	..	Monthly	..	45 00	..	..	..	..	..	..	..	..
Office boys ..	..	Do.	..	48 00	..	..	..	..	..	..	..	..
Clerks ..	..	Do.	..	70 00	..	..	..	..	..	..	..	..
Typists ..	..	Do.	..	70 00(a)	..	..	..	..	..	..	..	..
				80 00(b)	..	..	..	..	..	..	..	..

(a) For unqualified typists.

(b) For qualified typists.

STATEMENT IV.

Payment of wages and deductions.

Serial number and name of industry or employment.	(1)	(2)	Number of establishments in Form III.	Number of workers in the establishments which submitted the returns in Form III.	Estimated number of workers employed in the establishments not furnishing returns.	Total wages paid.
			(3)	(4)	(5)	(6).
						Rs. and P.
1 Woollen, carpet making and shawl-weaving establishments.	18		15	137	27	59,134 57
2 Rice, flour and dhall mills	4,291		2,832	20,732	10,680	94,89,001 91
3 Tobacco including beedi manufactory	2,649		1,135	28,451	37,951	1,50,90,410 40
4 Plantations	296*		215	71,748	27,030	3,59,40,987 17
5 Oil mills	829		562	4,395	2,088	21,82,254 79
6 Local authorities	8,057		66	4,346	Nil.	32,29,071 89
7 Road construction or building operations	..		..	..	..	..
8 Stone-breaking or stone-crushing	19		12	191	111	87,460 53
9 Public motor transport	1,162		763	26,816	14,023	3,44,03,607 10
10 Tanneries and leather manufactory	231		198	8,448	1,468	74,19,145 07
11 Coir manufactory	1		1	10	..	5,866 80
12 Cotton ginning and pressing	255		227	9,872	1,217	61,60,128 00
13 Salt pans	26		20	840	252	4,58,640 00
14 Match and fire works	202		128	7,714	4,459	56,24,309 23
15 Hosiery manufactory	259		196	2,411	774	12,37,616 23
16 Bricks and tiles	19		14	777	277	4,47,260 13
17 Lac manufactory	..		..	..	..	..
18 Mica works	..		..	..	..	..
19 Cashew industry	3		2	331	190	1,48,591 58
Total ..	18,317		6,386	1,87,289	1,00,487	12,19,83,516 40

* Represents the actual number of plantations covered by the Plantations Labour Act, 1951.

	Deductions made on account of.				Disbursement from fines fund.	
	Fines.	Damage or loss.	Breach of contract.	Total.	Amount.	Purpose.
	(7)	(8)	(9)	(10)	(11)	(12)
	RS. NP.	RS. NP.	RS. NP.	RS. NP.	RS. NP.	
1 Woollen, carpet-making and shawl-weaving establishments.	..	..	..	..	..	....
2 Rice, flour and dhall mills	..	..	..	..	..	....
3 Tobacco including beedi manufactory	..	..	..	..	..	....
4 Plantations	..	..	3 14	3 14	3 14	Not furnished.
5 Oil mills	..	..	3 14	3 14	..	....
6 Local authorities	7 00	..	..	7 00	7 00	0 50 Credited to Panchayat Act. Rs. 6.50 for Independence and Ayudha Puja Celebrations.
7 Road construction or building operations	..	..	..	..	..	....
8 Stone-breaking or stone-crushing	..	..	..	..	..	....
9 Public motor transport	1,384 19	1,212 80	..	2,596 99	1,024 08	Ayudha Puja and medical expenses.
10 Tanneries and leather manufactory	51 17	..	..	51 17	10 00	....
11 Coir manufactory	..	..	..	..	..	....
12 Cotton ginning and pressing	..	..	..	..	..	....
13 Salt pans	..	..	..	..	..	....
14 Match and fire works	..	..	..	..	..	....
15 Hosiery manufactory	..	..	..	..	..	....
16 Bricks and tiles	..	3 50	..	13 50	..	Not furnished.
17 Lac manufactory	..	..	..	..	..	....
18 Mica works	..	..	..	..	..	....
19 Cashew industry	..	..	..	..	..	....
Total	1,442 36	1,226 30	6 28	2,674 94	1,045 12	...

STATEMENT V.

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 (3) and (6) of Statement I.]	Establishments inspected for the enforcement of the Act.	Establishments which have complied with the provisions of the Act.	Establishments which have not complied with the provisions of the Act.	
(1)	(2)	(3)	(4)	(5)	
1 Woollen, Carpet-making and shawl-weaving establishments	18	17	15	2	
2 Rice, flour and dhall mills	4,291	2,932	2,521	411	
3 Tobacco including beedi manufactory	2,649	2,368	1,894	374	
4 Plantations	296*	237	207	30	
5 Oil mills	829	643	543	101	
6 Local authorities	3,057	92	74	18	
7 Road construction or building operations	..	..	..	..	
8 Stone-breaking or stone-crushing	19	10	7	3	
9 Public motor transport	1,162	963	860	103	
10 Tanneries and leather manufactory	231	130	114	16	
11 Coir manufactory	1	1	1	..	
12 Cotton ginning and pressing	255	221	214	7	
13 Salt pans	26	20	20	..	
14 Match and fire works	202	109	104	5	
15 Hosiery manufactory	259	253	253	1	
16 Bricks and tiles	19	19	19	..	
17 Lac Manufactory	..	..	..	..	
18 Mica Works	..	..	..	..	
19 Cashew industry	3	2	2	..	
Total	18,317	7,917	6,846	1,071	

* Represents the actual number of plantations covered by the Plantations Labour Act, 1951.

STATEMENT VI.

Statement of prosecutions.

Prosecutions and convictions.

Serial number and industry or employment.	Prosecutions and convictions.					Total of offences (8) to (1).	Number of cases in which fines were imposed.	Amount of fines.	Manner in which fines are utilised.
	Payment of wages.	Defaultions.	Hours of overtime work.	Display of notices of registers and submission of returns.	Others.				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1 Woollen, carpet-making and shawl-weaving establishments.	..	..	..	..	..	..	..	..	..
2 Rice, flour and dhall mills.	..	..	..	5	..	5	5	140 00	..
3 Tobacco including beedi manufactory.	..	..	..	1	..	1	1	10 00	..
4 Plantations	..	..	..	..	..	..	..	..	..
5 Oil mills	..	..	..	..	..	..	..	..	..
6 Local authorities	..	..	..	..	..	..	..	..	..
7 Road construction or building operations.	..	..	..	..	..	..	..	..	..
8 Stone-breaking or stone-crushing.	..	..	..	..	..	..	..	..	..
9 Public motor transport	..	..	1	3	..	4	4	188 00	..
10 Tanneries and leather manufactory.	..	..	..	..	..	..	..	..	..
11 Coir manufactory	..	..	..	..	..	..	..	..	..
12 Cotton ginning and pressing.	..	..	..	..	..	..	..	..	..
13 Salt pans	..	..	..	..	..	..	..	..	..
14 Match and fire works	..	..	..	..	..	..	..	..	..
15 Hosiery manufactory	..	..	..	..	..	..	..	..	..
16 Bricks and tiles	..	..	..	..	..	..	..	..	..
17 Lac manufactory	..	..	..	..	..	..	..	..	..
18 Mica works	..	..	..	..	..	..	..	..	..
19 Cashew industry	..	..	..	..	..	..	..	..	..
Total	..	..	1	9	..	10	10	338 00	..

STATEMENT VII.

Statement showing the number and nature of claims and complaints made under section 20 of the Minimum Wages Act.						
Number of claims, etc., pending from previous year.	Number of claims, etc., preferred during the year.	Number of claims, etc., decided during the year.	Number of claims, etc., pending at the end of the year.	Total amount		
				directed by the authorities to be paid to the employees as a result of claims made.	The total amount of penalties imposed on the employers by the authorities.	The total amount of compensation awarded by the authorities to be paid to employees.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
30	54	65	19	RS. NP. 5,984 08	..	RS. NP. 402 50

G.O. Ms. No. 1991, INDUSTRIES LABOUR AND CO-OPERATION (LABOUR),
DATED 4TH APRIL 1961.

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

READ—the following:—

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

Letter from the Commissioner of Labour, No. B3 23685/60-14, dated 26th January 1961.

Order—G.O. Ms. No. 1991, Industries, Labour and Co-operation (Labour), dated 4th April 1961.

The Controller of Stationery and Printing is requested to publish the appended notification constituting the Minimum Wages (State) Advisory Board in the *Fort St. George Gazette* in English and in Tamil. The Assistant Director of Information and Publicity (Translation) is requested to furnish the Controller of Stationery and Printing with the requisite translation of the notification.

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. The Chairman of the Board will be the controlling authority for the purpose of countersigning the travelling allowance bills of the non-official members of the Board.

4. The expenditure on account of the travelling allowance will be debited to "47. Miscellaneous Departments—Labour including Factories—A. Labour—III—Commissioner of Labour—A. Direction—3. Allowances—Travelling allowances".

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by section 7 of the Minimum Wages Act, 1948 (Central Act XI of 1948), and in supersession of Industries, Labour and Co-operation Department Notification S.R.O. No. D-378 of 1958, dated the 11th July 1958, published at page 995 of Part II of the *Fort St. George Gazette*, dated the 30th July 1958, 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:—

Employers' Representatives.

1. Sri C. V. Subbu, Chairman, Association of Planters of the State of Madras, 2/21, First Line Beach, Madras-1.
2. Sri V. M. Safullah, Secretary, the Madras Provincial Beedi Factory Owners' Association, 55, Basin Bridge Road, Washermanpet, Madras-31.

3. Sri S. Meenakshisundaram, Nominee of the Dindigul Skin Merchants' Association, Begumpur, Dindigul.
4. Sri K. Ramasubbu Reddiar, B.Sc., B.L., M.L.A., Ex-President of the Tiruvelveli District Board, Kumaranadi, Travancore Road, Palayamcottai P.C., Tiruvelveli.
5. Sri P. S. Subramaniam, B.E., M.I.E., Executive Director, Cannon Dunkerley and Company (Private), Limited, 14, Boag Road, Madras-17.
6. Sri P. N. Nagasamy, Personnel Officer, Southern Roadways (Private), Limited, 211, South Veli street, P.B. No. 21, Madurai.
7. Sri R. Balasubramaniam, I.A.S., Commissioner, Corporation of Madras, Madras.
8. Mr. Ivambur Simonsen, Factory Manager, The Western India Match Company, Limited, Tiruvottiyur P.O., Madras-19.

Employees' Representatives.

1. Sri R. Raman Nair, President, the Nilgiris District Estate Workers' Union, Coonoor.
2. Sri K. A. Vasimalai, Secretary, Dindigul Tobacco Labourers' Sangam, South Car street, Dindigul.
3. Sri M. Audimoolam, President, The North Arcot District Tannery Workers' Union, Kondamedu, Vaniyambadi, North Arcot district.
4. Sri D. Dasarathan, M.L.A., Wandiwash, North Arcot district.
5. Sri M. Palaniyandi, M.P., President of the Dalmia Cement Workers' Union, P-32, Second Cross, Thillainagar, Tiruchirappalli-3.
6. Sri N. R. Gurusamy Iyer, Treasurer, T.V.S. Workers' Union, 57, South Market street, Madurai.
7. Sri S. Krishnamoorthy, B.A., B.L., Advocate and Corporation Councillor, Nominee of the A.I.T.U.C., Tamilnad Branch, 6, Rajachar street, T. Nagar, Madras-17.
8. Sri M. S. Ramachandran, Adviser of the I.N.T.U.C., Nominee of the National Match Workers' Union, 350, New Jail Road, Madurai.

Independent Members.

1. The Commissioner of Labour, Madras—*Chairman*.
2. Personal Assistant to the Inspector of Municipal Councils and Local Boards, Madras.
3. The Assistant Marketing Officer, office of the Director of Agriculture, Madras.
4. The Joint Director of Industries and Commerce (Handicrafts), Madras-5.
5. The Deputy Chief Engineer (General), office of the Chief Engineer, Public Works Department (General), Madras-5.
6. The Director, State Transport Department, 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.

COPY OF G.O. Ms. No. 4753, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 9TH DECEMBER 1959.

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment in agriculture—Payment of minimum wages in kind or partly in kind and partly in cash—Authorised—Notification—Issued.]

READ—the following:—

G.O. Ms. No. 4585, Industries, Labour and Co-operation (Labour), dated 23th November 1959.

Letter from the Commissioner, No. B3/1548/58, dated 9th October 1959.

Order—No. 4753, Industries, Labour and Co-operation (Labour), dated 9th December 1959.

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 Director of Information and Publicity is requested to supply the Controller of Stationery and Printing with the requisite translation of the notification.

APPENDIX.

NOTIFICATION.

Whereas it has been the custom in certain parts of the State of Madras to pay wages wholly or partly in kind for certain classes of employment in agriculture.

And whereas the Governor of Madras is of the opinion that it is necessary in the circumstances of the case to authorize the payment of minimum wages either wholly or partly in kind for such classes of employment in agriculture;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 11 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby authorizes the payment of minimum wages either wholly or partly in kind for the classes of employment in agriculture for which minimum rates of wages have been fixed in the Industries, Labour and Co-operation Department Notification S.R.O. No. A-7295 of 1959, dated the 28th November 1959, published at page 1784 of Part I of the *Fort St. George Gazette*, dated the 2nd December 1959:

Provided that—

(1) Where minimum wages are paid either wholly or partly in kind, such wages shall not be less than the minimum wages that would have been payable had they been paid wholly in cash in accordance with the notification aforesaid;

(2) the cash value of the minimum wages payable in kind shall be computed in accordance with the provisions of rule 20 of the Minimum Wages (Madras) Rules, 1953.

This notification shall come into force on the 10th December 1959.

(True copy)

COPY OF G.O. Ms. No. 6240, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 22ND DECEMBER 1962.

[ABSTRACT.—Acts—Minimum Wages Act, 1948—Application of the provisions of the Payment of Wages Act, 1936 to the Scheduled employments under the Minimum Wages Act—Notification under section 22-F of the Act—Issued.]

READ—the following:—

Letters from the Commissioner of Labour, No. K2/88511/60, dated 17th February, 13th April and 19th September 1962.

Order—No. 6240, Industries, Labour and Co-operation (Labour), dated 22nd December 1962.

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 Assistant Director of Information and Publicity (Translation) is requested to supply the Controller of Stationery and Printing with the Tamil translation of the notification.

(By order of the Governor)

R. TIRUMALAI,
Additional Secretary to Government.

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by sub-section (1) of section 22-F of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby directs that the provisions of the Payment of Wages Act, 1936 (Central Act IV of 1936), specified in column (2) of the Schedule below shall with the modifications, if any, specified in the corresponding entries in column (2) of that schedule apply to wages payable to employees in all Scheduled employments in relation to which the State Government is the appropriate Government.

The Schedule.

Provisions of the Payment of Wages Act, 1936.

Modifications.

(1)

(2)

- Section 15 .. In sub-section (2), the words "This Act" shall be modified as "the Minimum Wages Act, 1948 (Central Act XI of 1948) or the rules made thereunder".
- In sub-section (3), the words "this Act" shall be modified as "the Minimum Wages Act, 1948 (Central Act, XI of 1948)", the words and figures "or other person responsible for the payment of wages under section 3" and the words "or other person" shall be omitted; and
- In the proviso to sub-section (3) in clause (b) for the words "person responsible for the payment of the wages", the word "employer" shall be substituted.

Provisions of the Payment of Wages Act, 1936.

Modification.

(1)

(2)

- Section 16 .. In sub-section (4), the words "or other person responsible for the payment of wages" shall be omitted.
- In sub-section (1) for the words and figure "after the day fixed by section 5", the words "after the due date" shall be substituted.
- Section 17 .. In sub-section (1) in clause (a), the words and figure "or other person responsible for the payment of wages under section 3" shall be omitted.
- Section 17-A. In sub-section (1) the words and figure "or other person responsible for the payment of wages under section 3", "or other person", and "or other person responsible for the payment of wages" shall be omitted.
- Section 18 .. Nil.
- Section 19 .. Nil.
- Section 26 .. So much of section 26 as relates to the sections aforesaid.

(True copy)

COPY OF GOVERNMENT MEMORANDUM No. 165333-N III/62-1, INDUSTRIES, LABOUR AND CO-OPERATION, DATED 13TH DECEMBER 1962.

Subject.—Minimum Wages Act, 1948—Amendment to the notification of the Government of India, Ministry of Labour and Employment, No. S.O. 2838, dated 16th November 1962—Republication of.

The Controller of Stationery and Printing, is requested to republish the following notification of the Government of India in the Ministry of Labour and Employment, S.O. No. 3112, dated 20th November 1962 in the *Fort St. George Gazette*.

NOTIFICATION.

S.O. 3552.—In exercise of the powers conferred by sub-section (1) of section 22-F of the Minimum Wages Act, 1948 (11 of 1948), the Central Government hereby makes the following further amendment in the notification of the Government of India, the Ministry of Labour and Employment, No. S.O. 2838, dated the 16th November 1960, namely:—

In the schedule to the said notification—

- (i) against the entry "section 16" in column (1) in the entries in column (2) relating to sub-section (3), after item (ii), the following item shall be inserted, namely:—
- (iii) for the words "to which such employer or other person is liable under this Act", the words "to which such employer is liable under this Act" shall be substituted.

(True copy)

[LWI(I)-3 (45)60.]

COPY OF G.O. Ms. No. 5944, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 3RD DECEMBER 1962.

[SUBJECT.—Acts and Rules—Minimum Wages Act, 1948—Minimum Wages (Madras) Rules, 1953—Draft amendment to rule 27—Confirmed.]

Reference—

G.O. Ms. No. 2275, Industries, Labour and Co-operation (Labour), dated 18th April 1962.

Letter from the Commissioner of Labour, No. K2/34783/62, dated 10th November 1962.

Order—No. 5944, Industries, Labour and Co-operation (Labour), dated 3rd December 1962.

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 Assistant Director of Information and Publicity (Translation) 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), 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, as subsequently amended, the same having been previously published as required by sub-section (1) of the said section.

AMENDMENT.

In the said rules, after rule 27-A, the following rule shall be inserted, namely:—

"27-B. Power to exempt from rules.—The Government may, if for special reasons it thinks so fit, by notification in the *Fort St. George Gazette*, direct that, subject to such conditions and for such period as it may specify, the provisions of these rules or any of them shall not apply to all or any class of employees employed in any Scheduled employment or to any locality which there is carried on a Scheduled employment."

COPY OF G.O. Ms. No. 5910, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 1ST DECEMBER 1962.

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Hospital and medical staff, domestic servants, etc.—Exemptions from sections 13 and 14 of the Act for a period of one year—Notification—Issued.]

READ—the following papers:—

G.O. Ms. No. 5070, Industries, Labour and Co-operation (Labour), dated 3rd November 1960.

Letter from the Commissioner of Labour, No. P1/43173/61, dated 28th December 1961.

Order—No. 5910, Industries, Labour and Co-operation (Labour), dated 1st December 1962.

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 Assistant Director of Information and Publicity (Translation) 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 sub-section (2) of section 26 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby directs that subject to the conditions specified in the schedule below, and for a period of one year commencing on the date of the publication of this notification in the *Fort St. George Gazette*, the provisions of sections 13 and 14 of the said Act shall not apply to the hospital and medical staff, domestic servants, nursery men, 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.

THE SCHEDULE.

(i) Overtime payment at twice the ordinary rates of wages shall be paid to the workers for the work done in excess of 9 hours per day; and

(ii) a notice, containing the following particulars shall be sent to the Inspector of the Plantation concerned within one week whenever the exemption hereby granted is availed of:—

- (1) Serial number.
- (2) Token number.
- (3) Names of workers who are requested to work overtime.
- (4) Designation.
- (5) Normal working hours of the workers.
- (6) Hours of overtime work.
- (7) Purpose.
- (8) Date on which overtime work is done.

COPY OF G.O. Ms. No. 4327, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 28TH AUGUST 1962.

[Acts and Rules—Minimum Wages Act, 1948—Maintenance of registers and records prescribed under the Act—Exemption to persons who build houses for their own use for a period of two years—Granted—Notification—Issued.]

READ—the following paper:—

Letter from the Commissioner of Labour, No. B3/75179/60, dated 28th February and 6th August 1962.

COPY OF G.O. Ms. No. 5944, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 3RD DECEMBER 1962.

[SUBJECT.—Acts and Rules—Minimum Wages Act, 1948—Minimum Wages (Madras) Rules, 1953—Draft amendment to rule 27—Confirmed.]

Reference—

G.O. Ms. No. 2275, Industries, Labour and Co-operation (Labour), dated 18th April 1962.

Letter from the Commissioner of Labour, No. K2/34783/62, dated 10th November 1962.

Order—No. 5944, Industries, Labour and Co-operation (Labour), dated 3rd December 1962.

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 Assistant Director of Information and Publicity (Translation) 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), 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, as subsequently amended, the same having been previously published as required by sub-section (1) of the said section.

AMENDMENT.

In the said rules, after rule 27-A, the following rule shall be inserted, namely:—

"27-B. Power to exempt from rules.—The Government may, if for special reasons it thinks so fit, by notification in the *Fort St. George Gazette*, direct that, subject to such conditions and for such period as it may specify, the provisions of these rules or any of them shall not apply to all or any class of employees employed in any Scheduled employment or to any locality which there is carried on a Scheduled employment."

COPY OF G.O. Ms. No. 5910, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 1ST DECEMBER 1962.

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Hospital and medical staff, domestic servants, etc.—Exemptions from sections 13 and 14 of the Act for a period of one year—Notification—Issued.]

READ—the following papers:—

G.O. Ms. No. 5070, Industries, Labour and Co-operation (Labour), dated 8th November 1960.

Letter from the Commissioner of Labour, No. P1/43173/61, dated 28th December 1961.

Order—No. 5910, Industries, Labour and Co-operation (Labour), dated 1st December 1962.

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 Assistant Director of Information and Publicity (Translation) 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 sub-section (2) of section 26 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby directs that subject to the conditions specified in the schedule below, and for a period of one year commencing on the date of the publication of this notification in the *Fort St. George Gazette*, the provisions of sections 13 and 14 of the said Act shall not apply to the hospital and medical staff, domestic servants, nursery men, 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.

THE SCHEDULE.

(i) Overtime payment at twice the ordinary rates of wages shall be paid to the workers for the work done in excess of 9 hours per day; and

(ii) a notice, containing the following particulars shall be sent to the Inspector of the Plantation concerned within one week whenever the exemption hereby granted is availed of:—

- (1) Serial number.
- (2) Token number.
- (3) Names of workers who are requested to work overtime.
- (4) Designation.
- (5) Normal working hours of the workers.
- (6) Hours of overtime work.
- (7) Purpose.
- (8) Date on which overtime work is done.

COPY OF G.O. Ms. No. 4327, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 28TH AUGUST 1962.

[Acts and Rules—Minimum Wages Act, 1948—Maintenance of registers and records prescribed under the Act—Exemption to persons who build houses for their own use for a period of two years—Granted—Notification—Issued.]

READ—the following paper:—

Letter from the Commissioner of Labour, No. B3/75179/60, dated 28th February and 6th August 1962.

Order—No. 4327, Industries, Labour and Co-operation (Labour), dated 28th August 1962.

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 Assistant Director of Information and Publicity (Translation) is requested to supply the Controller of Stationery and Printing with the Tamil translation of the notification.

R. TIRUMALAI,
Additional Secretary to Government.

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (Central Act IX of 1948), the Governor of Madras hereby directs that, for a period of two years commencing on the date of the publication of this notification in the *Fort St. George Gazette*, the provisions of section 18 of the said Act shall not apply to employees employed in building operations which constitute a Scheduled employment and which are carried out by an employer in the construction of a house for his own use and occupation, subject to the condition that if any doubt arises as to whether this notification applies to employees employed in building operations in any particular case, the decision of the Commissioner of Labour, Madras, shall be final.

COPY OF MEMORANDUM No. 178078 N. III/62-1, DATED 29TH DECEMBER 1962, FROM THE GOVERNMENT OF MADRAS, DEPARTMENT OF INDUSTRIES, LABOUR AND CO-OPERATION, MADRAS-9.

[SUBJECT.—Acts—Minimum Wages Act, 1948 (Central Act XI of 1948)—Addition to Part I of the Schedule to the Act—Government of India—Notification—Republished.]

The Controller of Stationery and Printing is requested to republish the following notification of the Government of India, Ministry of Labour and Employment No. S.O. 3760, dated 4th December 1962, in the *Fort St. George Gazette*.

NOTIFICATION.

S.O. 3760.—In exercise of the powers conferred by section 27 of the Minimum Wages Act, 1948 (11 of 1948), the Central Government hereby adds to Part I of the Schedule to that Act the following employments, notice of its intention to do as having already been given by the Notification of the Government of India in the Ministry of Labour and Employment No. S.O. 1079, dated the 4th May 1961, as required by the said section, namely:—

- (a) Employment in gypsum mines;
- (b) employment in barytes mines; and
- (c) employment in beuxite mines.

[LWI (I) 3 (15)61.]

THE MINIMUM WAGES (MADRAS) RULES, 1953.

CHAPTER I

PRELIMINARY.

1. *Short title and extent.*—(1) These rules may be called the Minimum Wages (Madras) Rules, 1953.

(2) They extend to the whole of the State of Madras including the Kanyakumari district and the Shencottah taluk of the Tirunelveli district and the territories specified in the Second Schedule to the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959).

2. *Interpretation.*—In these rules, unless the context otherwise requires—

- (a) 'Act' means the Minimum Wages Act, 1948;
- (b) 'Authority' means the authority appointed under sub-section (1) of section 20;
- (c) 'Board' means the Advisory Board appointed under section 7;
- (d) 'Chairman' means the Chairman of the Advisory Board, or the Committee or as the case may be, appointed under section 9;
- (e) 'Committee' means a committee appointed under clause (a) of sub-section (1) of section 5 and includes a sub-committee appointed under that section;
- (f) 'form' means a form appended to these rules;
- (g) 'Government' means the Government of Madras;
- (h) 'Inspector' means a person appointed as Inspector under section 19;
- (i) 'registered trade union' means a trade union registered under the Indian Trade Unions Act, 1926; and
- (j) 'Section' means a section of the Act.

CHAPTER II

MEMBERSHIP, MEETINGS AND STAFF OF THE BOARD AND COMMITTEE.

3. *Term of office of the members of the Committee.*—The terms of the office of the members of the Committee shall be such as in the opinion of the Government are necessary for completing the enquiry into the Scheduled employment concerned and the Government may at the time of the constitution of the Committee fix such terms and may from time to time extend them as circumstances may require.

4. *Term of office of members of the Board.*—(1) Save as otherwise expressly provided in these rules, the term of office of a non-official member of the Board shall be two years commencing from the date of his nomination:

Provided that such member, shall notwithstanding the expiry of the said period of two years, continue to hold office until his successor is nominated.

(2) A non-official member of the Board nominated to fill a casual vacancy shall hold office for the remaining period of the term of office of the member in whose place he is nominated.

(3) The official members of the Board shall hold office during the pleasure of the Government.

5. *Travelling allowance.*—A non-official member of the Committee or the Board shall be entitled to draw travelling and halting allowances for any journey performed by him in connection with his duties as such member at the rates and subject to the conditions applicable to a non-official member of first-class committees as laid down by the Government from time to time.

6. *Staff.*—(1) The Government may appoint a Secretary to the Committee, or the Board, and such other staff, as it may think necessary, and may fix the salaries and allowances payable to them and specify their conditions of service.

(2) (i) The Secretary shall be the Chief Executive Officer of the Committee, or the Board, as the case may be. He may attend the meetings of such Committee or Board but shall not be entitled to vote at such meetings.

(ii) The Secretary shall assist the Chairman in convening meetings and shall keep a record of the minutes of such meetings and shall take necessary measures to carry out the decisions of the Committee or the Board, as the case may be.

7. *Eligibility for re-nomination of the members of the Committee and the Board.*—An outgoing member shall be eligible for re-nomination for the membership of the Committee, or the Board of which he was a member.

8. *Resignation of the Chairman and members of the Committee and the Board and filling of casual vacancies.*—(1) A member of the Committee or the Board other than the Chairman may, by giving notice in writing to the Chairman, resign his membership.

(2) The Chairman may resign by letter addressed to the Government.

(3) When a vacancy occurs or is likely to occur in the membership of the Committee or the Board, the Chairman shall immediately submit a report to the Government. The Government shall then take steps to fill the vacancy aforesaid.

9. *Cessation and restoration of membership.*—(1) If a member of the Committee, or the Board fails to attend three consecutive meetings, he shall subject to the provisions of sub-rule (2), cease to be a member thereof.

(2) A person, who ceases to be a member under sub-rule (1), shall be given intimation of such cessation by a letter sent to him by registered post within a period of fifteen days from the date of such cessation. The letter shall indicate that if he desires restoration of his

membership, he may apply therefor within a period of thirty days from the receipt of such letter. The application for restoration of membership, if received within the said period, shall be placed before the Committee or the Board, as the case may be, and if a majority of members present at the next meeting is satisfied that the reasons for failure to attend three consecutive meetings are adequate, the member shall be restored to membership immediately after a resolution to that effect is passed.

10. *Disqualification.*—(1) A person shall be disqualified for being nominated as, and for being a member of the Committee, or the Board, as the case may be,—

(i) if he is declared to be of unsound mind by a competent court; or

(ii) if he is an undischarged insolvent; or

(iii) if before or after the commencement of the Act, he has been convicted of an offence involving moral turpitude.

(2) If any question arises whether a disqualification has been incurred under sub-rule (1), the decision of the Government thereon shall be final.

11. *Meetings.*—The Chairman may, subject to the provisions of rule 12, call a meeting of the Committee or the Board as the case may be, at any time he thinks fit:

Provided that on a requisition in writing from not less than one-half of the members or not less than two-thirds of the representatives of the employers or of the employees, as the case may be, the Chairman shall call a meeting within a period of fifteen days from the date of receipt of such requisition.

12. *Notice of meetings.*—The Chairman shall fix the date, time and place of every meeting and a notice in writing containing the aforesaid particulars along with a list of business to be conducted at the meetings shall be sent to each member by registered post at least fifteen days before the date fixed for such meeting:

Provided that in the case of an emergent meeting, notice of at least seven days shall be given to every member.

13. *Chairman.*—(1) The Chairman shall preside at the meetings of the Committee or the Board, as the case may be.

(2) In the absence of the Chairman at any meeting the members shall elect from among the independent members, by a majority of votes, a member who shall preside at such meeting.

14. *Quorum.*—No business shall be transacted at any meeting unless at least one-third of the total number of members are present:

Provided that if at any meeting less than one-third of the total number of members are present, the Chairman may adjourn the meeting to a date not later than seven days from the date of the

76 REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948

original meeting and it shall thereupon be lawful to dispose of the business at such adjourned meeting irrespective of the number of members present.

15. *Disposal of business.*—All business shall be considered at a meeting of the Committee, or the Board, as the case may be, and shall be decided by a majority of the votes of the members present and voting. In the event of an equality of votes the Chairman shall have a casting vote:

Provided that the Chairman may, if he thinks fit, direct that any matter shall be decided by the circulation of necessary papers and by securing written opinion of the members:

Provided further that no decision on any question which is referred under the preceding proviso shall be taken, unless supported by not less than a two-third majority of the members.

16. *Method of voting.*—Voting shall ordinarily be by show of hands, but if any member asks for voting by ballot, or if the Chairman so decides, the voting shall be by secret ballot and shall be held in such a manner as the Chairman may decide.

17. *Proceedings of the meeting.*—(1) The proceedings of each meeting showing *inter alia* the names of the members present thereat shall be forwarded to each member and to the Government as soon after the meeting as possible and in any case, not less than seven days before the next meeting.

(2) The proceedings of each meeting shall be confirmed with such modifications, if any, as may be considered necessary at the next meeting.

CHAPTER III.

SUMMONING OF WITNESS BY THE COMMITTEE, AND THE BOARD AND PRODUCTION OF DOCUMENTS.

18. *Summoning of witness and production of documents.*—(1) A Committee or the Board may summon any person to appear as a witness in the course of an enquiry. Such summons may require a witness to appear before it on a date specified therein and to produce any books, papers or other documents and things in his possession or under his control relating in any manner to the enquiry.

(2) A summons under sub-rule (1) may be addressed to an individual or an organisation of employee or registered trade union of workers.

(3) A summons under this rule may be served—

(i) in the case of an individual, by being delivered or sent to him by registered post;

(ii) in the case of an employers' organisation or a registered trade union of workers, by being delivered or sent by registered post to the Secretary or other principal officer of the organisation or union, as the case may be.

(4) The provision of the Code of Civil Procedure, 1908, relating to the summoning and enforcement of the appearance of witnesses and the production of documents shall so far as may be, apply to proceeding before a Committee, or the Board.

(5) All books, papers and other documents or things produced before a Committee, or the Board in pursuance of summons under sub-section (1) may be inspected by the Chairman and independent members and also by such parties as the chairman may allow with the consent of the other party; but the information obtained therefrom shall not be made public:

Provided that nothing contained in this rule shall apply to a disclosure of any such information for the purpose of a prosecution under section 193 of the Indian Penal Code (Central Act XLV of 1860).

19. *Expenses of witness.*—Every person who is summoned and appears as a witness before the Committee, or the Board shall be entitled to an allowance for expenses incurred by him in accordance with the scale for the time being in force for payment of such allowances to witness appearing in civil courts in the State of Madras.

CHAPTER IV.

COMPUTATION AND PAYMENT OF WAGES, HOURS OF WORK AND HOLIDAYS.

20. *Mode of computation of the cash value of wages.*—The average retail prices at the nearest market for the period of three months immediately preceding the month for which the wages are to be computed shall be taken into account in computing the cash value of wages paid in kind and of concessions in respect of essential commodities supplied at concession rates. This computation shall be made in accordance with such directions as may be issued by the Government from time to time.

21. *Time and conditions of payment of wages and the deductions permissible from wages.*—(1) The wages of a worker in any Scheduled employment shall be paid before the expiry of the tenth day after the last day of the wage period:

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.

(ii) Where the employment of any person is terminated by or on behalf of the employer, or due to the acceptance of the employee's resignation, the wages earned by him shall be paid before the expiry of the second working day after the day on which his employment is terminated.

(iii) The wages of an employed person shall be paid to him without deduction of any kind except those authorised by or under these rules.

Explanation.—Every payment made by the employed person to the employer or his agent shall, for the purposes of these rules, be deemed to be a deduction from wages.

(iv) The employer shall display in a conspicuous place at or near the main entrance of the establishment, a notice in English and in the language of the majority of the persons employed therein, specifying the dates on which wages will ordinarily be paid, the dates so specified being not earlier than the expiry of two months from the date on which such notice is displayed.

(2) Deduction from the wages of a person employed in a Scheduled employment may be of one or more of the following kinds, namely:—

(i) fines in respect of such acts and omissions on the part of the employed persons as may be specified by the Government by general or special order in this behalf;

(ii) deductions for absence from duty;

(iii) deductions for damage to or loss of goods expressly entrusted to the employed person for custody, or for loss of money for which he is required to account, where such damage or loss is directly attributable to his neglect or default;

(iv) deductions for payments to co-operative societies approved by the Government or for house accommodation supplied by the employer or by the Central or the State Government or any housing board set up under any law for the time being in force (whether the Central or the State Government or the Board is the employer or not) or any other authority engaged in the business of subsidising house accommodation which may be specified in this behalf by the Government by notification in the Official Gazette;

(v) deductions for such amenities and services supplied by the employer as the Government may by general or special order authorise;

Explanation.—The words 'amenities and services' in this clause do not include the supply of tools and protectives required for the purposes of employment;

(vi) deductions for recovery of advances or for adjustment of overpayments of wages:

Provided that such advances do not exceed an amount equal to wages for two calendar months of the employed person and, in no case, shall the monthly instalment of deduction exceed one-fourth of the wages earned in that month and the entire advance shall be recovered within a period of twelve months;

(vii) deductions of income-tax or any tax that may be levied by the Government or local authority payable by the employed person;

(viii) deductions required to be made by order of a court or other authority;

(ix) deduction for subscriptions to and for repayment of advances from any provident fund to which the Provident Fund Act, 1925, applies or any recognised provident fund as defined in section 58-A of the Indian Income-tax Act, 1922, or any provident fund approved in this behalf by the Government during the continuance of such approval;

(x) deductions, made with the written authorisation of the employed person for payment of any premium on his life insurance policy to the Life Insurance Corporation of India established under the Life Insurance Corporation Act, 1956 (Central Act 31 of 1956) or to a scheme of insurance maintained by the Indian Post Office or for the purchase of securities of the Government of India or of any State Government or for being deposited in any Post Office Savings Bank in furtherance of any savings scheme of any such Government.

(3) Any person desirous of imposing a fine on an employed person or of making a deduction for damages or loss of goods caused by him, shall explain to him in writing the act or omission or the damage or loss in respect of which the fine or deduction is proposed to be imposed or made and the amount of fine or deduction proposed to be imposed or made and give him an opportunity to offer explanation in writing, and also to be heard in person, if he so desires. The fine shall be levied or the deduction ordered after due consideration of the explanation offered in writing or in person, as the case may be.

(4) (i) The total amount of fine which may be imposed under sub-rule (3) shall not exceed in any one wage period, an amount equal to three per cent in the rupee of the wages payable to the employed person in respect of such wage period.

(ii) The total amount of deduction for damage or loss ordered under sub-rule (3) shall not exceed the cost of replacing the article damaged or lost on the date of passing the order of recovery, or the book value of the article, whichever is less. Where the amount of deduction exceeds an amount equal to one-third of the wages payable to the employed person in respect of a wage period, the deduction shall be made in instalments in such a way that the amount of each instalment does not exceed one-third of the average wages payable to him between one instalment and the other.

(ii) All realisations under clause (i) and all deductions under clause (ii) shall be recorded in a register maintained in Forms I, II and III as the case may be. 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.

(5) All realisations from fines shall be applied only to such purposes which are beneficial to the persons employed in the Scheduled employments as are generally approved by the Government in this behalf.

(6) Nothing in this rule shall be deemed to affect the provisions of the Payment of Wages Act, 1936, and the Madras Shops and Establishments Act, 1947.

22. *Publicity to the minimum wage fixed under the Act.*—Notices containing the minimum rates of wages fixed under the Act together with abstracts from such of the provisions of the Act and the rules made thereunder as the Government may specify in this behalf, the rules made thereunder and the name and address of the Inspector shall be displayed in English and in a language understood by the majority of the workers in the employment at such place as may be selected by the Inspector and shall be maintained in a clean and legible condition. Such notices shall also be displayed on the notice boards of the offices of the Collectors, Revenue Divisional Officers, Tahsildars and Deputy Tahsildars in all the districts. In the case of employment in agriculture, the notices shall also be displayed in all the district offices of the Agricultural department and in the case of any other Scheduled employment, such notices shall also be displayed in all the District Offices of the Industries and Labour and Factories department.

23. *Weekly holidays.*—(1) Unless otherwise permitted by the Government, no worker shall be required or allowed to work in a Scheduled employment, on the first day of the week (hereinafter referred to as the said day) except where he has or will have a holiday for the whole day on one of the three days immediately before or after the said day. Every worker who is required or allowed to work in a 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:

Provided that the weekly holiday may be substituted by another day:

Provided further that no substitution shall be made which will result in any worker working for more than ten days consecutively without a holiday for whole day.

(2) Every worker in any employment other than the employments in agriculture, plantations, road construction or building operation, stone-breaking or stone-crushing oil mill and rice mill, flour mill and dall 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) Where in accordance with the provisions of sub-rule (1) any worker works on the said day and has had a holiday on one of the five days immediately preceding it, the said day shall, for the purposes of calculating his weekly hours of work be included in the preceding week.

Explanation.—For the purposes of this rule 'week' shall mean a period of seven days beginning at midnight on Saturday night.

24. *Number of hours of work which shall constitute a normal working day.*—(1) The number of hours which shall constitute a normal working day shall be:—

(a) in the case of an adult, 9 hours;

(b) in the case of a child, $4\frac{1}{2}$ hours;

(c) in the case of an adolescent employed in any plantation, $1\frac{1}{2}$ hours.

(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 10 hours in any day and in the aggregate fifty-four hours in any week.

(3) The period of work of each day shall be so fixed that no period shall exceed five hours and that no worker shall work for more than five hours before he has had an interval for rest of at least half an hour.

(4) The periods of work of an adult worker in a scheduled employment other than the 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.

(5) The number of hours of work in the case of an adolescent worker in a scheduled employment other than employment in any plantations shall be the same as that of adult or a child according as he is certified to work as an adult or a child by a competent medical practitioner approved by the Government.

(6) The provisions of sub-rules (1) to (5) shall, in the case of workers in agricultural employment including employment in plantations, be subject to such modifications as may from time to time, be notified by the Government.

24-A. *Certain provisions of rules 23 and 24 not to apply to certain specified employees.*—The provisions of rules 23 and 24 specified in column (1) of the table below shall not apply in relation to the classes of employees specified in the corresponding entries in column (2) of that table subject to the conditions specified in the corresponding entries in column (3) thereof:—

THE TABLE.		
Provisions of rules 23 and 24 which shall not apply.	Classes of employees.	Conditions.
(1)	(2)	(3)
Rules 23 and sub-rules (2), (3) and (4) of rule 24.	Employees engaged on urgent work, or in any emergency which could not have been foreseen or prevented.	(1) No employee shall be employed for more than 12 hours on any one day, 30 hours during any three consecutive days or 60 hours during each period of seven consecutive days commencing from his first employment on urgent work or in any emergency which could not have been foreseen or prevented. (2) A separate running record of such work done shall be maintained in addition to making entries in Form FV.

Provision of rules 23 and 24 which shall not apply.	Classes of employees.	Conditions.
(1)	(2)	(3)
Rules 23 and sub-rules (2) (3) and (4) of rule 24— <i>cont.</i>	Employees engaged on urgent work, or in any emergency which could not have been foreseen or prevented— <i>cont.</i>	(3) Within 24 hours of the commencement of work, notice shall be sent to the Inspector of Factories, in respect of factories governed by the Factories Act, 1948 (Central Act LXIII of 1948), to the Inspector of Plantations in respect of plantations governed by the Plantations Labour Act, 1951 (Central Act LXIX of 1951) and to the Assistant Inspectors of Labour in respect of all other establishments having jurisdiction over such other establishments describing the nature of urgent work and the period probably required for its completion. (4) A compensatory holiday for every weekly holiday lost for each employee shall be granted within one month from the day on which the weekly holiday was lost. (5) Extra wages for overtime shall be paid as provided in rule 26.
Sub-rule (3) of rule 24.	Employees engaged in work in the nature of preparatory or complementary work which must necessarily be carried on out side the limits laid down for the general working in the employment concerned.	Exemption shall apply only in respect of the persons who are permitted by the Inspector of Factories in respect of factories governed by the Factories Act, 1948 (Central Act LXIII of 1948) the Inspector of Plantations in respect of Plantations governed by the Plantations Labour Act, 1951 (Central Act LXIX of 1951), and by the Assistant Inspectors of Labour in respect of other establishments within whose jurisdiction such other establishments are situated, on an application made by the employer. (G. O. Ms. No. 2011, Industries, Labour and Co-operation (Labour) Department, dated 6th April 1961
	Employees whose employment is essentially intermittent,	Sufficient time though not fixed period shall be given for meals to the satisfaction of the Inspector concerned.
	Employees engaged in any work which for technical reasons has to be completed before the duty is over.	The total overtime hours worked beyond 9 hours per day and 48 hours per week shall not exceed 50 hours per quarter of a calendar year.

Provision of rules 23 and 24 which shall not apply.	Classes of employees.	Conditions.
(1)	(2)	(3)
Sub-rule (3) of rule 24— <i>cont.</i>	Employees engaged in a work which could not be carried on except at times dependant on the irregular action of natural forces.	Extra wages for overtime shall be paid as provided in rule 26.

25. Cases and circumstances in which an employee employed for a period of less than the requisite number of hours constituting a normal working day shall not be entitled to receive wages for a full normal working day—

(1) The following shall be cases and circumstances in which an employee employed for a period of less than the requisite number of hours constituting a normal working day shall not be entitled to receive wages for a full normal working day:—

(a) tempest, fire, rain, breakdown of machinery or stoppage of or any cut in the supply of power epidemic, civil commotion or other cause beyond the control of the employer;

(b) refusal to work;

(c) strike or stay-in-strike;

(2) In the case of interruption brought about by tempest, fire, rain, breakdown of machinery, epidemic, civil commotion or other natural causes beyond the control of the employer the employee who has already started work for the day shall be paid wages at half the minimum rates of wages fixed for a normal working day if the interruption occurs at any time before the interval for midday rest. If the interruption occurs after the interval for midday rest he shall be paid wages for a full normal working day.

(3) If by reason of stoppage of or any cut in the supply of power, effected by the Government, an employer is prevented on any working day from giving work to his employees for a full normal working day, the employees shall receive wages for such day in the proportion the number of hours he worked bears to the number of hours constituting the normal working day.

26. *Extra wages for overtime.*—(1) 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—

(a) in the case of employment in agriculture including plantations, at one and a half times the ordinary rate of wages;

Provided that in the case of plantations situated in the Kanyakumari district and the Shencottah taluk of the Tirunelveli district the worker shall be entitled to wages at double the ordinary rate of wages;

(b) in the case of any other scheduled employment, at double the ordinary rate of wages.

Explanation.—The expression “ordinary rate of wages” means the basic wage plus such allowances including the cash equivalent of the advantages accruing through the concessional sale to the person employed of food grains and other articles as the person employed is for the time being entitled to but does not include a bonus.

(2) A register showing overtime payments shall be kept in Form IV. Overtime work shall be entered up in the Register before the expiry of 24 hours from the commencement of such work.

27. *Form of registers and records.*—(1) A register of wages shall be maintained by every employer at the work spot or the principal office attached to it and kept in such form as may be notified by the Government and shall include the following particulars:—

(a) the minimum rates of wages payable to each employed persons;

(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 overtime register];

(c) the gross wages of each person employed for each wage period;

(d) all deductions made from wages, with an indication in each case, of the kinds of deductions mentioned in sub-rule (2) of rule 21; and

(e) the wages actually paid to each person employed for each wage period and the date of payment.

(2) Wage slips containing the aforesaid particulars and such other particulars as may be notified by the Government shall be issued by every employer to every person employed by him at least a day prior to the disbursement of wages.

(3) Every employer shall get the signature or the thumb-impression of every person employed on the wage books at the time of the payment of wages.

(4) Entries in the wage books and wage slips shall be authenticated by the employer or any person authorised by him in this behalf.

(5) A Muster Roll shall be maintained by every employer at the workspot or the principal office attached to it and kept in Form V and it shall be written up every day on which work is performed.

27-A. *Certain documents deemed to be maintained under the rules.*—Where the Chief Inspector is of the opinion that any register maintained as part of the routine of the scheduled employment or

under any other enactment gives in respect of any or all of the employees in a scheduled employment, the particulars required for the enforcement of the Act, he may by order in writing direct that such register shall, to the corresponding extent, be maintained in the place of and be treated as the register required under these rules in respect of that scheduled employment.

NOTE.—In the case of a plantation, the estate will be deemed to be the workspot, but the employer shall make the registers available for inspection by the Inspector at the actual division or place of work in the estate, if so required.

27-B. *Power to exempt from rules.*—The Government may, if for special reasons it thinks so fit, by notification in the *Fort St. George Gazette* direct that, subject to such conditions and for such period as it may specify, the provisions of these rules or any of them shall not apply to all or any class of employees employed in any scheduled employment or to any locality where there is carried on a scheduled employment.

28. The registers, records and notices maintained as exhibited under the provisions of these rules shall always be available at or as near as practicable, to the site of employment and shall be produced or caused to be produced for inspection, at all reasonable hours by any Inspector having jurisdiction over the establishment.

CHAPTER V.

CLAIMS UNDER THE ACT.

29. *Application.*—(1) (i) An application under sub-section (2) of section 20 or sub-section (1) of section 21 by or on behalf of an employed person or group of employed persons shall be made in duplicate, in Form VI or VII as the case may be.

(ii) Each application in Form VI or VII shall be accompanied by a statement containing the following particulars, namely:—

(a) Names of applicants;

(b) period of service of each applicant;

(c) minimum wages payable in respect of each applicant;

(d) wages actually paid in respect of each applicant; and

(e) difference between the minimum wages payable and the wages actually paid in respect of each applicant.

(2) A single application on behalf of or in respect of any number of employed persons shall be entertained only where the employed persons, for whom the single application is presented, belong to the same scheduled employment working under the same employer.

30. *Authorisation.*—The authorization to act on behalf of an employed person or persons, under sub-section (2) of section 20 or of sub-section (1) of section 21 shall be given in Form VIII by an instrument which shall be presented to the authority hearing the application and shall form part of the record.

31. *Appearance of parties.*—(1) If an application under sub-section (2) of section 20 or section 21 is entertained, the authority shall serve upon the employer by registered post a notice in Form IX to appear before him on a specified date with all relevant documents and witnesses, if any, and shall inform the applicant of the date so specified.

(2) If the employer or his representative fails to appear on the specified date the authority may hear and determine the application *ex parte*.

(3) If the applicant or his representative fails to appear on the specified date, the authority may dismiss the application.

(4) An order passed under sub-rule (2) or sub-rule (3) may be set aside on sufficient cause being shown by the defaulting party within one month of the date of the said order and the application shall then be re-heard after service of notice on the opposite party of the date fixed for re-hearing, in the manner specified in sub-rule (1).

CHAPTER VI.

SCALE OF COSTS IN PROCEEDINGS UNDER THE ACT.

32. *Costs.*—(1) The authority, for reasons to be recorded in writing, may direct that the cost of any proceeding pending before it shall not follow the event.

(2) The costs which may be awarded shall include—

(i) expenses incurred on account of Court-fees;

(ii) expenses incurred on subsistence money to witnesses; and

(iii) pleader's fees to the extent of ten rupees provided that the authority in any proceeding may reduce the fees to a sum not less than five rupees or for reasons to be recorded in writing increase it to a sum not exceeding twenty-five rupees.

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

(3) Where there are more than one pleader or more than one applicant or opponents the authority may, subject as aforesaid, award to the successful party or parties such costs as it may deem proper.

33. *Court-fees.*—The Court-fees payable in respect of proceedings under Section 20 shall be—

(i) for every application to summon a witness one rupee in respect of each witness;

(ii) for every application made by or on behalf of or an individual or group of employee—one rupee:

Provided that the authority may, if in its opinion, the applicant is a pauper, exempt him wholly or partly from the payment of such fees:

Provided further that no fee shall be chargeable—

(a) from persons employed in agriculture; or

(b) in respect of an application made by an Inspector.

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.

37. *Authority for purposes of section 22 (d).*—The prescribed authority for the purposes of section 22 (d) shall be the authority appointed under section 20 (1).

Form I

[RULE 21 (4).]

Register of Fines—Employer.

1. Serial number.
2. Name.
3. Father's/Husband's name.
4. Sex.
5. Department.
6. Nature and date of the offence for which fine imposed.
7. Whether show cause notice was served.
8. Whether workman showed cause against fine or not. If so, enter date.

Form I—cont.

[RULE 21 (4).]—cont.

Register of Fines—Employer—cont.

9. Rate of wages.
10. Date and amount of fine imposed.
11. Date on which fine realized.
12. Remarks.

Form II.

[RULE 21 (4).]

Register of deductions for damage or loss caused to the employer, by the neglect or default of employed persons.
Employer.

1. Serial number.
2. Name.
3. Father's/Husband's name.
4. Sex.
5. Department.
6. Damage or loss caused with date.
7. Whether show cause notice was served.
8. Whether worker showed cause against deduction. If so, enter date.
9. Date and amount of deduction imposed.
10. Number of instalments, if any.
11. Date on which total amount realized.
12. Remarks.

Form III.

[RULE 21 (4).]

*Deduction from Wages.**Return for the year ending the 31st December.*

- 1 Name of the employer and postal address.
- 2 Total number of persons employed { Adults.
Children.
- 3 Total wages paid.
- 4 Number of cases and amounts realised as—

	Number of cases.	Amount
(a) Fines		
(b) Deductions for damage or loss		
(c) Deductions for breach of contract		

- 5 Disbursements from Fine Fund.

Amount.	Purpose.
---------	----------

Rs.

Signature,

Designation.

Dated

19 .

Form IV.

[RULE 26 (2).]

Overtime Register for workers.

Month ending 19 .

Serial number and name.	Father's/Husband's name.	Sex.	Designation and department.	Dates on which overtime worked.	Extent of overtime on each occasion.	Total overtime worked or production in case of piece workers.
Normal hours.	Normal rate.	Overtime rate.	Normal earning.	Overtime earning.	Total earning.	Dates on which overtime payments made.

Form V.

[RULE 27 (5).]

Muster Roll.

Name of Establishment.

Place.

Serial number and name.	Father's/Husband's name.	Sex.	Nature of work.	Time at which the work commenced.	Time at which the work closed.	Rest interval.	Hours worked on 1, 2, 3, 4, 5.	Remarks.
-------------------------	--------------------------	------	-----------------	-----------------------------------	--------------------------------	----------------	--------------------------------	----------

Form VI.*[Form of application by an employee under section 20 (2).]*

In the Court of the Authority appointed under the Minimum Wages Act, 1948, for area.

Application No. of 19 .

(1)	} Applicant(s)
(2)	
(3)	

(through a Legal Practitioner official of Union which is registered Trade Union.)
Address.

Versus.

(1)	} Opponent.
(2)	
(3)	

Address.

M.W.A.—7

The applicant(s) above named beg(s) respectfully to submit as follows:—

- (1) that
- (2) that

The applicant(s) has (have) been paid wages at less than the minimum rate of wages.

The applicant(s) estimate(s) the value of the relief sought by him (them) at the sum of Rs.

The applicant(s) pray(s) that a direction may be issued under sub-section (3) of section 20 for—

(a) payment of the difference between the wages due according to the minimum rate of wages fixed by the Government and the wages actually paid, and

(b) compensation amounting to Rs.

The applicant(s) beg(s) leave to amend or add to or make alterations in the application, if any, and when necessary.

Date.

**Signature or thumb-impression of the employees, or legal practitioner or Official of a registered Trade Union duly authorised.*

The applicant(s) do(es) solemnly declare that what is stated above is true to the best of his (their) knowledge, belief and information.

This verification is signed at _____ on _____ day of _____ 19 _____.

**Signature or thumb-impression of the Employee(s) or legal practitioner or Official of a registered Trade Union duly authorised.*

* When the application is by a group of employees the thumb-impressions or signatures need be put to the application and a full list of applicants should be attached to the application.

Form VII.

[Form of application by an Inspector or person acting with the permission of the authority under section 20 (2).]

In the Court of the Authority appointed under the Minimum Wages Act, 1948, for _____ area.

Application No. _____ of 19 _____.

(1)

Applicant.

Address.

Versus.

(2)

Opponent.

Address.

The applicant above named begs respectfully to submit as follows:—

- (1) that
- (2) that

The opponent is bound to pay wages at the minimum rate of wages fixed by Government. But he has paid less wages to the following employees:—

- (1)
- (2)
- (3)

The applicant estimates the value of the relief sought for the employees at the sum of Rs.

The applicant prays that a direction may be issued under sub-section (3) of section 20 for—

(a) payment of the difference between the wages due according to the minimum rate of wages fixed by Government and the wages actually paid, and

(b) compensation amounting to Rs.

The applicant begs leave to amend or add to make alterations in the application if and when necessary.

Date.

The applicant does solemnly declare that what is stated above is true to the best of his knowledge, belief and information.

This verification is signed at _____ on _____ day of _____ 19 _____.

Form VIII.

[RULE 30.]

[Form of authority in favour of a legal practitioner or any official of a Registered Trade Union referred to in section 20 (2).]

In the Court of the Authority appointed under the Minimum Wages Act, 1948, for _____ area.

Application No. _____ of 19 _____.

- (1)
- (2)
- (3)

} Applicant(s).

Versus.

- (1)
- (2)
- (3)

} Opponent(s).

I hereby authorize Mr. _____ 'a legal practitioner' an official of the registered trade union of _____ to appear and act on my behalf in the above described proceeding and to do all things incidental to such appearing and acting.

Date.

Signature or thumb-impression of the employee.

Form IX.

[RULE 31.]

Form of summons to the opponent to appear before the Authority when an application under sub-section (2) of section 20 or under section 21 is entertained.]

(Title of the Application)

To

(Name, description and place of residence)

WHEREAS has made the abovesaid application to me under the Minimum Wages Act, 1948, you are hereby summoned to appear before me in person or by a duly authorized agent, able to answer all material questions relating to the application, or who shall be accompanied by some person able to answer all such questions, on the day of 19 at O'Clock in the noon, to answer the claim; and as the day fixed for the appearance is appointed for the final disposal of the application you must be prepared to produce on that day all the witnesses upon whose evidence and all the documents upon which you intend to rely in support of your defence.

Take notice that in default of your appearance on the day before mentioned, the application will be heard and determined in your absence.

Date.

Signature of the Authority.

COPY OF G.O. Ms. No. 1117, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 22ND FEBRUARY 1962.

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment in any mica works—Revised notification—Issued.]

READ—the following papers:—

G.O. Ms. No. 1054, Development, dated 13th February 1952.

G.O. Ms. No. 5911, Industries, Labour and Co-operation (Labour), dated 5th October 1961.

From the Government of India, Ministry of Labour and Employment No. LWI (I)-2(1)/56, dated 6th February 1957.

Letter from the Commissioner of Labour, No. B3/24372/56, dated 23rd January 1962.

Order—No. 1117, Industries, Labour and Co-operation (Labour), dated 22nd February 1962.

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 Assistant Director of Information and Publicity (Translation) is requested to supply the Controller of Stationery and Printing with the Tamil translation of the notification.

B. TIRUMALAI,
Additional Secretary to Government.

(True copy)

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 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(I)-2(1)/56, dated the 6th February 1957, the Governor of Madras hereby revised the minimum rates of wages fixed in the late Development Department Notification No. 185, dated the 13th March 1952, published at page 369 of Part I of the *Fort St. George Gazette*, dated the 12th March 1952, as shown in column (2) of the Schedule below in respect of the classes of employees specified in the corresponding entries in column (1) thereof and employed in any mica works, the same having been previously published as required by clause (b) of sub-section (1) of the said section 5 and the Advisory Board also having been consulted as required by the proviso to sub-section (2) of that section.

The Schedule.

Employment in mica works.

Class of employees.	All inclusive minimum daily rates of wages as revised.
(1)	(2)
	Rs. NP.
I. Mica Mining Section—	
1 Jumber Mazdoor (Machine and Hand) ..	2 12
2 Mine or Blasting Maistries	2 25
3 Mica Maistries	2 25
4 (i) Muck and Mica Mazdoors	1 50
(ii) Removal Mazdoors	1 50
5 Cutters—Grade I	1 62
Grade II	1 44
Grade III	1 38
6 Dressers and Sorters—Grade I	1 75
Grade II	1 44
Grade III	1 38

The Schedule—cont.

Employment in misc works—cont.

Class of employees. (1)	All inclusive minimum daily rates of wages as revised.	
	(2)	
	rs.	NP.
I. Mica Mining Section—cont.		
7 Surface unskilled mazdoors, including hard and waste round cutters.	1	38
8 Blacksmiths	2	25
9 Fitters	2	25
10 Engine or compressor drivers (Certificate holders).	3	12
11 Engine or compressor drivers (Non-certificate holders).	2	50
II. Mica Factories Section—		
Daily paid temporary employees—		
1 Resorters and Dressers—Grade I	1	75
Grade II	1	50
2 Maistries	2	25
3 Splitters—		
(a) Book form and condensers classes 4 and 5.	1	10 per kilogram.
(b) Book form and condensers classes 5½ and 6.	1	52 "
(c) (i) Dust loose	0	68 "
(ii) Ordinary loose	0	55 "
4 Unskilled workers	1	38 "
III. Monthly paid employees in Mica Mining and Factories sections—		
1 Watchman	45	00 per mensem.
2 Office Boys	48	09 "
3 Clerks	70	00 "
4 Typists	* 70 00 }	
	† 80 00 }	"

* For unqualified typists.

† For qualified typists

NOTES.—1 Classification of employees into grades I, II, and III is based on physical capacity skill, efficiency and out turn of work.

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

3. 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 month, the daily rates fixed above shall be multiplied by six, twelve or twenty-six respectively.

4. Wherever the wages are to be fixed by the day in respect of categories for which monthly rates have been fixed, the minimum rates of wages per day shall be calculated by dividing the monthly rates by 26.

5. Women and adolescents certified as adults, shall be paid the same rates of wages fixed above.

6. Where any category of workers are actually in receipt of higher rates of wages than the statutory minimum rates of wages now fixed, they shall continue to get the benefit of the higher rates of wages.

COPY OF G.O. Ms. No. 6342, INDUSTRIES, LABOUR AND CO-OPERATION (LABOUR), DATED 27TH DECEMBER 1962.

[ABSTRACT—Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment in scented and chewing tobacco manufactory—Revised—Notification—Issued.]

READ—the following:—

G.O. Ms. No. 1211, Industries, Labour and Co-operation, dated 28th March 1957.

G.O. Ms. No. 4904, Industries, Labour and Co-operation, dated 18th December 1959.

G.O. Ms. No. 1796, Industries, Labour and Co-operation (Labour), dated 22nd March 1962.

From the Commissioner of Labour, letter No. B3/35631/62, dated 3rd July 1962.

Order—No. 6342, Industries, Labour and Co-operation (Labour), dated 27th December 1962.

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 Assistant Director of Information and Publicity (translation) is requested to supply the Controller of Stationery and Printing with the Tamil translation of the notification.

R. TIRUMALAI,

Additional Secretary to Government.

(True copy)

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras, after consulting the Committee appointed under clause (a) of sub-section (1) of the said section 5, hereby revises the minimum rates of wages of employees employed in any scented and chewing tobacco manufactory fixed in the Industries, Labour and Co-operation Notification No. S.R.O. A-1951 of 1957, dated the 30th March 1957, published at page 1 of the Part I of the *Fort St. George Gazette Extraordinary*, dated the 30th March 1957, and S.R.O. No. A-8076 of 1957, published at page 1921 of Part I of the *Fort St. George Gazette*, dated the 23rd December 1959, as specified in column (2) of the Schedule below:—

The notification hereby made shall come into force on the 15th January 1963.

The Schedule—cont.

Employment in Scented and Chewing Tobacco Manufactory.

<i>Class of employees.</i>	<i>Class of work.</i>	<i>All inclusive minimum rates of wages.</i>
(1)	(2)	(3)
3 Other adolescents i.e., those not included in items 1 and 2 above.	Any class of work specified in column (2) against item (1) in column 1.	For each hour of actual work at the rate of one eight of the rate specified in column (3) against item 1 in column (1) for the corresponding class of work, subject to the condition that in any case the total daily wages shall not be less than the rate of wages payable to a child doing the same class of work.
	Office boys below 18 years.	Ra. 1'00 per day or 26'00 per mensem.
	Office boys above 18 years.	Rs. 1'50 per day or 39'00 per mensem.

Explanation :—(1) Piece rated workers if any shall get a minimum time rate of Rs. 1.50 per day.

(2) Day means an aggregate working period of 8 hours between 6 a.m. and 7 p.m.

(3) In this Notification "all inclusive minimum rates of wages" shall include dearness allowance and house rent allowance but shall not include batta, night allowance and night halt allowance.

COPY OF G.O. Ms. No. 3371, INDUSTRIES, LABOUR AND CO-OPERATION
(LABOUR), DATED THE 2ND JULY 1962.

[ABSTRACT—Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment in Tanneries and Leather manufactories—Revised—Notification—Issued.]

READ—the following:—

G.O. Ms. No. 4192, Industries, Labour and Co-operation, dated 25th September 1956.

G.O. Ms. No. 4983, Industries, Labour and Co-operation, dated
24th December 1959.

From the Commissioner of Labour, D.O. No. B3/40747/61, dated
20th September 1961.

From the Commissioner of Labour, letter No. B3/40747/61, dated
22nd November 1961.

From the Commissioner of Labour, letter No. B3/40747/61, dated 18th April 1961.

From the Commissioner of Labour, letter No. B3/40747/61, dated
18th June 1962.

Order—No. 3371, Industries, Labour and Co-operation (Labour), dated 2nd July 1962.

The Controller of Stationery and Printing, Madras, is requested to publish the appended notification in English and in Tamil in the *Fort St. George Gazette*, dated 11th July 1962 positively. The Assistant Director of Information and Publicity (translation) is requested to supply the Controller of Stationery and Printing with the Tamil translation of the notification.

R. TIRUMALAI,
Additional Secretary to Government.
(True copy)

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras, after consulting the Committee appointed under clause (a) sub-section (1) of the said section 5, and also the Minimum Wages State Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages of employees employed in tanneries and leather manufactories fixed in the Industries, Labour and Co-operation Department Notification No. 1158, dated the 25th September 1956, published at pages 1 and 2 of Part I of the *Fort St. George Gazette* Extraordinary, dated the 29th September 1956, and S.R.O. No. A-8206 of 1959, dated the 21st December 1959, published at page 1945 of Part I of the *Fort St. George Gazette*, dated the 30th December 1959, as specified in column (2) of the Schedule below:—

This notification shall come into force on the 15th June 1962.

THE SCHEDULE.

Employment in Tanneries and Leather Manufactories.

Class of employees. (1)	All inclusive minimum rate of wages. (2)
----------------------------	--

PART I—TANNERIES—cum—LEATHER MANUFACTORIES.

RS. NP.

Lime yard—

1 Helpers	.. .. .	2 20	per day.
2 Flushers	.. .. .	2 35	"
3 Scudders	.. .. .	2 35	"
4 Goat-skin-Knifers	.. .. .	2 35	"

Tanning and dying Department—

1 Helpers	.. .. .	2 20	per day.
2 Drum Boys	.. .. .	2 20	"
3 Shavers	.. .. .	2 66	"
4 Splitters	.. .. .	2 66	"
5 Shaving leaners	.. .. .	2 20	"
6 Samming helpers	.. .. .	2 20	"

THE SCHEDULE.

Employment in Tanneries and Leather Manufactories—cont.

Class of employees. (1)	All inclusive minimum rate of wages. (2)
----------------------------	--

PART I—TANNERIES—cum—LEATHER MANUFACTORIES—cont.
RS. NP.

Setting Department—

1 Helpers	.. .. .	2 20	per day.
2 Setting Machines Operators	.. .. .	2 20	"
3 Hand Setters	.. .. .	2 20	"

Staking Department—

1 Helpers	.. .. .	2 20	"
2 Bustors	.. .. .	2 20	"
3 Stakers	.. .. .	2 20	"

Straining Department—

1 Helpers	.. .. .	2 20	"
2 Strainers	.. .. .	2 20	"

Finishing Department—

1 Helpers	.. .. .	2 20	"
2 Seasoners	.. .. .	2 20	"
3 Sprayers	.. .. .	2 20	"

Finishing Machinery Department—

1 Helpers	.. .. .	2 20	"
2 Buffing Machine Operators	.. .. .	2 20	"
3 Emery Wheel Operators	.. .. .	2 20	"
4 Glazing Machine Operators (COW)	.. .. .	2 20	"
5 Trimmers	.. .. .	2 20	"
6 Press (Machine Operators)	.. .. .	2 20	"
7 Hand Ironers	.. .. .	2 20	"
8 Boarders	.. .. .	2 20	"
9 Glazing Machine Operators (Glazekid)	.. .. .	2 51	"

Foundry Department—

1 Helpers	.. .. .	2 24	"
2 Fitters	.. .. .	2 39	"
3 Drivers	.. .. .	2 72	"
4 Masons	.. .. .	2 56	"
5 Carpenters	.. .. .	2 56	"
6 Fitters and driver learner	.. .. .	2 24	"

Bark-yard Department—

1 Beamers	.. .. .	2 20	"
2 Setters	.. .. .	2 20	"

General—

1 Maistries	.. .. .	78 00	per mensem.
2 Clerks	.. .. .	78 00	"
3 Watchman	.. .. .	73 00	"

THE SCHEDULE.

Employment in Tanneries and Leather Manufactories—cont.

Class of employees.	All inclusive minimum rate of wages.
(1)	(2)

PART I—TANNERIES—cum—LEATHER MANUFACTORIES—cont.

General categories employed in tanneries (excluding the tanneries-cum-leather Manufactories) —

	RS.	NP.	
1 Clerks	78	00	per mensem.
2 Maistries or Supervisors	78	00	"
3 Watchman	73	00	"

PART II—OTHER TANNERIES.

1 Turning of skins and hides in lime pits or bark pits.	1	22	for the first unit and 0.13 nP. for every additional unit of work done.
2 Unskilled workers	1	75	per day.
3 Piece-rate workers	1	93	for the first unit and 0.84 nP. for every additional unit of work done.
4 Adolescent workers	53	40	per mensem or
	1	87	per day.

Provided that—

(1) whether immediately before the date on which this Notification comes into force any class of employees were in receipt of higher rates of wages than the all inclusive minimum rates of wages, fixed herein, they shall be entitled to be paid such higher rates of wages;

(2) women employees engaged in the process of tanning shall be paid the same all inclusive minimum rates of wages as men. Children wherever employed, shall be paid half the all inclusive minimum rates of wages;

(3) wherever wage periods fixed by the establishments vary the wages shall be calculated for the wage period so fixed by them and paid, for example, where the wage period is fixed as a week, fortnight or month, the daily all inclusive minimum rates of wages fixed herein shall be multiplied by the number of working days in the week, fortnight or month, as the case may be;

(4) the all inclusive minimum rates of wages for the various classes of employees fixed herein shall include house rent allowance;

(5) no piece rate employee shall be paid less than the all inclusive minimum wage of Rs. 1.93 per day.

Explanation.—For the purposes of this Notification quantum of unit shall depend upon the custom and usage in the majority of the number of tanneries in the locality for the same or similar kind of work and the number of pits shall not be the basis for computing the units.

(True copy).

COPY OF G.O. Ms. No. 2892, INDUSTRIES, LABOUR AND CO-OPERATION, (LABOUR), DATED 2ND JUNE 1962.

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Minimum rates of wages fixed for the employment in public motor transport—Revised—Notification—Issued.]

Read the following:—

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

G.O. Ms. No. 5060, Industries, Labour and Co-operation, dated 29th December 1959.

G.O. Ms. No. 1612, Industries, Labour and Co-operation, dated 18th March 1961.

From the Commissioner of Labour D.O. No. B3/26073/61, dated 10th July 1961 and 19th September 1961.

From the Commissioner of Labour, letter No. B3/26073/61, dated 6th January 1962.

Order—No. 2892, Industries, Labour and Co-operation (Labour), dated 2nd June 1962.

The Director of Stationery and Printing is requested to publish the appended notification in English and in Tamil in the *Fort St. George Gazette*. The Assistant Director of Information and Publicity (translation) is requested to supply the Director of Stationery and Printing with the Tamil translation of the notification.

R. TIRUMALAI,

Additional Secretary to Government.

(True-copy)

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras, after consulting the Committee appointed under clause (a) of sub-section (1) of the said section 5, hereby revises the minimum rates of wages of employees employed in public motor transport fixed in the Industries, Labour and Co-operation Department Notification S.R.O. No. A-1956 of 1957, dated the 30th March 1957, published at pages 1-2 of Part I of the *Fort St. George Gazette* Extraordinary, dated the 31st March 1957, and S.R.O. No. A-8206 of 1959, dated the 29th December 1959, published at pages 1945-46 of Part I of the *Fort St. George Gazette*, dated the 30th December 1959, as specified in column (2) of the schedule below.

This notification shall come into force on the 1st July 1962.

SCHEDULE.

Employment in Public Transport.

Class of employees.	All Motor inclusive minimum rates of wages.
(1)	(2)
	RS. NP.
1 Drivers	90 00
2 Conductors	75 00
3 Mechanics	125 00
4 Assistant Mechanics	90 00
5 Fitters	85 00
6 Assistant Fitters	75 00
7 Electricians	90 00
8 Inspectors	80 00
9 Clerks	80 00
10 Hammerman	65 00
11 Greasers	65 00
12 Peons	60 00
13 Scavengers	60 00
14 Sweepers	60 00
15 Watchman	60 00
16 Skilled Workers—	
(a) Blacksmiths, Carpenters, Tinkers, Turners, Liners, Tyremen.	80 00
(b) Battery-men, Vulcanisers and the like, Welders, Tailors, Moulders, Spray Painters and painters.	90 00
17 Unskilled Workers—	
Cleaners (special and stand), Charcoalmen, Helpers, Mazdoors and the like.	60 00
18 Lubricating Assistants.. .. .	60 00
19 Cleaners (ordinary)	60 00
20 Floor Supervisor—	
(i) Regulation of parking of vehicles, (ii) cleanliness of Vehicles and workyard, (iii) supervision of washing and lubrication of vehicles and (iv) road testing vehicles in which defect is reported.	125 00
21 Parking Controller (Regulation of parking vehicles, super- vision of washing and lubrication).	110 00
22 Assistant Blacksmiths	70 00
23 Assistant Tyremen	70 00
24 Fitter Helper	70 00
25 Time-keeper or stand agent	75 00
26 Assistant Tinker	70 00

SCHEDULE.

Employment in Public Motor Transport—cont.

Class of employees.	All inclusive minimum rates of wages.
(1)	(2)
	RS. NP.
27 Attenders	65 00
28 Assistant Electricians	80 00
29 Water carrier	60 00
30 Bench Fitter	90 00
31 Depot starter	90 00
32 Controller	80 00
33 Shroff or cashier	90 00
34 Petrol pump operator.. .. .	70 00
35 Winder	80 00
36 Workshop time-keeper	80 00
37 Lubricating Inspector.. .. .	80 00
38 Radiator Fitter.. .. .	80 00
39 Electro plater	80 00
40 Workshop Driver	90 00
41 Mechanist	90 00
42 Assistant Mechanist	80 00
43 Assistant Welder	80 00
44 Assistant Tailor	80 00
45 Assistant Painter	80 00
46 Ticket checking clerk or Booking clerk	80 00
47 Store keeper	100 00
48 Workshop tool-keeper	90 00
49 Typists	90 00 (a) 100 00 (b).

(a) For unqualified typists, i.e., those who have not passed the Government Technical Examinations in Typewriting by the Higher Grade.

(b) For qualified typists, i.e., who have passed Government Technical Examinations in Typewriting by the Higher Grade.
Provided that—

(i) Wherever 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; and

(ii) Where immediately before the date on which this notification comes into force any class of employees were in receipt of higher wages than the all inclusive minimum rates of wages they shall be entitled to be paid such higher wages.

Explanation.—In this Notification “all inclusive minimum rates of wages” shall include dearness allowance and house rent allowance but shall not include batta, night allowance and night halt allowance.

MISCELLANEOUS



DEPARTMENT OF INDUSTRIES, LABOUR AND
CO-OPERATION.

(Labour)

G. O. No. 5511, 22nd November 1963.

Acts—Minimum Wages Act, 1948—Administration Report
for the year ended 31st December 1962—Recorded.

READ—the following paper :—

Letter from the Commissioner of Labour, dated 6th June 1963.
No. K2. Pdl. 164/62.

Order—No 5511, Industries, Labour and Co-operation, (Labour),
dated 22nd November 1963.

Recorded.

(By order of the Governor.)

R. TIRUMALAI,
Additional Secretary to Government.

To the Commissioner of Labour, Madras-5.

„ Director of Stationary and Printing, Madras-1, for printing and distribu-
tion with reference to G.O. Ms. No. 4938, Industries, Labour and Co-ope-
ration (Labour) dated 16th August 1963 (Annexure V).

**SALIENT FEATURES OF THE REPORT ON THE WORK-
ING OF THE MINIMUM WAGES ACT, 1948, FOR THE
YEAR ENDED 31st DECEMBER 1962.**

During the year 1962, no new employment was added to the schedule to the Minimum Wages Act by the State Government and minimum rates of wages have not also been fixed in respect of any employment for the first time during the year.

2. The minimum rates of wages fixed for the employment in Mica Works were revised during the year 1962 by adopting the notification method, contemplated under section 5 (1) (b) of the Minimum Wages Act, 1948. In respect of the following employments, the minimum rates of wages have been revised by adopting the Committee method contemplated under section 5 (1) (a) of the Act.—

- (1) employment in Public Motor Transport.
- (2) employment in Tannery and Leather Manufactory.
- (3) employment in Scented and chewing Tobacco Manufacturing.

3. In 1962, the number of establishments and the total number of workers covered by the Act were 18,317 and 287,756 respectively as against 19,800 establishments and 440,605 workers during the previous year. The total wages paid in 6,386 establishments that have furnished the returns in 1962 amounted to Rs. 12,19,83,516.40 as against Rs. 10,39,41,235.00 paid by 5,573 establishments during the year 1961. As in 1961, the largest payment was made in the plantations in 1962 also.

4. The officers of the Labour and Factories Department continued to enforce the provisions of the Act in these employments. During the year, they inspected 7,917 establishments as against 5,755 establishments in 1961. Prosecutions were launched against 10 establishments as against 9 establishments in 1961. All the 10 establishments were convicted to pay fines amounting to Rs. 338 as against 9 cases in 1961. Instructions have been issued to the Inspectors under the Act to take penal action against defaulters for non-submission of returns.

5. The Labour Courts continued to function as the claims authorities under the Act to hear and decide cases about non-payment of minimum wages, etc. Thirty cases were pending in these courts at the beginning of the year and 54 claims were preferred before them during the course of the year. Of these 65 cases were disposed of and the total sum directed to be paid by the employers amounted to Rs. 5,984.08. The total amount of compensation awarded by the Courts amounted to Rs. 402.50.

S/G

2/5

08