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**REPORT ON THE WORKING OF THE MINIMUM WAGES ACT, 1948,
(ACT XI OF 1948) IN THE MADRAS STATE FOR THE YEAR 1961.**

PERSONNEL.

Sri T. N. Lakshminarayanan, I.A.S., Commissioner of Labour, continued to be in charge of the enforcement of the provisions of the Minimum Wages Act, 1948, till 24th May 1961, when he was deputed for special study in the United Kingdom, United States of America and the continental Countries and again on his return from deputation abroad, from 25th November 1961 till the end of the year. Sri P. V. Viswanathan, Chief Inspector of Factories, Madras, held full additional charge of the post of Commissioner of Labour, during the absence of Sri T. N. Lakshminarayanan, I.A.S. on deputation abroad from 25th May 1961 to 24th November 1961, Sri K. V. Parthasarathy, M.A., B.L., continued to be the Deputy Commissioner of Labour throughout the year 1961.

The provisions of this Act were enforced 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. The Deputy Commissioner of Labour was assisted in this work by 6 Inspectors of Labour and 129 Assistant Inspectors of Labour in the districts and by 1 Chief Inspector of Factories by a Deputy Chief Inspector of Factories, 25 Assistant Inspectors of Factories and five Inspectors of Plantations.

I. SCHEDULED EMPLOYMENTS.

1. 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.

Part I.—Minimum wages have been fixed in this State in respect of the following Scheduled employments upto the end of 1961.

- (1) Employment in any woollen, carpet-making or shawl-weaving establishments.
- (2) Employment in tobacco (including beedi making) manufactory.
- (3) Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.
- (4) Employment under any local authority.
- (5) Employment in stone-breaking or stone-crushing.
- (6) Employment on road construction or maintenance of roads or in building operation.
- (7) Employment in any mica works.
- (8) Employment in Public Motor Transport.
- (9) Employment in tanneries cum leather manufactories.
- (10) Employment in oil mills.
- (11) Employment in rice, flour and dhall mill.

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Part II.—Minimum rates of wages have also been fixed for the employment in Agriculture, and the employments ancillary to agriculture, contained in Part II of the Schedule.

Scheduled employment covered by the provision to section 3 (1) of the Act.—No minimum rates of wages were fixed for the employment in Lac manufactory as the number of workers employed in this industry in this State was 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 19,800 establishments covered by the above scheduled employments employing about 4,40,605 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.*—The minimum rates of wages fixed in 1961 for the following 6 employments added to the schedule by the State Government under section 27 of the Minimum Wages Act, in 1959, continued to be in force during the year 1961:—

- (1) Employment in cotton ginning and pressing.
- (2) Employment in salt pans.
- (3) Employment in match and fire works manufactory.
- (4) Employment in coir manufactory.
- (5) Employment in hosiery manufactory.
- (6) Employment in bricks and tiles manufactory.

The minimum rates of wages fixed for the employments in Cashew industry and Coir industry which were included in the schedule of the Minimum Wages Act by the Travancore-Cochin Government were also in force in the Kanyakumari district and the Shencottah taluk of Tirunelveli district, which were transferred to Madras State with effect from 1st November 1956. No new employment was added to the schedule during the year. There were 794 establishments in these employment, employing 27,009 workers. Particulars of the number of establishments and number of workers employed in each employment are furnished in Statement I (a).

3. *Exemptions and exceptions granted under section 28 of the Act.*—No exemption was granted during the year 1961.

II. COMMITTEES, ETC.

1. *The Composition of various committees 'Advisory Committee' etc., appointed under section 5 (1) (a), and 6 Advisory Board appointed under section 7 of the Act—The Minimum Wages (State) Advisory Board.*—The Minimum Wages (State) Advisory Board appointed under section 7 of the Act was reconstituted in G.O. No. 1891, Industries, Labour and Co-operation (Labour), dated 4th April 1961. It consists of eight representatives each of

the employers and employees and an equal number of independent members, with the Commissioner of Labour as Chairman. The names of the members of the Board are given below:—

Employers' Representatives.

- (1) Sri V. V. Subbu, Chairman, Association of Planters of the State of Madras, 2/21, First Line Beach, Madras-1.
- (2) Sri V. M. Saifullah, Secretary, The Madras Provincial Beedi Factory Owners' Association, 85, Balin Bridge Road, Washermanpet, Madras-21.
- (3) Sri S. Meenakshisundaram, Nominee of the Dindigul Skin Merchants Association, Begambur, Dindigul.
- (4) Sri K. Ramasubbu Reddiar, B.Sc., B.L., M.L.A., Ex-President of the Tirunelveli District Board, Kumaranadi, Travancore Road, Palayamkottai P.O., Tirunelveli.
- (5) Sri P. S. Sathramaniam, B.E., M.I.E., Executive Director, Cannon Dunkerley and Company, (Private) Limited, 14, Boag Road, Madras-17.
- (6) Sri P. N. Nagaswamy, Personnel Officer, Southern Roadways (Private), Limited, 211, South Veli Street, Post Box No. 21, Madurai.
- (7) Sri R. Balasubramaniam, I.A.S., Commissioner, Corporation of Madras, Madras.
- (8) Mr. Ivan Bull Simonsen, Factory Manager, The Western India Match Company Limited, Tiruvottiyur Post, Madras-19.

Employees' Representatives.

- (1) Sri R. Raman Nair, President, The Nilgiris District Estate Workers' Union, Coonoor.
- (2) Sri K. A. Vaimalai, Secretary, Dindigul Tobacco Labourers Sangam, South Car Street, Dindigul.
- (3) Sri M. Adimoolan, President, The North Arcot District Tannery Workers' Union, Komedu, Vaniyambadi, North Arcot district.
- (4) Sri D. Dasarathan, M.L.A., Wandiwash, North Arcot district.
- (5) Sri M. Padaniyandi M.E., President of the Dalmia Cement Workers' Union, B-31, Hind Cross, Thillanagar, Tiruchinapalli 3.
- (6) Sri N.R. Gurisami 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 All-India Trade Union Congress, Tamilnad Branch, 6, Rajachar Street, Thiagaraya Nagar, Madras-17.
- (8) Sri M. S. Ramchandran, Adviser of the Indian National Trade Union Congress, 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.

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

(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 Personal Assistant to the Commissioner of Labour, subsequently redesignated as Assistant Commissioner of Labour (Administration), continued to be the Secretary to the Board.

Minimum Wages Advisory Committees.—In their Orders No. 1612, Industries, Labour and Co-operation (Labour), dated 18th March 1961; and G.O. Ms. No. 3936, Industries, Labour and Co-operation (Labour), dated 2nd June 1961, Government constituted Advisory Committees under section 5 (1) (a) of the Minimum Wages Act, 1948, to hold enquiries and advise them in the matter of revision of Minimum Rates of Wages for the workers engaged in the employments in—(i) Public Motor Transport, (ii) Tanneries and Leather Manufactories.

The following were the members of the above two Committees:—

ADVISORY COMMITTEE FOR THE EMPLOYMENT IN PUBLIC MOTOR TRANSPORT.

Chairman and Independent Members.

(1) Commissioner of Labour, Madras—Chairman.

(2) Director of Statistics, Madras—Independent Member.

Employers' Representatives.

(1) Sri P. N. Nagaswamy, Personnel Officer, Southern Roadways Private Limited, Post Box No. 21, Madurai.

(2) Sri J. Chelliah, Manager, N. S. Motor Service, Salem-1.

(3) Sri S. RM. Ct. Pl. Palaniappa Chettiar, Managing Director, The Tiruchy-Srirangam Transport Company (Private) Limited, 31, Sannathi Street, Tiruvanaikoil Post, Tiruchirappalli.

(4) Sri T. Srinivasan, I.A.S., Director, Madras State Transport Department, Transport House, Madras-2.

Employee's Representatives.

(1) T. S. Ramanujam, B.A., L.L.B., (London), President, The Madras Provincial Motor Transport and General Workers' Federation, 95, Swaminickan Street, Chintadripet, Madras-2.

(2) Sri T. S. Pattabiraman, M.A., M.L., M.P., President, The State Transport Employees' and General Workers' Union, 95, Swaminickan Street, Chintadripet, Madras-2.

(3) Sri T. A. Narayanaswami Chettiar, General Secretary, The Mettupalayam-Nilgiris Motor Workers' Union, Mettupalayam, Coimbatore district.

(4) Sri M. S. Ramanathan, Secretary, National Motor Workers' Union, Salem-1.

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ADVISORY COMMITTEE FOR THE EMPLOYMENT IN TANNERIES-CUM-LEATHER MANUFACTORIES.

Chairman and Independent Members.

(1) Commissioner of Labour, Madras—Chairman.

(2) The Joint Director of Industries and Commerce (Engineering), Chepauk, Madras-5.

Independent Member.

(3) The Director of Statistics, Madras—Independent Member.

Employers' Representatives.

(1) S. V. Sundararaman, Assistant Secretary, South India Tanners and Dealers' Association, Ranipet, North Arcot district.

(2) Sri C. K. Doraivelan, M.A., B.L., Treasurer, The Pallavaram Tanners' Association, 2, Muthu Gramani Street, Periamet, Madras-3.

(3) Sri S. Vishnu Mohan, Gordon Woodroffe Leather Manufacturing Company (Private) Limited, 1/21, North Beach Road, George Town Madras-1.

(4) Sri N. T. Subramania Mudaliar, General Manager, Noor Mohamed Main Rowther Company (Private) Limited, (N. M. Tannery), Tiruchirappalli-8.

Employees' Representatives.

(1) Sri M. Adhimoolam, President, The North Arcot District Tannery Workers' Union, Konamedu, Vanivambadi, North Arcot district.

(2) Sri B. Radha, General Secretary, The Chingleput district Tannery Workers' Union, Pallavaram, Madras.

(3) Sri S. A. Thangarajan, General Secretary, Dindigul Tannery-Labour Workers' Union, Sowrirajapalayam Dindigul.

(4) Sri S. M. B. Iswaran, Assistant Secretary, The Tiruchirappalli National Tannery Workers' Union, Kamaraj Nagar, Sembattu, Tiruchirappalli-7.

The Assistant Commissioner of Labour (Administration), was the Secretary of both the above Committees.

Copies of notifications appointing the members of the Board as well as the above Committees 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 two Advisory Committees constituted for advising the Government for revision of the minimum rates of wages for the workers, engaged in the employment in (i) Public Motor Transport and (ii) Tanneries-cum-leather manufactories, 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 1961, and the action taken thereon.—The Advisory Committees referred to in the previous paragraphs submitted to Government their recommendations, indicating the minimum rates of wage which they considered appropriate for the two employments referred to above.

The Minimum Wages (State) Advisory Board, met twice during the year 1961 (viz), on 12th June 1961 and on 20th November 1961. The Board considered during those meetings the question of revision of minimum rates of wages for the employments in mica works, amendments made to the notification fixing minimum rates of wages for the employment in match and fire works manufactory notified in G.O. Ms. No. 4923 (Labour) Department of Industries, Labour and Co-operation, dated 25th October 1960 in so far as it related to the category of frame filling workers, the report of the minimum wages advisory committee for Tanneries cum Leather manufactories, inclusion of the employment in cardamom plantations in the schedule of the Minimum Wages Act under Section 27, and question of revision of minimum rates of wages for the employment in woollen-carpet making and shawl-weaving establishment.

Copies of proceedings of the meeting of the above Minimum Wages Advisory Committees and of the Minimum Wages (State) Advisory Board held during the year 1961 are appended. (Appendices A, B, C, D, and E.). The recommendations of the Committees and of the Board are under consideration of the Government.

III. FIXATION REVISION OF MINIMUM WAGE RATES.

(1) The procedure 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 1961.

(3) (a) Have minimum rates of wages fixed under the Act been revised—
(b) If so, give the information.—In G.O. No. 5911 (Labour), dated 5th October 1961, Government have revised minimum rates of wages for the workers employed in mica works by adopting the notification method contemplated under Section 5 (1) (b) of the Minimum Wages Act, 1948. A copy of the above Government Order is enclosed.

During the year 1961, the Government have notified the revision of minimum rates of wages for the employment in any oil mill and for the employment in any rice mill, flour mill and dhall mill under Section (5) (1) (b) of the Minimum Wages Act, after consulting the Minimum Wages (State) Advisory Board. Copies of Notifications No. Ms. 1091 (Labour), dated 22nd February 1961 notifying the revised wages for employment in Oil Mill, and No. 1092 (Labour), dated 22nd February 1961 notifying the revised wages for employment in any rice mill, flour mill and dhall mill are appended. (Vide appendices F and G). 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 reason thereof.—During the year 1961, payment in kind was not authorized in respect of any employment.

(5) The designation of the competent authority appointed under Section 2(a) of the Act to compute the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities and the 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 direction has 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 III of the Minimum Wages (Madras) Rules, 1953.—Of the 20,594 establishments reported to have been covered by the provisions of the Minimum Wages Act, only 5,573 establishments submitted the returns in Form No. III, the number of workers employed in those establishments being 1,71,445. The remaining 15,021 establishments who have not submitted the annual returns were reported to have employed 2,93,169 workers. The number of workers covered by the Minimum Wages Act was therefore 4,67,614. The total wages paid in establishments which have submitted the returns was Rs. 10,39,41,235-00. The largest payment was made in plantations.

Deductions.—A sum of Rs. 2,778-93 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. nP.
(a) Fines	3,050	1,384 38
(b) Damage or loss	636	757 64
(c) Breach of contract	92	636 91

Out of fine amount Rs. 1,384-38, a sum of Rs. 236-00 and Rs. 281-36 were spent to meet the expenses relating to recreation items and Independence day celebrations in Plantations, and Public Motor Transport Undertakings, respectively, Rs. 27-69 nP. for Independence day celebration in Tanneries and Leather manufactories and Rs. 603-15 nP. for Ayudha Pooja Celebration in Cotton and Ginning Presses.

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 the 6 Inspectors of Labour and 129 Assistant

Inspectors of Labour in the Labour Section and by the 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 employment 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 since been appointed as Inspectors to enforce the Minimum Wages fixed in respect of the employment in agriculture and they are to work under the Inspectors of Labour. The question of standardisation of their work is under correspondence with the Board of Revenue and is likely to be finalised soon.

During the year 1961, the Inspectors inspected as many as 5,755 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 1961 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 1961, 9 prosecutions were sanctioned for contravention of the provisions of this Act all of which ended in conviction and a sum of Rs. 322-50 nP. was realised by way of fines.

Particulars relating to the number of prosecutions sanctioned, number disposed off and the fine amount realised are furnished in Statement No. VI.

VI. CLAIMS.

(1) *The name/s and Jurisdiction/s 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.

- 1 Labour Court, Madras.
- 2 Labour Court, Coimbatore.
- 3 Labour Court, Madurai.

Jurisdictions.

- City of Madras and the Districts of Chingleput, South Arcot, North Arcot and Thanjavur.
- Districts of Coimbatore, Salem, and Nilgiris and Plantations in other districts.
- Districts of Tiruchirappalli, Madurai, Ramanathapuram, Tirunelveli and Kanyakumari.

(2) *The number and nature of claims and complaints made to these authorities during the year 1961.*—Besides 12 pending claims at the commencement of the year 1961, 71 claims were filed during the year, out of which 53 were disposed of, leaving a balance of 30 claims at the end of the year. A sum of Rs. 2,769-11 nP., was directed to be paid to the employees by the Authorities and a sum of Rs. 300 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 Government have amended Rule 24-A. The details of the amendment are furnished in Appendix H. A copy of the Minimum Wages (Madras) Rules, 1953 with upto-date amendments is enclosed.

(2) *Copies of important notifications etc. to be enclosed.*—During the year 1961, the Government issued three notifications. In Government Memorandum No. 80567/60-16, dated 4th January 1961, Department of Industries, Labour and Co-operation the Government have issued corrections to notification in G.O. Ms. No. 4923, Industries, Labour and Co-operation, dated 25th October 1960 notifying the minimum rates of wages for the employment in match and fire works manufactory.

In G.O. Ms. No. 839, Industries, Labour and Co-operation, (Labour) dated 10th February 1961, the Government have notified the Inspectors having jurisdiction over the place of establishment as the Inspectors to whom and the 15th day of January of each calendar year as the date before which, the return in Form III shall be submitted annually by the employer.

In G.O. Ms. No. 3503, Industries, Labour and Co-operation (Labour), dated 4th May 1961, the Government have specified the Assistant Inspector of Labour, Tiruvellure as Inspector under the Act to enforce the provision of the Act in the Tiruttani taluk of Chingleput district which was transferred from the Andhra State as per Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959.

Copies of notifications are appended in Appendices I, J and K.

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 the recommendations of the Minimum Wages (Central) Advisory Board, regarding fixation of a national minimum wage. The minimum rates of wages do not generally reflect the prevailing rates of wages 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 able to subsist but also to enable the marginal and submarginal 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 over-come these difficulties.*—Since the year 1951, when the enforcement of 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 or municipal limits. It has not been possible for the existing Assistant Inspectors 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 the employment in agriculture, the existing Assistant Inspectors could not go to remote villages to enforce the payment of minimum wages and the Government have since appointed the Revenue Inspectors as Inspectors for this purpose. The question of standardising their work is under consideration and when this is finalised, it is hoped, the problems and difficulties in implementation would have been solved, to a certain extent.

(3) *Suggestions for effective enforcement of the Act and proposals for amending the Act or rules framed thereunder.*—The extension of the provisions of the Payment of Wages Act to the scheduled employments by amending Section 22 F of the Minimum Wages Act, so that the workmen may have quick remedies of recovering the amounts due to them is under consideration.

(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 occupations to lift their heads and find an amount, sufficient for them and their families to subsist.

(b) *Effect on other occupations 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 organised.

MADRAS,

26th June 1962.

T. N. LAKSHMINARAYANAN,
Commissioner of Labour.

ANNEXURES.

IN THE MADRAS STATE FOR THE YEAR 1961

STATEMENT II

(1) Industry of employ- ment.	(2) Area of location.	(3) Category of employ- ment.	(4) Number of em- ployees.	(5) Wage period.	(6) Basic wage.	(7) Cost of living allowance.	(8) Composite wage.	(9) Basic wage.	(10) Cost of living allowance.	(11) Composite wage.	(12) Basic wage.	(13) Cost of living allowance.	(14) Composite wage.

The minimum rates of wages has not been fixed for the first time in respect of any employment during this year.

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Serial number and name of the employment.	Number of establishments.	Number of workers employed.
1 Cotton ginning and pressing.. .. .	361	17,800
2 Salt pans	34	978
3 Match and fire works	163	4,268
4 Histry manufactory	216	2,951
5 Bricks and tiles	84	868
6 Lac manufactory	..	..
7 Mica works	..	..
8 Cashew industry	6	206
Total ..	794	37,009

STATEMENT III.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year, 1961.

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Rates of wages.														
Industry of employ- ment.	Area of locality.	Category of employ- ment.	Number of employees.	Wage period.	Old rates.									
					Men.					Women.				
					Basic wage.	Cost of living allowance.	Composite wage.	(A)	(B)	Basic wage.	Cost of living allowance.	Composite wage.	(12)	(13)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1 Employment in Madras State														
any oil mill.		Electrician	..	Daily.	..	..	Rs. NP. 2 00 2 50	..	..	..	..	..	..	
		Engine Driver	..	Do.	..	..	2 00 2 50	..	..	..	..	..	..	
		Exp. Her Maistries	..	Do.	..	..	2 00 ..	..	..	..	..	..	..	
		Carpenters	..	Do.	..	..	1 75 ..	..	..	..	..	..	..	
		Fitters	..	Do.	..	..	1 50 ..	..	..	..	..	..	..	
		Press Men	..	Do.	..	..	1 37 ..	..	..	..	..	..	..	
		Firemen	..	Do.	..	..	1 37 ..	..	..	..	..	..	..	
		Coke-carriers	..	Do.	..	..	1 25 ..	..	..	..	..	..	..	
		Mazdoors	..	Do.	..	..	1 25 ..	..	..	..	..	..	..	
		Fitter men	..	Do.	..	..	1 25 ..	..	..	..	..	..	..	
		Sweepers	..	Do.	..	..	1 12 ..	..	..	..	..	..	..	
		Oilier	..	Do.	..	..	1 25 ..	..	..	..	..	..	..	
		Watchmen	..	Do.	..	..	1 25 ..	..	..	..	..	..	..	
		Attendant	..	Monthly.	..	..	..	..	..	..	..	..	..	
		Boilermen	..	Daily.	..	..	..	..	..	..	..	..	..	
		Clerks	..	Monthly.	..	..	..	..	..	..	..	..	..	
		Crushers	..	Daily.	..	..	..	..	..	..	..	..	..	
		Mechanics	..	Do.	..	..	..	..	..	..	..	..	..	
		Peons	..	Do.	..	..	..	..	..	..	..	..	..	
		Rotarymen	..	Do.	..	..	..	..	..	..	..	..	..	

2 Employment in Madras State
any rice mill,
flour mill or
dhal mill.

IN THE MADRAS STATE FOR THE YEAR 1961														
Hamalia (Bag Carriers).	Do.	..	..	..	..	..	1 75 1 50	..	..	..	..	..	..	..
Bag Weighers	Do.	..	..	..	..	..	1 62 1 50	..	..	..	..	..	..	..
Bag Stickers	Do.	..	..	..	..	..	1 50 1 50	..	..	..	..	..	..	..
Carriers of Husk	Do.	..	..	..	..	..	1 25 1 50	..	..	..	..	..	..	..
Carriers of Rice	Do.	..	..	..	..	..	1 37 1 50	..	..	..	..	..	..	..
Mazdoor including Miscellaneous workers.	Do.	..	..	..	..	..	1 12 ..	..	..	..	..	..	..	..
Engine Driver	Do.	..	..	..	..	..	2 00 2 00	..	..	..	..	..	..	..
Electricians	Do.	..	..	..	..	..	2 00 ..	..	..	..	..	..	..	..
Fitters	Do.	..	..	..	..	..	1 37 ..	..	..	..	..	..	..	..
Hullermen	Do.	..	..	..	..	..	1 60 ..	..	..	..	..	..	..	..
Mechanics	Do.	..	..	..	..	..	1 37 1 75	..	..	..	..	..	..	..
Maistries	Do.	..	..	..	..	..	1 75 ..	..	..	..	..	..	..	..
Oilers	Do.	..	..	..	..	..	1 37 ..	..	..	..	..	..	..	..
Paddy Boilers	Do.	..	..	..	..	..	1 50 1 50	..	..	..	..	..	..	..
Paddy Drivers	Do.	..	..	..	..	..	1 25 ..	..	..	..	..	..	..	..
Paddy Millers	Do.	..	..	..	..	..	1 25 ..	..	..	..	..	..	..	..
Paddy Soakers	Do.	..	..	..	..	..	1 25 ..	..	..	..	..	..	..	..
Sweepers	Do.	..	..	..	..	..	1 12 ..	..	..	..	..	..	..	..
Shellers	Do.	..	..	..	..	..	1 37 ..	..	..	..	..	..	..	..
Winnowers	Do.	..	..	..	..	..	1 12 ..	..	..	..	..	..	..	..
Water carriers	Do.	..	..	..	..	..	1 12 ..	..	..	..	..	..	..	..
Watchman	Do.	..	..	..	..	..	1 25 ..	..	..	..	..	..	..	..
Mazdoors employed in polishing.	Do.	..	..	..	..	..	..	..	..	..	..	..	..	..
Rice Measurers	Do.	..	..	..	..	..	..	..	..	..	..	..	..	..
Mazdoors in grinding grain.	Do.	..	..	..	..	..	..	..	..	..	..	..	..	..
Dhal manufacturers	Do.	..	..	..	..	..	..	..	..	..	..	..	..	..
Loadmen	Do.	..	..	..	..	..	..	..	..	..	..	..	..	..
Clerks	Monthly.	..	..	..	..	..	..	..	..	..	..	..	..	..
Peons	Daily.	..	..	..	..	..	..	..	..	..	..	..	..	..
Attendants	Monthly.	..	..	..	..	..	..	..	..	..	..	..	..	..
Carpenters	Daily.	..	..	..	..	..	..	..	..	..	..	..	..	..
Varukadalai workers	Do.	..	..	..	..	..	..	..	..	..	..	..	..	..

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

p Same rates as in column 8.

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

‡ Children wherever employed, will be paid half of the rates shown in column 8.

(A) Old rates of wages are by the Madras Government in respect of Madras State area excluding Kanakumari district and Shembhar taluk of Tirunelveli district.

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

STATEMENT III—cont.

Statement showing the details of minimum rates of wages fixed under the Act—Revised during the year, 1961—cont.

REPORT ON THE WORKING OF THE MINIMUM WAGES ACT

IN THE MADRAS STATE FOR THE YEAR 1961

		Rates of wages.							
		Men.				Women.			
		(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
		Basic wage.	Cost of living allowance.	Composite wage.	Basic wage.	Cost of living allowance.	Composite wage.	Basic wage.	Cost of living allowance.
				rs. p.p.					
1	Employment in Madras State any oil mill.								
	Electrician ..	..	..	2 25	..	..	†	†	†
	Engine Driver ..	..	..	2 25	..	..	..	..	..
	Expeller Mastrics ..	..	..	2 25	..	..	..	..	..
	Carters ..	..	..	2 0	..	..	..	..	..
	Fitters ..	..	..	1 75	..	..	..	..	..
	Press men ..	..	..	1 50	..	..	..	..	..
	Firemen ..	..	..	1 50	..	..	..	..	..
	Cake carriers ..	..	..	1 50	..	..	..	..	..
	Mazdoors ..	..	..	1 50	..	..	..	..	..
	Fittermen ..	..	..	1 50	..	..	..	..	..
	Sweepers ..	..	..	1 25	..	..	..	..	..
	Oilier ..	..	..	1 50	..	..	..	..	..
	Watchmen ..	..	..	1 50	..	..	..	..	..
	Attender ..	..	..	35 00	..	..	..	..	..
	Boiler men ..	..	..	2 00	..	..	..	..	..
	Clerks ..	..	..	50 00	..	..	..	..	..
	Crushers ..	..	..	1 25	..	..	..	..	..
	Mechanics ..	..	..	1 50	..	..	..	..	..
	Peons ..	..	..	1 50	..	..	..	..	..
	Rotarymen ..	..	..	1 75	..	..	..	..	..
	Handalis (Bag Carriers).	..	..	2 00	..	..	..	..	..
2	Employment in Madras State any rice mill, flour mill or shell mill								
	Bag Weighers ..	..	..	1 75	..	..	..	..	..
	Bag Stitches ..	..	..	1 75	..	..	..	..	..
	Carriers of Husk ..	..	..	1 50	..	..	..	..	..
	Carriers of Rice ..	..	..	1 50	..	..	..	..	..
	Masdoor including male cellaneous workers.	..	..	1 25	..	..	..	..	..
	Engine Driver ..	..	..	2 25	..	..	..	..	..
	Electricians ..	..	..	2 25	..	..	..	..	..
	Firemen ..	..	..	1 75	..	..	..	..	..
	Fitters ..	..	..	1 75	..	..	..	..	..
	Hullmen ..	..	..	1 00	..	..	..	..	..
	Mechanics ..	..	..	2 00	..	..	..	..	..
	Maistrics ..	..	..	2 00	..	..	..	..	..
	Others ..	..	..	1 50	..	..	..	..	..
	Paddy Boilers ..	..	..	1 75	..	..	..	..	..
	Paddy Driers ..	..	..	1 50	..	..	..	..	..
	Paddy Millers ..	..	..	1 50	..	..	..	..	..
	Paddy Soakers ..	..	..	1 50	..	..	..	..	..
	Sweepers ..	..	..	1 25	..	..	..	..	..
	Sheller men ..	..	..	1 50	..	..	..	..	..
	Winnowers ..	..	..	1 25	..	..	..	..	..
	Water carriers ..	..	..	1 25	..	..	..	..	..
	Watchmen ..	..	..	1 50	..	..	..	..	..
	Masdoors employed in polishing.	..	..	1 25	..	..	..	..	..
	Rice Measurers ..	..	..	1 00	..	..	..	..	..
	Masdoors in grinding grain.	..	..	1 25	..	..	..	..	..
	Diall Manufacturers ..	..	..	1 37	..	..	..	..	..
	Loadmen ..	..	..	1 37	..	..	..	..	..
	Clerks ..	..	..	50 00	..	..	..	..	..
	Peons ..	..	..	1 50	..	..	..	..	..
	Attenders ..	..	..	35 00	..	..	..	..	..
	Carpenters ..	..	..	1 75	..	..	..	..	..
	Varukadai workers ..	..	..	2 00	..	..	..	..	..

† Same rates as in column (17).

‡ The same wages rates shown in columns (8) and (7) will be applicable for both men and women wherever they are employed.

STATEMENT IV.

Payment of wages and deductions.

Serial number and name of Industry or employment.	(1)	Number of establishments which submitted the returns in Form III.		Number of workers in the establishments furnishing returns.	Estimated number of workers employed in the establishments not furnishing returns.	Total wages paid.
		(2)	(3)	(4)	(5)	(6)
1 Wollen carpet making and shawl weaving establishments.	11	6	77	90	20,987 98	ms. rP.
2 Rice, flour and dhall mills	2,377	2,609	19,366	5,315	84,66,493 67	
3 Tobacco including beedi manufactory	2,137	779	13,673	24,117	67,40,900 09	
4 Plantations	2,078	233	89,824	92,523	4,19,13,234 79	
5 Oil mills	834	612	3,772	1,183	16,80,279 04	
6 Local Authorities	2,057	29	1,496	1,61,171	3,42,998 05	
7 Road construction or building operations	34	..	..	1,700	..	..
8 Stone breaking or stone crushing	16	4	28	312	9,257 29	
9 Public motor transport	856	585	19,946	7,032	2,27,22,923 47	
10 Tanneries and leather manufactory	270	201	7,126	1,734	63,46,668 01	
11 Coir manufactory	30	1	4	116	2,340 00	
12 Cotton ginning and pressing	261	220	15,217	2,583	85,04,986 66	
13 Salt pans	84	16	753	220	2,59,766 26	
14 Match and fire works	163	118	999	2,267	68,19,372 74	
15 Hosiery manufactory	246	143	1,654	1,297	8,90,372 77	
16 Bricks and tiles	84	12	299	509	2,14,594 23	
17 Lac manufactory	..	..	..	..	..	..
18 Mica works	..	..	..	..	..	..
19 Cashew industry	6	..	206	..	Not available.	
Total	20,594	5,573	1,74,445	2,93,169	10,39,41,235 00	

(Returns not received).

Serial number and name of Industry or employment.	Deductions made on account of			Disbursements from free fund.	
	Fines.	Damage or loss.	Breach of contract.	Amount.	Purpose.
1 Wollen, carpet-making and shawl weaving establishments.	(7)	(8)	(9)	(10)	(12)
2 Rice, flour and dhall mills	ms. rP.	ms. rP.	ms. rP.	ms. rP.	ms. rP.
3 Tobacco including beedi manufactory	..	..	..	..	..
4 Plantations	420 92	497 63	436 91	1,555 36	Recreation items for workers and independence celebration.
5 Oil mills	34 59	..	..	34 50	..
6 Local authorities	..	..	..	..	..
7 Road construction or building operations	..	..	..	..	..
8 Stone breaking or stone crushing	..	..	..	..	..
9 Public motor transport	277 33	244 72	..	522 05	Recreation items for workers and independence celebration.
10 Tanneries and leather manufactory	24 61	1 73	..	26 34	..
11 Coir manufactory	..	..	..	..	..
12 Cotton ginning and pressing	603 15	23 66	..	626 81	Ayutha expenses.
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	1,384 35	757 64	636 91	2,778 93	1,148 20

(Returns not received).

STATEMENT V.

Statement showing the number of establishments made and the 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 complied with the provisions of the Act.	Establishments not complied with the provisions of the Act.	
(1)	(2)	(3)	(4)	(5)	
1 Woollen, Carpet-making and shawl-weaving establishments ..	11	9	7	2	
2 Rice, flour and dhall mills ..	3,877	1,997	1,086	311	
3 Tobacco including beedi manufactory ..	2,137	1,297	1,198	99	
4 Plantations ..	3,678	268	251	17	
5 Oil mills ..	834	635	524	111	
6 Local authorities ..	8,057	63	50	13	
7 Road construction or building operations ..	24	..	..	..	
8 Stone-breaking or stone-crushing ..	16	9	5	4	
9 Public motor transport ..	856	544	457	87	
10 Tanneries and Leather Manufactory ..	270	265	161	104	
11 Coir manufactory ..	3	..	..	..	
12 Cotton ginning and pressing ..	261	214	209	5	
13 Salt pans ..	34	17	16	1	
14 Match and fire works ..	163	116	103	13	
15 Hosiery manufactory ..	246	246	239	7	
16 Bricks and tiles ..	84	70	54	16	
17 Lac Manufactory ..	..	..	..	..	
18 Mica Works ..	..	..	..	..	
19 Cashew industry ..	..	..	..	..	
	(Returns not received as they are not functioning)	6	..	..	6
Total ..	20,894	5,755	4,960	795	

STATEMENT VI.

Statement of prosecutions.

Prosecutions and convictions.

Serial number. Industry or employment.	Payments of wages.	Deductions.	Hours of overtime work.	Display of notices, Maintenance of registers and submission of returns.	Others.	Total of columns (3) to (7).	Number of cases in which fines were imposed.	Amount of fines.	Manner in which fines are utilised.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1 Woollen carpet-making and shawl weaving establishments.	..	..	..	..	..	..	..	..	..	..
2 Rice flour and dhall mills ..	..	..	..	..	3	..	3	3	25 00	Fines were credited to XXI Administration of justice—General fees—fines an 1 for features.
3 Tobacco including beedi manufactory.	..	..	..	..	1	..	1	1	20 00	
4 Plantations ..	..	..	..	..	3	..	3	3	100 00	
5 Oil mills ..	..	..	..	..	..	..	..	..	..	
6 Local authorities ..	..	..	..	..	..	..	..	..	..	
7 Road construction or building operations.	..	..	..	..	..	..	..	..	..	
8 Stone breaking or stone crushing ..	..	..	..	..	..	..	..	..	..	
9 Public motor transport ..	..	..	1	..	1	1	3	3	117 60	(Admonished in one case.)
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 ..	..	..	3	7	1	9	9	9	322 60	

IN THE MADRAS STATE FOR THE YEAR 1961

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 as paid to employees.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
12	71	53	20	2,700-11	..	200-00

ANNEXURE A.

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR EMPLOYMENT IN PUBLIC MOTOR TRANSPORT HELD ON 19TH JUNE 1961.

The following members were present :—

Sri P. V. Viswanathan, Commissioner of Labour	Chairman.
(in charge).	
Sri T. Srinivasan, I.A.S., Director, State Transport, Madras.	Members representing employers.
Sri P.N. Nagaswamy, Personnel Officer, Southern Roadways (Private), Limited, Madurai.	
Sri J. Chelliah, Manager, N. S. Motor Service, Salem.	
Sri S. Rm. Ct. Pl. Palaniappa Chettiar, Managing Director, T.S.T. Company (Private), Limited, Tiruchirapalli.	
Sri T.S. Pattabiraman, M.A., M.L., M.P., President, State Transport Employees' and Workers Union, Madras-2.	
Sri T. A. Narayanaswami Chettiar, General Secretary, The Mettupalayam Nilgiris Motor Workers' Union, Mettupalayam.	Members representing employees.
Sri M.S. Ramanathan, Secretary, National Motor Workers' Union, Salem-1.	
Sri G. Punja, Statistical Officer (representing Director of Statistics, Madras).	Independent member.
Sri R. Seshadri, B.A. (Hons.), Personal Assistant to the Commissioner of Labour, Madras.	Secretary.

An Advisory Committee under section 5 (1) (a) of the Minimum Wages Act, 1948, for the revision of minimum rates of wages fixed for the employment in Public Motor Transport with the Commissioner of Labour, Madras as Chairman, and with Messrs. P. N. Nagaswamy, J. Chelliah, S. Rm. Ct. Pl. Palaniappa Chettiar and Messrs T.S. Ramanujam, T.S. Pattabiraman, T.A. Narayanaswami Chettiar and M.S. Ramanathan representing employees and the Director of Statistics, Madras, an Independent member on the Committee was constituted by Government in G.O. Ms. No. 1612, Industries, Labour and Co-operation (Labour), dated 18th March 1961.

A detailed note containing the norms laid down by the Indian Labour Conference, minimum rates of wages as worked out by the Director of Statistics, for important centres like Madras, Coimbatore, Madurai, Tirunelveli, Salem, Tiruchirapalli, etc., was circulated to the members.

The Chairman explained to the members of the Committee, the procedure to be adopted in revising the minimum rates of wages fixed for this employment. He also explained why the rates now proposed for revision should be an all inclusive wage instead of a separate Dearness Allowance, etc. The members of the Committee after discussion unanimously decided to recommend to the Government to revise the minimum rates of wages already fixed in 1957 and 1959 in respect of categories Nos. 1 to 21 referred to G.O. Ms. No. 1247, Industries, Labour and Co-operation (Labour), dated 30th March 1957, and item No. 1 in G.O. Ms. No. 5060, Industries, Labour and Co-operation (Labour), dated 29th December 1959, as shown in the Annexure to this proceedings. In respect of other categories mentioned in G.O. Ms. No. 5060, Industries, Labour and Co-operation (Labour), dated 29th December 1959, the revision of minimum rates would be taken up at the meeting to be held at 11 a.m. on 4th July 1961.

The Committee unanimously decided to recommend to Government to delete categories Nos. 18 and 21, viz., cleaner learner and apprentices from the purview of the minimum wages fixation as it was felt that in respect of those categories it would be better to leave it to the discretion of the Managements.

The labour members on the Committee also suggested that the categories of Battery-men and Vulcanisers referred to under item 16 (b) may be added to item 16 (a) since the work of these categories were similar to those mentioned under item 16 (a). The employer members on the Committee also expressed themselves in favour of this suggestion. The Committee accordingly decided to recommend to Government to delete the categories of battery-men and vulcanisers from 16 (b) and add them under item 16 (a).

The Committee decided to meet on 4th July 1961, to consider the revision of minimum rates of wages for the remaining categories.

ANNEXURE.

Class of employees.	Minimum rates of wages fixed in 1957.		Revised minimum rates of wages recommended by the committee. (All inclusive Minimum rates of wages).
	Basic minimum wage.	Dearness allowance.	
(1)	(2)	(3)	(4)
1 Drivers	25.	25.	25.
2 Conductors	45	25	90
3 Mechanics	35	25	75
4 Assistant Mechanics	30	20	125
5 Fitters	55	25	90
6 Assistant Fitters	45	25	85
7 Electricians	35	25	75
8 Inspectors	45	25	90
9 Clerks	40	25	80
10 Hammermen	45	25	80
11 Greasers	30	25	65
12 Peons	30	25	65
13 Scavengers	25	25	60
14 Sweepers	25	25	60
15 Watchmen	25	25	60
16 Skilled workers—	25	25	60
(a) Blacksmiths, Carpenters, Tinkers, Turners, Liners, Tyremen, Battery-men, Vulcanisers and the like.	45	25	60
(b) Welders, Tailors, Moulders, Spray-painters, and Painters.	45	25	60
17 Unskilled workers—			
Cleaners (special and stand) Charcoal-men, Helpers, Mazdoors and the like.	25	25	60
18 Conductor learners for a period of three months.	25 (all inclusive).		Deleted.
19 Lubricating Assistants	25	25	60
20 Cleaners (ordinary)	25	25	60
21 Apprentices for the period up to 1 year	25	25	60
22 Floor Supervisor	25 (all inclusive).		Deleted.
(i) Regulation of packing of vehicles.	100		125
(ii) Cleanliness of vehicles and work-yard.			
(iii) Supervision of washing and lubrication of vehicles.			
(iv) Road testing vehicles in which defect is reported.			

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ANNEXURE B.

PROCEEDINGS OF THE MEETING OF THE ADVISORY COMMITTEE FOR THE EMPLOYMENT IN PUBLIC MOTOR TRANSPORT HELD ON THE 10TH JULY 1961.

The following members were present:—

Chairman.—

Sri F. V. Viswanathan, Commissioner of Labour (In-charge).

Members representing employers—

- 1 Sri T. Srinivasan, I.A.S., Director, State Transport, Madras-2.
- 2 Sri P. N. Nagaswamy, Personnel Officer, Southern Roadways (Private), Limited, Madurai.
- 3 Sri J. Chelliah, Manager, N. S. Motor Service, Salem.
- 4 Sri S. Rm. Ct. Pl. Palaniappa Chettiar, Managing Director, T.S.T. Company (Private), Limited, Tiruchirappalli.

Members representing employees.—

- 1 Sri T. S. Ramanujam, B.A., L.L.B. (LON.), President, Madras Provincial Motor Transport and General Workers' Federation, Madras-2.
- 2 Sri T. S. Pattabiraman, M.A., M.L., M.P., President, State Transport Employees' and Workers' Union, Madras-2.
- 3 Sri T. A. Narayanaswami Chettiar, General Secretary, Madhapalayam Nilgiris Motor Workers Union, Madhapalayam, Coimbatore district.
- 4 Sri M. S. Ramanathan, Secretary, National Motor Workers' Union, Salem-1.

Independent member.—

Sri H. G. Punja, Statistical Officer (Representing Director of Statistics, Madras).

Secretary.—

Sri R. Seshadri, B.A., (Mons.), Personal Assistant to the Commissioner of Labour, Madras.

The Committee resumed the deliberations and confirmed the minutes of proceedings of the meeting held on 19th June 1961. Sri T. S. Ramanujam who was not present at the meeting held on 19th June 1961 observed that while he generally agreed with the rates suggested by the Committee in respect of all the categories mentioned in the Annexure to the proceedings, the difference between the rates recommended for the category of drivers and the conductors were rather pronounced as the difference of Rs. 15 in the monthly rates between these two categories were high. He also added that previously the monthly wage differential between these categories was only Rs. 10. The Chairman informed the member that the rates mentioned in the Annexure to the proceedings of the meeting held on 19th June 1961 were recommended after elaborate discussions and the recommendation met with the unanimous approval of the members present on that date and that it would not be right to alter the rates already recommended.

The committee next took up the question of revision of minimum rates of wages fixed for the remaining 29 categories viz., categories Nos. 27 to 30 referred to in G.O. Ms. No. 5060 Industries, Labour and Co-operation, (Labour) dated 29th December 1959. After discussions the Committee unanimously decided to recommend to Government the rates mentioned in the Annexure. The finalised rates for all the categories were also read out to the Committee.

The Committee agreed that the rates of minimum wages recommended by it shall not affect cases where higher rates of minimum rates of wages have been fixed by the former Travancore-Cochin Government in their proceedings No. L.I. 16322/53/DD., dated 9th October 1954, which are now in force in the Kanyakumari District and Shankottah taluk of the Tirunelveli District.

The Committee further desired that the rates now recommended by it in its meetings held on 19th June 1961 and on 10th July 1961 is not inclusive of batta, night allowance and night halt allowance. The Committee also decided that the Government be requested 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.

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

(True copy).

ANNEXURE.

Class of employees.	Minimum rates of wages fixed in 1959.	Revised minimum rates of wages recommended by the Committee.
(1)	(2)	(3)
	rs. pP.	rs.
1 Parking Controller (Regulation of parking vehicles supervision of washing and lubrication).	99 00	110
2 Assistant Blacksmith	57 50	70
3 Fitter helper	57 50	70
4 Assistant tyremen	57 50	70
5 Time-keeper or stand agent	60 00	75
6 Assistant tinker	55 00	70
7 Attenders	55 00	65
8 Assistant electricians	55 00	80
9 Water carrier	51 00	60
10 Bench fitter	65 00	90
11 Depot starter	70 00	90
12 Controller	70 00	80
13 Shroff or Cashier	70 00	80
14 Petrol pump operator	55 00	70
15 Winder	70 00	80
16 Workshop time-keeper	70 00	80
17 Lubricating inspector	70 00	80
18 Radiator fitter	70 00	80
19 Electroplater	70 00	80
20 Workshop driver	70 00	90
21 Mechanist	70 00	90
22 Assistant mechanic	60 00	80
23 Assistant welder	65 00	80
24 Assistant tailor	65 00	80
25 Assistant painter	65 00	80
26 Ticket checking clerk or booking clerk	65 00	80
27 Store-keeper	85 00	100
28 Workshop tool-keeper	80 00	90
29 Typists	70 00 (a) 80 00 (b)	90 (a) 100 (b)

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

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

(True copy).

ANNEXURE C.

SUMMARY OF THE PROCEEDINGS OF THE MEETING OF THE MINIMUM WAGES ADVISORY COMMITTEE FOR THE EMPLOYMENT IN TANNERIES-CUM-LEATHER MANUFACTORIES HELD AT 11.30 A.M. ON 18TH SEPTEMBER 1961.

The following members were present :—

Chairman:—

Sri P. V. Viswanathan, Commissioner of Labour and Director of Employment (in charge).

Members representing employers:—

- 1 Sri S. V. Sundaram, Assistant Secretary, South India Tanners and Dealers Association, Ranipet.
- 2 Sri C. K. Doraivelan, M.A. B.L., Treasurer, Pallavaram Tanners' Association, Madras 3.
- 3 Sri S. Vishnu Mohan, Gordon Woodroffe Leather Manufacturing Company (Private) Limited, Madras 1.
- 4 Sri N. T. Subramania Mudaliar, General Manager, N. M. Tannery, Tiruchirapalli.

Members representing Employees:—

- 1 Sri M. Adhimoolam, President, North Arcot District Tannery Workers' Union, Vaniambadi.
- 2 Sri B. Radha, General Secretary, Chingleput District Tannery Workers' Union, Pallavaram.
- 3 Sri S. S. Thangarajan, Dindigul Tannery Labour Workers' Union, Registered No. 214, Dindigul.
- 4 Sri S. M. B. Iswaran, Assistant Secretary, Tiruchirapalli National Tannery Employees' Union, Tiruchirapalli.

Secretary:—

Sr R. Seshadri, B.A. (HONS.), Assistant Commissioner of Labour (Administration) Madras.

In G.O. Ms No 3936 Industries, Labour and Co-operation (Labour) dated 2nd June 1961, the Government of Madras constituted an Advisory Committee under Section 5 (1) (a) of the Minimum Wages Act for advising them in revising the minimum rates of wages fixed for the employment in tanneries-cum-leather manufactories with the Commissioner of Labour as the Chairman and with Messrs. S. V. Sundaram, C. K. Doraivelan, S. Vishnu Mohan and N. T. Subramania Mudaliar representing employers and Messrs. M. Adhimoolam, and Thangarajan, B. Radha, and S. M. B. Iswaran representing employees and the Director of Statistics, Madras and the Joint Director of Industries, and Commerce (Engineering) Madras as Independent members.

At the outset the members of the Committee were informed of the procedure to be followed by them in the matter of fixation and revision of minimum rates of wages for a scheduled employment. They were also informed of the suggestion that the minimum wages to be recommended by this Committee should be an all inclusive rate of wages taking also into consideration the elements of dearness allowance and house rent allowance.

Sri M. Adhimoolam and Sri Iswaran representing employees suggested to the Committee that as the units of work varies from centre to centre there should be an uniformity in the case of number of skins or hides per unit. The employers representatives were against this suggestion and argued that the question of workload is outside the purview of the Committee and that the workers might

agitate this issue in a separate form if they were so advised. After discussions, the employers representatives however agreed that there would be no increase in the existing unit workload due to the revision of minimum rates of wages to be recommended by this Committee.

Though the members representing Labour were in favour of fixation of a consolidated minimum wage, the employer members felt that such consolidation would not be capable of proper implementation. They added that when the workers are paid on the basis of units of work turned out by them, it may not be possible to take into consideration the payment of dearness allowance and house rent allowance for every unit. Sri Subramania Mudaliar, another employer member of the Committee stated that while there was no work in the factory it was usual to pay the workers the dearness allowance. If the dearness allowance is consolidated, the workers would be deprived of the above-mentioned benefit of the payment of dearness allowance as on the day of closure. After discussions, the Committee unanimously decided to recommend the fixation of the basic wages and dearness allowance separately. It was also agreed that while fixing the minimum rate of wages the element of house rent allowance also should be taken into account.

The Committee then took up the question of revision of minimum wages fixed for the workers in Part I of the Schedule to G. O. Ms. No. 4192, Industries, Labour and Co-operation, dated 25th September 1956. The Committee considered at length of the necessity to increase the Minimum wages fixed in 1956 and decided that there should be atleast an increase of 25 per cent in the basic wages of workers of other than those in foundry section where due to the skilled nature of work a 30 per cent wage increase was decided upon. The minimum wage structure so recommended is shown in the Annexure. As regards the General categories mentioned in G.O. Ms. No. 4192 Industries, Labour and Co-operation (Labour), dated 25th September 1956 and in G.O. Ms. No. 4983 Industries, Labour and Co-operation (Labour), dated 24th December 1959 the Committee recommended the following revised minimum basic wages.

Maistries or Supervisors	Rs.
Clerks	40
Watchmen	40
	35

The rates as suggested by the Committee for the various categories mentioned in Part I of the Schedule to G. O. Ms. No. 4192, Industries, Labour and Co-operation, dated 25th September 1956 are given in the Annexure as already mentioned above.

The Committee decided that the question of revision of rates of wages in respect of Part II of the Schedule and revision of Dearness allowance mentioned in Part III may be taken up on 19th September 1961 at 11:00 a. m.

Dated at Madras this 19th day of September, 1961.

(Sd.) P. V. VISWANATHAN,
Chairman.

Members.

Signed S. V. Sundararaman
" C. K. Doraivelan
" N. T. Subramania Mudaliar
" S. Vishnu Mohan
" S. A. Thangarajan
" M. Adhimoolam
" B. Radha.
" S. M. B. Iswaran

(Sd.) R. SESHADRI,
Secretary.

(True copy)

ANNEXURE.

PART I, TANNING-CUM-LEATHER MANUFACTORIES.

Class of employees.	Minimum basic wages fixed in 1956 and 1959 (G.O. Ms. No. 4192, I. L. & O., dated 25th September 1956 and 4983 I. L. & O. (Labour), dated 24th December 1959.)		Revised minimum basic wages recommended by the committee.	
	(1)	(2)	(3)	(4)
Lease Yard—		Rs. A. P.		Rs. pP.
1 Helpers		0 12 0		0 94
2 Fleathers		0 14 0		1 00
3 Saddlers		0 14 0		1 00
4 Goat skin Knifers		0 14 0		1 00
Tanning and Dyeing department—				
1 Helpers		0 12 0		0 94
2 Drum Boys		0 12 0		0 94
3 Shavers		1 2 0		1 40
4 Splitters		1 2 0		1 40
5 Shaving Learners		0 12 0		0 94
6 Skimming helpers		0 12 0		0 94
Setting department—				
1 Helpers		0 12 0		0 94
2 Setting machine Operators				
3 Hand setters				
Staking department—				
1 Helpers		0 12 0		0 94
2 Cutters				
3 Stakers				
Straining department—				
1 Helpers		0 12 0		0 94
2 Strainers				
Finishing department—				
1 Helpers		0 12 0		0 94
2 Seasoners				
3 Sprayers				
Finishing Machinery department—				
1 Helpers		0 12 0		0 94
2 Buffing Machine operators				
3 Emery wheel operators				
4 Glazing operators (cow)				
5 Trimmers				
6 Press Machine operators				
7 Hand ironers				
8 Boarders				
9 Glazing Machine operators (glass kind)			1 0 0	1 25
Foundry department—				
1 Helpers		0 12 0		0 94
2 Fitters		0 14 0		1 12
3 Drivers		1 2 0		1 48
4 Masons		1 0 0		1 30
5 Carpenters		1 0 0		1 30
6 Fitters and driver labourers		0 12 0		0 99

ANNEXURE—cont.

PART I, TANNERIES-CUM-LEATHER MANUFACTORIES.

Class of employees.	Minimum basic wages Fixed in 1956 and 1959 G.O. Ms. No. 4192, I. L. & O. dated 25th September 1956 and 1958 I. L. & O. (Labour) dated 24th December 1959.		Revised minimum basic wages recommended by the committee.	
(1)	(2)		(3)	
	Rs. A. P.		Rs. nP.	
Bark yard department—				
1 Deamers	} 0 12 0		0 04	
2 Setters				
General—				
1 Maistries	34 0 0		40 00	
2 Clerk	34 0 0		40 00	
3 Watchmen	28 0 0		35 00	
General categories employed in Tanneries (excluding the tanneries-cum-leather manufactories)—				
1 Clerks	34 0 0		40 00	
2 Maistries or supervisors ..	34 0 0		40 00	
3 Watchmen	28 0 0		35 00	

(Signed) P. V. Viswanathan.
 " S. V. Sundararaman.
 " C. K. Doraivelan.
 " N. T. Subramaniam.
 " S. Vishnumohan.
 " S. A. Thangarajan.
 " N. Adhimoolam.
 " B. Radha.
 " S. M. B. Iswaran.
 " R. Seshadri.

(True copy)

SUMMARY OF THE PROCEEDINGS OF THE MEETING OF THE MINIMUM WAGES
ADVISORY COMMITTEE FOR THE EMPLOYMENT IN TANNERIES-CUM-LEATHER
MANUFACTORIES HELD AT 11-00 A.M. ON THE 19TH SEPTEMBER, 1961.

The following members were present:—

Chairman—

Sri P. V. Viswanathan, Commissioner of Labour and Director of Employment (incharge).

Members representing employers—

- 1 Sri S. V. Sundararaman, Assistant Secretary, South India Tanneries and Dealers Association, Ranipet.
- 2 Sri C. N. Doraivelan, M.A., B.L., Treasurer, Pallavaram Tanners' Association, Madras-3.
- 3 Sri S. Vishnumohan, Gordon Woodroffe Leather Manufacturing Company (Private) Limited, Madras-3.
- 4 Sri N. T. Subramania Mudaliar, General Manager, N. M. Tannery, Tiruchirapalli.

Members representing employees—

- 1 Sri M. Adhimoolam, President, North Arcot District Tannery Workers' Union, Pallavaram.
- 2 Sri S. A. Thangarajan, Dindigul Tannery Labour Workers' Union, Regd. No. 214, Dindigul.
- 3 Sri S. N. B. Iswaran, Assistant Secretary, Tiruchirapalli National Tannery Employees' Union, Tiruchirapalli.

Independent member—

Sri S. R. Jayavelu, Statistical Officer (representing Director of Statistics, Madras).

Secretary—

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

The Committee resumed its deliberations on 19th September 1961 and confirmed the minutes of proceedings of the meeting held on 18th September 1961. The Committee next took up the question of revision of minimum rates of wages in respect of Part II of the schedule and revision of dearness allowance mentioned in Part III of the G.O. Ms. No. 4192, Industries, Labour and Co-operation, dated 25th September 1956.

After discussion the Committee decided to recommend the following rates of basic wage in respect of the workers in Part II of the Schedule and the dearness allowance under Part III of the Schedule.

PART II—OTHER TANNERIES.

1. Turning of skins and hides in lime pits or bark pits. 0.12 nP. per every unit of work done.

N.B.—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 Ra. 1.75 nP. per day inclusive of cost of living allowance.

While considering the above item No. 2, the Committee desired that the word 'Others' under this heading be removed and the categories be named as Unskilled Workers.

3. Piece rate workers 0.84 nP. per every units of work done.

N.B.—Quantum of unit will depend on 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 time rate of 84 nP. per day with a minimum cost of living allowance of 1.09 nP.

4. Adolescent workers Ra. 23.40 nP. per month or 78 nP. per day.

PART III—COST OF LIVING ALLOWANCE.

All the workers specified in Part I above shall be paid a cost of living allowance as follows. Ra. 38 per month or 1.26 nP. per day—Unless otherwise indicated against any of the foregoing items under Part II above, all workers specified in Part II shall be paid the cost of living allowance as follows: Cost of living allowance per mensem Rs. 30 or 1.09 nP. per day.

The Committee also agreed that the rate of dearness allowance suggested by it should be made applicable to the workers both in Part I and II, viz., maistries or supervisors, clerks and watchmen employed by the Tanneries and the Tanneries-cum-leather manufactories. Children wherever employed shall be paid half the

REPORT ON THE WORKING OF THE MINIMUM WAGES ACT

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

- (i) Where any category of workers are actually in receipt of higher rates of wages than the statutory minimum rates of wages fixed, they shall continue to get the benefits of the higher wages.
- (ii) Women workers engaged in the process of tanning shall be paid the same rates of wages as men. Children wherever employed shall be paid benefits of the half the rates of wages.
- (iii) 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.

Dated at Madras, this the 18th day of September 1961.

B. Radha.	P. V. Viswanathan.
M. Adhimoolam.	S. V. Sundararaman.
S. M. Thyagarajan.	C. K. Doraivelan.
S. M. B. Iswaran.	N. T. Subramaniam.
S. R. Jayavelu.	S. Vishnumohan.
	R. Seshadri.

(True copy)

ANNEXURE D.

FINAL SUMMARY OF THE PROCEEDINGS OF THE MEETING OF THE MINIMUM WAGES (STATE) ADVISORY BOARD HELD AT 11-30 A.M. ON 20TH NOVEMBER 1961.
The following members were present :—

Chairman—

Sri P. V. Viswanathan, Commissioner of Labour (in-charge), Madras.

Independent members—

- 1 Sri V. G. Venkataramana Rao, Assistant Marketing Officer, Office of the Director of Agriculture, Madras-5.
- 2 Sri N. Salvarajan, Deputy Chief Engineer (General), Office of the Chief Engineer P.W.D. (General), Madras-5.
- 3 Sri S. R. Jayavel, Statistical Officer, for Director of Statistics, Madras-7.

Members representing employers—

- 1 Sri C. V. Subbu, Executive Member, A.P.M., Coonoor.
- 2 Sri V. N. Saifullah, Secretary, Madras Provincial Beedi Factory Owners Association, Madras-21.
- 3 Sri S. Meenakshisundaram, Dindigul Skin Merchants' Association, Dindigul.
- 4 Sri K. Ramasubbu Reddiar, B.Sc., B.L., M.L.A., Kumaranadi, Palsyamecottah Post, Tirunelveli district.
- 5 Sri P. N. Nagaswami, Personnel Officer, Southern Roadways (Private) Limited, Madurai.

Members representing employees—

- 1 Sri R. Raman Nair, President, Nilgiris District Estate Workers' Union, Coonoor.
- 2 Sri K. A. Vasimalai, Secretary, Dindigul Tobacco Labourers' Sangam, South Car Street, Dindigul.
- 3 Sri M. Adhimoolam, President, North Arcot District Tannery Workers' Union, Vaniyambadi.
- 4 Sri D. Dasarathan, M.L.A., Wandiwash, North Arcot district.
- 5 Sri N. R. Guruswami Iyer, Treasurer, T. V. S. Workers' Union, Madurai.
- 6 Sri S. Krishnamurthy, B.A., B.L., A.I.T.U.C., Tamilnad Branch, 6, Rajaohar Street, Madras-17.
- 7 Sri N. S. Ramachandran, Advisor, I.N.T.U.C., Madurai.

Secretary :—

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

The following decisions were arrived at the meeting of the above Board.

Item No. 1—Report of the Minimum Wages Advisory Committee for Tannery-Leather Manufactory.—After discussion the Board unanimously accepted the rates recommended by the Advisory Committee and considered that no reduction in the minimum rates of wages already recommended is necessary as represented by a section of tanners.

Sri M. S. Ramachandran and Sri N. A. Vasimalai, however, felt that the quantum of skins or hides per unit should be standardized since the quantum varies from place to place. Sri S. Meenakshisundaram, one of the members representing tanners on the Board also expressed himself in favour of such standardization of units as at present there was much difference in the quantum of work per unit from place to place. The Board then decided, to recommend to Government that the Advisory Committee constituted for the purpose of revision of minimum rates of wages for this employment may be asked to define the quantum of work per unit, if necessary after detailed enquiry. The Board also suggested that the minimum rates of wages recommended by the Advisory Committee may be notified and if as a result of the Committee's enquiry any changes were required to be made in the existing rates or units the same may be done in consultation with the Board.

The Chairman explained to the members of the Board about the necessity to recommend consolidated wages as contemplated under section 4 (1) (i) of the Minimum Wages Act. He also drew reference to the decision of the Industrial Tribunal at Visakhapatnam who had held that fixation of dearness allowance without being linked to cost of living will be repugnant to the very spirit of the Act. The members of the Board viewed that the tanning industry was peculiarly placed as a worker was likely to turn out more than one unit of work per day and receive wages for the number of units of work done by him plus one dearness allowance only. They also expressed that if consolidated wages were recommended for tanning industry it would result in dearness allowance being paid for every unit of work turned out and such recommendation would have a heavy incidence on the economy of industry. The members strongly expressed themselves against fixation of consolidated wages and met the legal position by observing that the position had not been challenged in this State and therefore the recommendations of the Advisory Committee need not be modified.

Item No. 2—Inclusion of the employment in cardamon plantations to the schedule of the Minimum Wages Act, 1948 under Section 27.—Mr. Subbu representing employers of Plantations of the Board felt that since the number of workers engaged in cardamon plantations were negligible and since statutory fixation of

M.W.A.—3

minimum wages was not necessary the workers themselves may represent their claims to the local Labour Officers and try to settle with the employers amicably. He also added that wherever there were combined estate of tea, coffee and cardamon the cardamon workers were paid wages similar to the tea or coffee workers. Sri Ramachandran and Sri Ruman Nair represented that the number of workers who are exclusively engaged in cardo non plantations is not so small and that their case should also be statutorily protected. They suggested that it is absolutely necessary to include this employment to the Schedule of the Minimum Wages Act so as to enable the Government to fix minimum rates of wages for this employment. The Board after discussions unanimously agreed to recommend to Government to include this employment to Part I of the Schedule of the Minimum Wages Act in exercise of the powers conferred on them under section 27 of the Act.

Item No. 3.—Minimum wages and closure.—The Board expressed that it has no views to offer on this question as this State has not come across such instances.

Item No. 4.—Revision of minimum rates of wages for the employment in Woollen Carpet Making or Shawl Weaving establishments—The Board unanimously agreed to recommend to Government to revise the rates of wages fixed for this employment basing on metric system of weights and measures. The Board also agreed that since no representation has been received from the labour side, no separate revision of existing minimum rates of wages was necessary. Revised rates of wages basing on metric system of weights and measures are given in Annexure.

Class of work.	Minimum rates of wages already fixed.	Minimum rates of wages to be fixed (by metric system).
(1)	(2)	(3)
I. Fila Carpet making.		
	rs. nP.	rs. nP.
A. Home work—		
(a) Carding all kinds of wool.	0 31 per 7½ lb.	0 45 per 5 kg.
(b) Spinning all kinds of wool.	1 25 per 7½ lb.	1 83 per 5 kg.
(c) Twisting cotton yarn.	0 87 per 10 lb.	0 96 per kg.
(d) Hawking wollen yarn.	No separate rate covered by the spinning rate.	
(e) Knotting cotton yarn.		
B. Factory work—		
(f) Carding	Feeder Mazdoor Re. 1 per day. Other Mazdoors Re. 0.75 nP. per day.	Feeder Mazdoor Re. 1.00. Other Mazdoors Re. 0.75 nP.
(g) Cotton twisting	Unskilled worker Re. 1 per day.	Unskilled worker Re. 1 per day.
h) Dyeing—	Re. 1 per day	Re. 1 per day.
*Grade I	Re. 0.82 nP. per day.	Re. 0.62 nP. per day.
Grade II	Monthly paid workers Rs. 30 per mensem.	Monthly paid Rs. 30 per mensem.
Dye House Maistry	Maistry Rs. 30 per mensem	Maistry Rs. 30 per mensem.
(i) Weaving: Single knot Sytem. 4½ threads per inch. Double knot system 4½ threads per inch.		1. Weaving single knot system 4½ threads per 2.5 centimetre. Double knot system 4½ threads per 2.5 centimetre.
Double knot system 3 threads per inch.	Rs. 2 per square yard	Double knot system 3 threads per 2.5 centimetre. Rs. 2.44 per square metre.
4 threads per inch	Rs. 3 per square yard	Four threads per 2.5 centimetre. Rs. 3.67 per square metre.

II. Drugget manufacture.

	Salem district.	North Arcot district.	Salem district.	North Arcot district.
(1)	(2)	(3)	(4)	(5)
Cleaning, sorting, washing and drying of raw wool.				
Factory work—				
Time rates—Grade II	1.25 per day.	..	1.25 nP.	..
Grade II	0.75 ..	..	0.75 nP.	..
(ii) Bending, carding and drying time rate—				
*Grade I	1.25 per day.	..	1.25 nP.	..
Grade II	0.75 ..	..	0.75 nP.	..
Monthly paid workers	Rs. 30 p.m.	..	Rs. 30 p.m.	..
Carding only	..	Piece rate of 0.11 np. for 7½ lb. Time rate.	..	Piece rate Rs. 0.16 np. for 5 kg.
Dyeing	..	Rs. 30 p.m.	..	Rs. 30 p.m.
Expert dyer	..	Rs. 60 p.m.	..	Rs. 60 p.m.
(iii) Spinning Plain or coloured wool coarse yarn.	0.5 per lb. ..	..	0.11 per one kg.	..
Drugget yarn	0.6 per lb. ..	0.31 per 7½ lb.	0.13 per kg.	0.45 per 5 kg.
Special quality yarn	0.12 ..	..	0.26 ..	..
(iv) Weaving—				
Plain druggets	0.87 per sq. yard.	..	1.06 per sq. metre.	..
Druggets with borders.	0.94 ..	..	1.15 ..	..
Druggets with border and design.	1.00 ..	..	1.22 ..	..
6 ply warp	..	0.76 per sq. yard.	..	0.92 per sq. metre.
8 ply warp	..	0.87 ..	..	1.06 ..

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

III. Cumbly weaving.

preliminary processes as for coarse yarn shown under item (ii) Salem district. Rates fixed for Kurnool, Bellary and Anantapur districts.

IV. Manufacture of coarse floor rugs.

Weaving size.	Rate.	Weaving size.	Rate.
(1)	(2)	(3)	(4)
3'x6'	0.27 per piece	0.9 metre x 1.8 metres	0.27 per piece.
4'x6'	0.44 ..	1.2 " x 1.8 "	0.44 ..
4'x7'	0.50 ..	1.2 " x 2.1 "	0.50 ..

ANNEXURE E.

FINAL SUMMARY OF THE PROCEEDINGS OF THE MEETING OF THE MINIMUM WAGES (STATE) ADVISORY BOARD HELD ON THE 12TH JUNE 1961 AT 11-30 A.M.

The following members were present:—

- 1 Sri P. V. Viswanathan, Commissioner of Labour and Director of Employment, Mad as (in charge)—*Chairman*.
- 2 Sri C. V. Subbu, Chairman, Association of Planters of State of Madras, 2/21, First Line Beach, Madras-1.
- 3 Sri V. M. Saffullah, Secretary, Madras Provincial Beedi Factory Owners' Association, Madras-21.

- 4 Sri S. Meenakshisundaram, Dindigul Skin Merchants Association, Begambur, Dindigul.
- 5 Sri K. Ramasubbu Reddiar, B.Sc., B.L., M.L.A., 'Kumaranadi', Palayamcottah Post, Tirunelveli.
- 6 Sri P. N. Nagaswami, Personnel Officer, Southern Roadways (Private) Limited, Madurai.
- 7 Sri R. Raman Nair, President, The Nilgiris District Estate Workers Union, Coonoor.
- 8 Sri K. A. Vasimalai, Secretary, Dindigul Tobacco Labourers' Sangam, South Car Street, Dindigul.
- 9 Sri M. Adimoolam, President, North Arcot District Tannery Workers' Union, Vaniambadi.
- 10 Sri D. Dasarathan, M.L.A., Wandiwash, North Arcot District.
- 11 Sri N. R. Guruswami Iyer, Treasurer, T. V. S. Workers' Union, Madurai.
- 12 Sri M. S. Ramachandran, Advisor, I.N.T.U.C., Madurai.
- 13 Sri V. G. Venkataramana Rao, Assistant Marketing Officer, Office of the Director of Agriculture, Madras.
- 14 Sri S. R. Jayavelu, Statistical Officer, representing the Director of Statistics, Madras-7.
- 15 Sri Radhakrishnan, Assistant Engineer, on behalf of the Deputy Chief Engineer (General), Public Works Department, Madras.
- 16 Sri R. Seshadri, B.A. (Hons), Personal Assistant to the Commissioner of Labour, Madras-5—Secretary.

Sri T. Srinivasan, I.A.S., Director of State Transport and Sri R. Balasubramaniam, I.A.S., Commissioner of Corporation of Madras, regretted their inability to attend the Meeting.

The Chairman explained to the members of the Board the details of the proposed revision of minimum rates of wages for workers employed in Mica Works in this State.

Sri Subbu, one of the members of the Board drew the attention of the members to item No. 4 under the heading 'Mica Factories Section' where unskilled workers were proposed to be paid at Rs. 1.38 np. He suggested that the same could be taken as the standard and the rates for Grade III Cutters; Grade III Dressers and Surface unskilled Mazdoors including hard and waste round cutters might be fixed at the same rate of Rs. 1.38 np. He also suggested that for Dressers and Sorters, Grade II, proposed rates might be revised at Rs. 1.44 np. so that the necessary clarity may be maintained between Grades II and III.

Sri Ramasubbu Reddiar, another member of the Board, suggested that the Maistries in both Mining and Factories Section should be paid the same wages and added that in respect of category No. II, viz., Maistries under the Factories Section be fixed at Rs. 2-25 np. per day. Sri M. S. Ramachandran, one of the member representing labour also supported and spoke in favour of the suggestions made by Sri Subbu and Ramasubbu Reddiar. After discussions the recommendations of both the members were accepted by the Board and it was decided to recommend to the Government to revise the rates accordingly.

The rates suggested for the various other categories of workmen were also considered by the Board and were unanimously approved.

The Board also considered the suggestion regarding the consolidated monthly wages in respect of the Watchmen, Office Boys, Clerks and Typists and unanimously approved them.

The Board also approved the rates proposed based on the metric system of weights and measures.

The rates as approved by the Board are shown in the Annexure. Sri Subba, a member of the Board, suggested that in future, where it was proposed to revise the minimum rates of a scheduled employment and if there was no representative on the Board who was connected with that particular industry, it would be desirable to invite a member both from the management and workers side to assist the Board in the matter of fixation or revision. The Chairman expressed that this suggestion would be kept in view and necessary action will be taken in the matter in future.

The Board finally noted and approved the amendment made by the Government under section 10(1) of the Minimum Wages Act to their notification published with their order Ms. No. 4923 (Labour) Industries, Labour and Co-operation, dated 25th October 1960, fixing minimum rates of wages for the employment in Match and Fire Works Manufactory.

(True copy)

ANNEXURE F.

**G.O. Ms. No. 1091, Industries, Labour and Co-operation (Labour),
dated 22nd February 1961.**

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Minimum rates of Wages for the employment in any oil Mills—Revision—Notification issued.]

READ—the following :—

G.O. Ms. No- 4490, Industries, Labour and Co-operation (Labour),
dated 24th September 1960.

Letter from the Commissioner of Labour, dated 29th December 1960,
No. B-3. 14962/60.

Order—No. 1091, Industries, Labour and Co-operation (Labour), dated 22nd February 1961.

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 clause (b) of sub-section (1) of section 8 and sub-section (2) of the section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) the Governor of Madras hereby revises the minimum rates of wages fixed in the Industries, Labour and Co-operation Notification No. 914, dated the 30th December 1955 published at page 1 of the Part I of the *Fort St. George Gazette* Extraordinary, dated the 31st December 1955, and S.R.O. No. A-3968 of 1959, dated the 22nd June 1959 published at page 9.3 of Part I of the *Fort St. George Gazette*, dated the 8th July 1959, 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 oil mills, 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.

This notification shall come into force on the 1st March 1961.

THE SCHEDULE.

Employment in any Oil Mills.

Class of employees. (1)	All inclusive minimum rates of wages as revised. (2)
1 Electrician	2 25 Per day.
2 Engine Driver	2 25 ..
3 Expeller Maistries	2 25 ..
4 Carpenters	2 00 ..
5 Fitters	1 75 ..
6 Pressmen	1 50 ..
7 Firemen	1 50 ..
8 Cake Carriers	1 50 ..
9 Mazdoors	1 50 ..
10 Filtermen	1 50 ..
11 Sweepers	1 25 ..
12 Oilers	1 50 ..
13 Watchmen	1 50 ..
14 Attenders	35 00 Per mensem.
15 Boilermen	2 00 Per day.
16 Clerks	50 00 Per mensem.
17 Crushers	1 25 Per day.
18 Mechanics	1 50 ..
19 Peons	1 50 ..
20 Rotarymen	1 75 ..

(1) Children wherever employed shall be paid half of the rates fixed above.
(2) Where the wage period is fixed as a week, the daily rates fixed above will be multiplied by six, where the wage period is fixed as a fortnight, the daily rates will be multiplied by 12 and where the wage period is fixed as a month, the daily rates will be multiplied by 26.

(TRUE COPY).

ANNEXURE G.

G.O. Ms. No. 1092, Industries, Labour and Co-operation (Labour),
dated 22nd February 1961.

[ABSTRACT.—Labour—Minimum Wages Act, 1948—Minimum rates of wages
for the employment in any Rice Mills, Flour Mills or Dhall Mills—Revised
Notification—Issued.]

READ—the following papers:—

G.O. Ms. No. 4489, Industries, Labour and Co-operation (Labour),
dated 24th September 1960.

Letter from the Commissioner of Labour, dated 29th December 1960,
No. B-3. 14962/60.

Order—G.O. Ms. No. 1092, Industries, Labour and Co-operation (Labour),
dated 22nd February 1961.

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 clause (b) of sub-section (1) of section 8 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby revises the minimum rates of wages fixed in the Industries, Labour and Co-operation Department Notification No. 915, dated the 30th December 1955, published at pages 1-2 of Part I of the *Fort St. George Gazette* Extraordinary, dated the 31st December 1955, and S.B.O. No. A-4140 of 1959, dated the 22nd June 1959, published at page 992 of Part I of the *Fort St. George Gazette*, dated the 15th July 1959 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 rice, flour or dhall mills 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.

This notification shall come into force on the 1st March 1961.

The Schedule.

Employment in any Rice Mill, Flour Mill or Dhall Mill.

Class of employees. (1)	All inclusive minimum rates of wages as revised. (2)
	PER DAY. RS. RP.
1 Hamalis (bag carriers)	2 00
2 Bag weighers or kata mazdoors	1 75
3 Bag stitchers	1 75
4 Carriers of husk	1 50
5 Carriers of rice	1 50
6 Mazdoors including miscellaneous workers	1 25
7 Engine driver	2 25
8 Electricians	2 25
9 Firemen	1 62
10 Fitters	1 75
11 Haulermen	1 62
12 Mechanics	2 00
13 Maistries	2 00
14 Oilers	1 50
15 Paddy boilers	1 50
16 Paddy drivers	1 50
17 Paddy millers	1 50
18 Paddy soakers	1 25
19 Sweepers	1 50
20 Shellers	1 25
21 Winnowers	1 25
22 Watercarriers	1 50
23 Watchmen	1 37
24 Mazdoors employed in polishing	1 62
25 Rice measurers	1 37
26 Mazdoors in grinding grain	1 37
27 Dhall manufacturers	1 37
28 Loadmen	1 37
	PER MENSEM. 50 00
29 Clerks	PER DAY. 1 50
30 Peons	PER MENSEM. 35 00
31 Attenders	PER DAY. 1 75
32 Carpenters	2 00
33 Varukadai workers	

(1) Children wherever employed shall be paid half of the rates fixed above.
(2) Where the wage period is fixed as a week the daily rates fixed above will be multiplied by six, where the wage period is fixed as a fortnight, the daily rates will be multiplied by 12 and where the wage period is fixed as a month the daily rates will be multiplied by 26.

(TRUE COPY).

ANNEXURE H.

G.O. Ms. No. 2011, Industries, Labour and Co-operation (Labour), dated 6th April 1961.

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

Read—the following papers :—

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

G.O. Ms. No. 1284, Industries, Labour and Co-operation (Labour), dated 11th March 1960.

G.O. Ms. No. 5282, Industries, Labour and Co-operation, dated 16th November 1960.

Letter from the Commissioner of Labour, No. K-2. 35641/60, dated 11th March 1961.

Order—No. 2011, Industries, Labour and Co-operation (Labour), dated 6th April 1961.

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.)

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by Section 30 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby makes the following amendments to the Minimum Wages (Madras) Rules, 1953, published with the late Development Department Notification No. 43, dated the 24th June 1953, at pages 337, 318 of the Rules Supplement to Part I of the *Fort St. George Gazette*, dated the 4th November 1953, the same having been previously published, as required by sub-section (1) of the said section.

AMENDMENTS.

In the said rules in the Table under Rule 24-A.

I. For condition 3 in column (3) against the entry "Employees engaged on urgent work, or in any emergency which could not have been foreseen or prevented" in column (2) the following conditions shall be substituted, namely :—

"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";

II. For condition in column (3) against the entry "Employees engaged in work in the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned" in column (2) the following condition shall be substituted namely :—

"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".

ANNEXURE I.

Copy of Government Memo. No. 80567/60-61, dated 4th January 1961, of Department of Industries, Labour and Co-operation.

Sub.—Minimum Wages Act—Minimum Wages fixed for the employment in match and fire works manufactory—Notification under section 10 of the Act—Issued.

Ref.—G.O. Ms. No. 4923, Industries, Labour and Co-operation (Labour), dated 25th October 1960.

Letter from the Commissioner of Labour No. B-3. 34022/1960, dated 2nd November 1960

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

NOTIFICATION.

In exercise of the powers conferred by sub-section (1) of section 10 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby makes the following corrections in Industries, Labour and Co-operation Department Notification II-1 No. 1913 (A) of 1960, dated 25th October 1960, published at pages 1-2 of the Supplement to Part II—Section I of the *Fort St. George Gazette*, dated the 26th October 1960.

CORRECTIONS.

In the Schedule to the said notification—

(i) for the expression "(Colour-0.0 per gross)" against the item Box filling—12's matches, the expression "(Colour 0.07 per gross)" shall be substituted;

(ii) for the expression "0.03 per frame" against the item "Frame filling (up to 17 inches)" the expression "3½ np. per frame" shall be substituted;

(iii) for the words "Cracker filling and rolling", the words "chakker filling and rolling" shall be substituted;

(iv) the word 'Note' occurring before the words, "Classification of grades is based on physical capacity skill, efficiency and out turn of the work" shall be omitted.

ANNEXURE J.

G.O. Ms. No. 839, Industries, Labour and Co-operation (Labour), dated 10th February 1961.

[Acts and Rules—Minimum Wages Act, 1948—Minimum Wages (Madras) Rules, 1953—Notification issued under Rule 21 of the Rules—Superseded—Revised notification—Issued.]

Read—the following :—

G. O. Ms. No. 1815, Industries, Labour and Co-operation (Labour), dated 30th April 1959.

Letter from the Commissioner of Labour No. 87881/60, dated 5th January 1961.

Order No. 839, Industries, Labour and Co-operation (Labour), dated 10th February 1961.

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.

Under Clause (iii) of the Sub-rule (4) of rule 21 of the Minimum Wages (Madras Rules), 1953, published with the late Development Department Notification No. 43, dated the 24th June 1953 at pages 337 to 343 of the Rules Supplement to Part I of the *Fort St. George Gazette*, dated the 4th November 1953, is subsequently amended, and in supersession of the Industries, Labour and Co-operation Department notification S. R. O. No. A 2910 of 1953 dated the 30th April 1959, published at page 700 of Part I of the *Fort St. George Gazette*, dated the 20th May 1959, the Governor of Madras hereby notifies the Inspector having jurisdiction over the place of establishment as the Inspector to whom, and the 15th day of January, of each calendar year as the date before which, the return in Form III shall be submitted annually by the employer.

Explanation: In this notification, "Inspector" means—

(i) in relation to employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona rubber, tea or coffee, referred to in item 4 of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948), the Inspector of Plantations;

(ii) in relation to employment in any factory governed by the Factories Act, 1948 (Central Act LXIII of 1948), the Inspector of Factories concerned; and

(iii) in relation to any other employment, the Assistant Inspector of Labour concerned.

ANNEXURE K.

G.O. Ms. No. 3506, Industries, Labour and Co-operation (Labour),
dated 4th May 1961.

[ABSTRACT—Acts and Rules—Minimum Wages Act, 1948 (Central Act XI of 1948)—Assistant Inspector of Labour, Tiruvellore, appointed as "Inspector" under the Act to enforce its provisions in the Tiruthani taluk, Chingleput district—Notification—Issued].

Read—the following papers:—

G.O. Ms. No. 4938, Industries, Labour and Co-operation (Labour),
dated 26th October 1960.

G.O. Ms. No. 2765, Industries, Labour and Co-operation (Labour),
dated 3rd June 1960.

Letter from the Commissioner of Labour, No. K2. 64517/60,
dated 6th April 1961.

Order—G.O. Ms. No. 3506, Industries, Labour and Co-operation (Labour), dated
4th May 1961.

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

APPENDIX.

NOTIFICATION.

In exercise of the powers conferred by section 49 of the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959) (hereinafter in this notification referred to as the first mentioned Act), the Governor of Madras hereby specifies the Assistant Inspector of Labour, Tiruvellore, appointed as Inspector under sub-section (i) of section 19 of the Minimum Wages Act, 1948 (Central Act XI of 1948) (hereinafter in this notification referred to as the second mentioned Act), to be the authority who shall be competent to exercise the functions exercisable by an Inspector under the second mentioned Act in respect of the villages specified in Parts I and II of the Second Schedule to the first mentioned Act.

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. B-3-23685/60-14,
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 996 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 purposes of the said Act, consisting of the following members, namely:—

Employers' Representatives.

1 Sri O. V. Subbu, Chairman, Association of Planters of the State of Madras, 2/21, First Lane Beach, Madras-1.

2 Sri V.M. Saifullah, Secretary, The Madras Provincial Beedi Factory Owners' Association, 55, Basin Bridge Road, Washermanpet, Madras-21.

3 Sri S. Moenakshisundaram, 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 Tirunelveli District Board, Kunaranadi, Travancore Road, Palayamcottai P.O., Tirunelveli.

5 Sri P. S. Subramaniam, B.E., M.I.E., Executive Director, Gannon Dunkerley and Company (Private), Limited, 14, Bong Road, Madras-17.

6 Sri P. N. Nagarwamy, Personal Officer, Southern Roadways (Private), Limited, 211, South Veli Street, Post Box No. 21, Madurai.

7 Sri R. Basubramaniam, I.A.S., Commissioner, Corporation of Madras, Madras.

8 Mr. Ivambur Simonsen, Factory Manager, The Western India Match Company, Limited, Tiruvottiyar P.O., Madras-19.

REPORT ON THE WORKING OF THE MINIMUM WAGES ACT

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, Kenamedu,, 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, B-31, Second Cross, Thillainagar, Tiruchirappalli-3.
- 6 Sri N. R. Guruswamy 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, Advisor of the I.N.T.U.C., Nominee of the National Match Workers' Union, 359, 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.

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

GOVERNMENT OF MADRAS

[ABSTRACT—City Sanction—Labour—Minimum Wages Act, 1948—Minimum rates of wages for the employment in public motor transport—Revision of—Committee under Section 5 (1) (b) of the Act—Constituted.]

READ—the following:—

Letter from the Commissioner of Labour, No. B-3/53806/59-2.
dated 2nd November 1960.

Order—No. 1612, Industries, Labour and Co-operation (Labour), dated 18th March 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 and revised if necessary, at such intervals as the Government may think fit, such intervals not exceeding five years. 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) (b) 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 straight away, which may be confirmed after considering the representations that may be received from the persons likely to be affected ther by. 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 any public motor transport.

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 wages fixed for the employment in any public motor transport:—

Chairman and Independent Member.

1. The Commissioner of Labour, Madras.

Independent Member.

2. The Director of Statistics, Madras.

Employees' Representatives.

3. Sri P. N. Nagaswamy, Personnel Officer, Southern Roadways, Private, Ltd., Post Box No. 21, Madurai.
4. Sri J. Chelliah, Manager, N. S. Motor Service, Salem-1.
5. Sri S. Rm. Ct. Pl. Palaniappa Chettiar, Managing Director, The Tiruchi Sri-rangam Transport Company Private Ltd., 51, Sannadhi Street, Tiruvanaikoil Post, Tiruchirappalli.
6. Sri T. Srinivasan, I.A.S., Director, Madras State Transport Department, Transport House, Madras-2.

Employees' Representatives.

7. Sri T. S. Ramanujam, B.A., LL. B. (London), President, The Madras Provincial Motor Transport and General Workers Union, 95, Swaminaicken Street, Chintadripet, Madras-2.
8. Sri T. S. M. Pattabiraman, M.A., M.L., M.P., President, The State Transport Employees, and General Workers' Union, 95, Swaminaicken Street, Chintadripet, Madras-2.
9. Sri T. A. Narayanaswamy Chettiar, General Secretary, The Mettupalayam Nilgiris Motor Workers' Union, Mettupalayam, Coimbatore District.
10. Sri M. S. Ramanathan, Secretary, National Motor Workers' Union, Salem-1.

3. The Personal Assistant to the Commissioner of Labour 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 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 "47 Miscellaneous Departments—Labour including Factories—a. Labour—A. Direction—II Commissioner of Labour—3. Allowances—Travelling allowance."

5. The Chairman is requested to conduct necessary enquiries and submit a report for revising the Minimum Wages fixed for the employment in public motor transport to the Government at an early date.

6. This order issues with the concurrence of the Finance Department—Vide their U.O. No. 97258, Allos. I, dated 17th September 1960.

(True copy.)

(By order of the Governor)

R. TIRUMALAI,
Additional Secretary to Government,

G.O. Ms. No. 3936, Industries, Labour and Co-operation (Labour), dated 2nd June 1961.

[ABSTRACT—Labour—Minimum Wages Act, 1948—Minimum Rates of wages for the Employment in tanneries and leather manufactories—Revision of—committee under section 5 (1) (b) of the Act constituted.]

READ—the following papers :—

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

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

Letter from the Commissioner of Labour, No. B-3/53608/59-16, dated 5th April 1961.

Order—No. 3936, Industries, Labour and Co-operation (Labour), dated 2nd June 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 revised 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 reviews and revision, or publish their proposals 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 tanneries and leather manufactories.

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 1953), 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 wages rates fixed for the employment in tanneries and leather manufactories.—

Independent Members.

1. The Commissioner of Labours, Madras, (Chairman)
2. The Joint Director of Industries and Commerce (Engineering), Chepauk, Madras-5.
3. The Director of Statistics, Madras.

Employers' Representatives.

4. Sri S. V. Sundara Raman, Assistant Secretary, South India Tanners' and dealers Association, Ranipet, North Arcot district.
5. Sri C. K. Duraivelan, M.A., B.L., Treasurer, The Pallavaram Tanners' Association, No. 3, Muthu Gramani street, Periamet, Madras-2.
6. Sri S. Vishnu Mohan, Gordon Woodroffe Leather Manufacturing Company, Private, Ltd., No. 1/21, North Beach Road, George Town, Madras-1.

Employers' Representatives.

7. Sri N. T. Subramania Mudaliar, General Manager, Mohammed Main Rowther Co. (P), Ltd., (N. M. Tannery), Tiruchirappalli-8.

Employees' Representatives.

8. Sri M. Adhimoolam, President, The North Arcot District Tannery Workers' Union, Konamedu, Vaniyambadi, North Arcot District.

9. Sri B. Radha, General Secretary, The Chingleput District Tannery workers Union, Pallavaram, Madras.

10. Sri S. A. Thangarajan, General Secretary, Dindigul Tannery Labour Workers' Union, Sowriarpalayam, Dindigul, Madurai District.

11. Sri S. M. N. Iswaran, Assistant Secretary, The Tiruchirappalli National Tannery Workers' Union, Kamaraj Nagar, Sembattu, Tiruchirappalli-7.

3. The Personal Assistant to the Commissioner of Labour 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 member. The Chairman of the Committee will be 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 "47 miscellaneous departments—Labour including factories—a. Labour—A. Direction II Commissioner of Labour—3—Allowances—Travelling Allowances.

5. The chairman is requested to conduct necessary enquiries and submit a report for reviewing and revising the minimum wages fixed for the employment in tanneries and leather manufactories to the Government at an early date as the revision has to be completed before 29th September 1961.

6. This order issues with the concurrence of the Finance Department—vide their U.O. No. 137586/Allowances-I/60-1, dated 17th December 1960.

(True copy)

(By Order of the Governor.)

R. TIRUMALAI,
Additional Secretary to Government.

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

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

READ—the following :—

G.O. No. 1054, Development, dated 13th March 1952.

G.O. Ms. No. 4413, Industries, Labour and Co-operation (Labour), dated 14th November 1959.

Letter 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. B-3/24382/56, dated 6th July 1961.

Order—No. 5911, Industries, Labour and Co-operation (Labour), dated 5th October 1961.

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.)

(True copy)

APPENDIX.

The following draft of a notification revising the minimum rates of wages fixed as payable for the employees employed in any mica works in the late Development Department Notification No. 185, dated the 18th March 1952. Published in page 369 of Part I of the *Fort St. George Gazette*, dated the 18th March 1952, which the Governor of Madras proposes to make 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)-3 (1)/56, dated the 6th February 1957, and in supersession of the Industries, Labour and Co-operation Department Notification S.R.O. No. A-21 of 1960, dated the 14th November 1959, published at pages 7-8 of Part I of the *Fort St. George Gazette*, dated the 6th January 1960, is hereby published for the information of all persons likely to be affected thereby as required by clause (b) of sub-section (1) of the said section 5.

Notice is hereby given that the draft will be taken into consideration on or after the expiry of two months from the date of the publication of this notification in the *Fort St. George Gazette*, and that any objection or suggestion which may be received with respect thereto before that date will be considered by the Government of Madras. Objections and suggestions should be addressed to the Secretary to the Government of Madras, in the Department of Industries, Labour and Co-operation through the Commissioner of Labour, Madras.

DRAFT NOTIFICATION.

In exercise of the powers conferred by 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 revises the minimum rates of wages fixed in the late Development Department notification No. 185, dated the 18th March 1952, published at page 369 of part I of the *Fort St. George Gazette*, dated the 18th March 1952, as shown in column (2) of the schedule below in respect of the cases 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.

Classes of employees.	All inclusive minimum daily rates of wages as revised.	
(1)	(2)	RS. RP.
I. Mica mining section—		
1 Jumber mazdoor (machine and hand)		3 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 50
Grade II		1 44
Grade III		1 38

IN THE MADRAS STATE FOR THE YEAR 1961

The Schedule.

Employment in Mica Works.

Classes of employees.	All inclusive minimum daily rates of wages as revised.	
(1)	(2)	RS. RP.
6 Dressers and Sorters—Grade I		1 75
Grade II		1 44
Grade III		1 38
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 Spilters—		
(a) Book form and condenser, Class 4 and 5		1 10 per kilogram.
(b) Book form and condensers, Classes 5½ and 6		1 25
(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 section—		
1 Watermen		45 00 per mensem.
2 Office-boys		48 00
3 Clerks		70 00
4 Typists		*70 00
		†80 00

* = For unqualified typists.

† = For qualified typists.

NOTE:—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 the 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.

(True copy)

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.
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. *Terms 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 the 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 connexion 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 renomination of the members of the Committee and the Board.*—An outgoing member shall be eligible for renomination 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 of 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 of 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 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.

REPORT ON THE WORKING OF THE MINIMUM WAGES ACT

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. (i) The Chairman shall preside at the meetings of the Committee or the Board, as the case may be

(ii) 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 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 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 members 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.*—(i) 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.

(ii) 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 employers or of 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 witnesses.*—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) (i) The wages of a worker in any scheduled employment for which wages have been fixed shall not exceed one month and the wages of a worker in such 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.

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(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 authorize:

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 over payments 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 recognized 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 making a deduction for damage 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 an 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 wage period, the deduction shall be made in instalments in such a way that the amount of the each instalment does not exceed one-third of the average wages payable to him between one instalment and the other.

(iii) 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 wages 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 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 board 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 notice 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 Departments.

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 rest 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 operations, stone-breaking or stone-crushing, oil mill and rice mill, flour mill or dhal mill for whom minimum rates of wages have been fixed by the day shall be paid remuneration for the said day or for the substituted holiday, at a rate not less than the minimum rate fixed for his category of employment.

(3) 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, 4½ hours;

(c) in the case of an adolescent employed in any plantation 6½ 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 plantation shall be the same as that of an 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. (1)	Classes of employees. (2)	Conditions. (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 IV. (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 Inspectors of Plantations in respect of Plantations governed by 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. "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".
Sub-rule (3) of Rule 24.	Employees engaged in work in the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned.	

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.
Employees engaged in a work which could not be carried on except at times dependent 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 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 Kanvakkumari District and the Shencottah taluk of the Tirunelveli district, the worker shall be entitled 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 occurring through the concessional sale to the person employed of foodgrains and other articles as the person employed is for the time being entitled to but does not include a bonus.

(3) 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 workspot 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 person.

(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 (b) of the overtime register).

(c) The gross wages of each person employed for each wage period.

(d) All deductions made from wage, with an indication, in each case, of the kinds of deductions mentioned in sub-rule 2 of the 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 authorized 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 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 Inspectors at the actual division or place of work in the estate, if so required.

28. The registers, records and notices maintained and 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 Inspectors 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. *Authorization.*—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 witness, 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 reheard 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;
- (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; and

(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-fee 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; and

(ii) For every application made by or on behalf of or an individual or group of employees—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.
- 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 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)
(2)
(3)

Applicant(s)

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

Address.

Number of cases.		Amount.
(a) Fines		
(b) Deductions for damage or loss		
(c) Deductions for breach of contract		
5 Disbursements from Fine Fund.		

Vermu.

(1)
(2)
(3)

Opponents.

Address.

Dated

10

Signature.

Designation.

[RULE 2e (2).]

Overtime register for workers.
month ending 19

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

[RULE 27 (5).]

Muster Roll.

Serial number.	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.
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Date.

Signature or thumb-impression of the
employee (s), legal practitioner or
Official of a registered trade union
duly authorized.

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 authorized.

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.

(1) Opponent.

Address.

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

- (1) that
- (2) that

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

The opponent is bound to pay wages at the minimum rate of wages fixed by Government if 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 rates 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 or make alteration 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.

[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) } Applicant(s)
(2) }
(3) }

Versus.

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

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.

[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 above said 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.

**REPORT ON THE WORKING OF THE MINIMUM WAGES ACT
IN THE MADRAS STATE FOR THE YEAR 1961**

*Salient features of the report on the working of the Minimum Wages Act, 1948
for the year ended 31st December 1961.*

During the year 1961, no new employment was added to the Schedule to the Minimum Wages Act and minimum rates of wages have not also been fixed in respect of any employment for the first time during the year.

The minimum rates of wages fixed for the following employments were revised during the year 1961 by adopting the notification method, contemplated under section 5 (1) (b) of the Minimum Wages Act, 1948:—

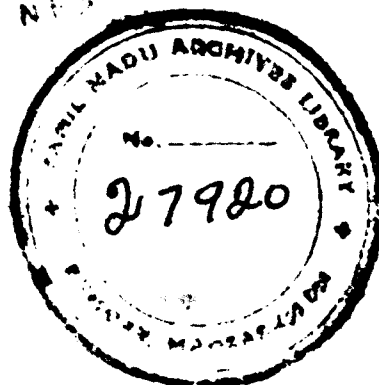
1. Employment in Mica Works.
2. Employment in any oil mill.
3. Employment in any rice mill, flour mill and dhall mill.

In 1961, the number of establishments and the total number of workers covered by the Act were 19,801 and 441,605 respectively as against 19,352 establishments and 441,737 workers during the previous year. The total wages paid in 5,573 establishments that have furnished the returns in 1961 amounted to Rs. 10,39,41,235.00 as against Rs. 6,02,74,431 paid by 4,457 establishments during the year 1960. As in 1960, in 1961 also, the largest payment was made in the plantations which amounted to Rs. 4,19,13,294.79.

The officers of the Labour and Factories Department continued to enforce the provisions of the Act in the establishments. During the year, they inspected 5,705 establishments as against 6,801 establishments in 1960. Prosecutions were launched against 9 establishments as against 6 establishments in 1960. All the 9 establishments were convicted to pay fines amounting to Rs. 322.50 as against four cases in 1960.

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. Twelve cases were pending in these Courts at the beginning of the year and seventy-one claims were preferred before them during the course of the year. Of these, fifty-three cases were disposed of and the total sum directed to be paid by the employers amounted to Rs. 2,769.11. The total amount of compensation awarded by the Courts amounted to Rs. 300.

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N 61



**DEPARTMENT OF INDUSTRIES, LABOUR
AND CO-OPERATION**

(Labour.)

G.O. No. 3854, 31st July 1962

**Acts—Minimum Wages Act, 1948—Administration Report for the year
ended 31st December 1961—Recorded**

Read—the following paper:—

**Letter from the Commissioner of Labour, dated 26th June 1962,
No. K-2. Pdl. 164/62.**

**Order—No. 3854, Industries, Labour and Co-operation (Labour), dated
31st July 1962.**

Recorded.

(By order of the Governor)

R. TIRUMALAI,
Additional Secretary to Government.

the Commissioner of Labour, Madras-5.

Controller of Stationery and Printing, Madras-1, for printing and distribution as per list annexed to G.O. No. 1361 Industries, Labour and Co-operation, dated 5th March 1962, as amended, with a copy of Administration Report.