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**Report of the Minimum Wages Committee  
Appointed for fixing the Minimum  
Wages of the Employees of the  
Panchayats**

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*Price Rs- 1-13-0.*

**REPORT OF THE COMMITTEE APPOINTED FOR FIXING THE MINIMUM WAGES OF THE EMPLOYEES OF THE PANCHAYATS.**

The Government of Travancore-Cochin constituted in their Order LS. 3-230/51/EHLSG. dated 20-6-1952 a Committee under Section 5 (1) (a) of the Minimum Wages Act, 1948 (Central Act XI of 1948) consisting of the following persons to hold enquiries and advise Government in fixing minimum rates of wages in respect of employment under the Panchayats in the State :—

1. The Director of Panchayats (Chairman and Convener)
2. The Labour Commissioner.
3. Sri K. P. Amrithanatha Iyer, President, Pulincunnu Panchayat.
4. Janab V. K. Kutty Sahib, President, Cheranallur Panchayat.
5. Sri T. P. Sitaram, Ex-M. L. A. Mathikunnam.
6. Sri A. V. Joseph, Ex-M. L. A. Edappally.

2. In the first meeting of the Committee held on 18-7-1952, formal discussion was conducted regarding the fixing of the minimum wages of the employees of the Panchayats. A list of the present employees of the Panchayats, showing their pay and allowances is enclosed.

3. Seven Village Panchayats were constituted under the provisions of the Travancore Village Panchayat Act of 1100 (VII of 1100) and 173 Village Unions under the Travancore Village Unions Act of 1115 (IX of 1115). There were 100 Panchayats in the erstwhile Cochin area, which were constituted under the provisions of the Cochin Village Panchayat Act V of 1089 and XX of 1120. These Village Unions and Panchayats are now functioning under name "Panchayat" as per the transitional provisions of the Panchayats Act, 1950 (II of 1950.)

4. In the Travancore area, the Village Panchayat or the Village Union may with the previous sanction of Government, employ such servants as may be necessary for carrying out the duties imposed upon it by or under the Acts and pay the salaries of such servants out of the Village Fund. In every Panchayat, at least one clerk and one peon are working and they are being paid from their Panchayat Funds. If there is necessity for the appointment of other employees and if they have sufficient funds to pay their salary, these local bodies are employing them after getting previous sanction from Government. The names of such employees are mentioned in para 2 *supra*. But the employees of the Panchayats in the erstwhile Cochin area are in the civil service or regular Government service and they are being paid

from the general revenues. Even after the implementation of the Panchayat Act II of 1950, the disparity in the case of the employees of Panchayats both in the Travancore and Cochin areas still exists.

5. As it was deemed necessary, the orders of Government in G. P. LS. 8-2742/52/EHL SG. dated 19-7-1952 were brought home to the members of the Committee by the Chairman. The definition of the word "employee" is given in Section 2 (i) of the Minimum Wages Act, 1948. Since the Committee was of opinion that it has got the jurisdiction of fixing the minimum wages of all the employees of the Panchayats, a formal discussion regarding the fixing of minimum wages of all the employees mentioned in para 2 *supra* was conducted in the first meeting. In the Government order LS. 8-2742/52/EHL SG. dated 19-7-1952 it is specifically stated that the Committee is competent to report only the minimum or basic pay to be fixed for the low paid employees and not about the Clerks, Aminadar-Clerks, Peons, Midwives etc. of the Panchayats. Hence the Committee did not consider the basic pay to be fixed for the Clerks, Aminadar-Clerks, and Midwives of the Panchayats.

6. The Government order says that the Committee can fix the basic pay of the low paid employees. There are no peons in the Panchayats in the erstwhile Cochin area, while there are sweepers and scavengers. They are being paid Rs. 20 plus Dearness allowance Rs. 22 per mensem each from the general revenues. These two classes of employees are also in civil service or in regular Government service. But the peons of the Panchayats in the Travancore area are being appointed by the Presidents concerned and they are also being paid from the Panchayat fund a pay of Rs. 11 plus dearness allowance Rs. 15 per mensem each. The Committee is of opinion that the case of the peons of the Panchayats in the Travancore area deserves special consideration. In order to remove the disparity in the pay of the peons in the Panchayats in the Travancore area and the scavengers and sweepers in the Cochin area, the Committee has resolved to recommend to Government that the minimum pay of a peon in the Panchayat constituted under the Panchayat Act II of 1950 should be Rs. 20 besides the dearness allowance admissible and the designation of the sweepers of the Panchayats in the Cochin area should be changed as peons and this change is not to alter the nature of the work now turned out.

7. The other low paid employees in the Panchayats contemplated under the above Government order are the following :—

- |                     |                                     |
|---------------------|-------------------------------------|
| 1. Lamp Lighters.   | 5. Scavengers (in Travancore area.) |
| 2. Watchers.        | 6. Pound Keepers.                   |
| 3. Radio Operators. | 7. Milk Distributors.               |
| 4. Ferry-men.       | 8. Sweepers (in Travancore area)    |

These are part-time employees and they are not paid any salary from the Panchayat fund, but only an allowance at different rates. Since the main source of their income is not derived from this part-time employment, the Committee is of opinion that the minimum wages of these employees for the works done by them in the Panchayats need not be fixed and the payments for such employees should be fixed by the Director in consultation with the Panchayats concerned as per section 27 of the Panchayat Act II of 1950.

8. A clerk has been sanctioned to each of the Panchayats in the erstwhile Cochin area and these clerks are in civil service or in regular Government service and they are also being paid from the general revenues. The Panchayat clerks in the Cochin area are in the scale of Rs. 30-3-45. The clerk should also furnish a security of Rs. 250. But the clerks in the Panchayats in the Travancore area are the nominees of the Presidents and they are being paid from the respective Panchayat funds. There are three categories of clerks in the Travancore Panchayats viz. (a) First grade clerk on a pay of Rs. 20 plus Dearness allowance Rs. 15 per mensem (b) Second grade clerk on a pay of Rs. 15 plus dearness allowance Rs. 15 per mensem. (c) Part-time clerks on an allowance of Rs. 10 per mensem. Only candidates who have passed the English School Leaving Certificate Examination are being appointed as first grade clerks. Exceptions to this prescribed qualification may in rare cases of proved competency and experience and on specially strong grounds be allowed by the Director. Appointments to the 2nd grade clerks are being made from suitable candidates who have studied up to the School Final Class or passed the Malayalam Higher Examination. No qualification has been prescribed for the appointment of the part-time clerks. The first grade clerk should offer a security of Rs. 100 while the 2nd grade clerk, a security of Rs. 50. The wages that the clerks of the Panchayats in the Travancore area are getting at present are too low when compared with the salary of the clerks of the Panchayats in the Cochin area. Hence the Panchayats in the Travancore area are experiencing very great difficulties in getting qualified and experienced candidates. This has adversely affected the working of the Panchayats in the Travancore area.

9. Under the Panchayat Act II of 1950, 548 Panchayats have been constituted and steps are in progress for the election of members of the Panchayats on the basis of wards and adult franchise. It is expected that the working of all the 548 Panchayats now constituted will be in full swing from the beginning of the next financial year. At present there are 207 sweepers and 29 scavengers in the Panchayats in the Cochin area and they are paid from general revenues. If one peon is appointed in the Panchayat, the services of 548 peons are necessary when all the Panchayats begin functioning. The expenditure to be incurred for the payment of a pay of Rs. 20 plus D. A. Rs. 22 per mensem to the 207 sweepers and 29 scavengers for one year will be

,118,944-0-0 Rupees. Rs. 75,600 is required for the payment of salary to the 100 Panchayat clerks in the Cochin area at the rate of Rs. 36 including the two increments and a D. A. of Rs. 27 per mensem. Hence the total expenditure of the Panchayat department for the payment of salary to the clerks, sweepers and scavengers in the Cochin area for one year would be Rs. 1,94,544. If each Panchayat is given a clerk in the scale of Rs. 30-45, the total expenditure for one year would be Rs. 3,74,832. The Committee has already resolved to request Government to change the designation of the sweepers of the Panchayats in the Cochin area into peons and also to pay the salary of the sweepers and scavengers from the Panchayat funds. If the 548 Panchayats are given a clerk each in the scale of Rs. 30-45, the additional expenditure for the Government for one year would be Rs. 1,80,288-0-0. The financial position of the Panchayats is very meagre and they are now not in a position to pay any enhanced rate of salary. A good portion of the receipts of the Panchayats are now spent for the payment of salary to the staff, leaving nothing to do any work in the Panchayat area for the betterment of the village. The Committee has passed a resolution in the first meeting held on 18-7-1952 to request Government that the clerks of the Panchayats in Travancore area should be recruited by the Public Service Commission and paid by the Government as in the Cochin area.

10. In this connection, it may be mentioned that the working of the present Panchayats in the Travancore area has been adversely affected due to want of qualified, experienced and responsible clerks. Only by the appointment of Government servants as clerks in the Panchayats, the working of these local self governing institutions can be improved and the following are the advantages that may be derived by the appointment of Government servants in the Panchayats :—

- (a) The nominees of the Public Service Commission will be more responsible to the department than those appointed by the Panchayats. Ready and prompt replies from the Panchayats in the case of correspondence can be expected if Government servants are appointed in Panchayats ;
- (b) The clerks appointed by Government will always be very cautious in the case of spending money from the Panchayat fund. Since they are to be paid by Government, they will view matters with the minutest care. Thus misuse of unauthorised or irregular expenditure of Panchayat funds can be considerably lessened.
- (c) As the clerks are appointed by Government, they are expected to be more responsible to the department than to the President. They need not worry about their services and hence no favouritism need be shown to the members or the President of the Panchayat or any one else. A satisfactory collection of revenue can also be expected.

- (d) When a Panchayat clerk is found unsuitable to a particular Panchayat he can be transferred to another Panchayat. If the clerks are the nominees of the Panchayats, it is not possible to transfer them to other Panchayats.

11. In these circumstances, the Committee requests that Government may be pleased to sanction the following recommendations :—

- (i) The designation of the sweepers of the Panchayats in the erstwhile Cochin area may be changed into 'Peons' and they may be paid from the respective Panchayat fund. This change of designation should in no way alter the nature of the work now turned out by them. The salary of the scavengers at the rate of Rs. 20 plus dearness allowance Rs. 22 per mensem each should be paid from the respective Panchayat funds. Those who are already in service should also get all the benefits to which they are now entitled under the service regulations.
- (ii) The pay of the peons of the Panchayats in the Travancore area may be enhanced to Rs. 20 per mensem besides the dearness allowance, against the present pay of Rs. 11 plus D. A. Rs. 15 per mensem.
- (iii) Government may decide whether the employees of the Panchayats to be appointed in future are entitled to get the benefit of pension, gratuity or provident fund.
- (iv) The Part-time employees of the Panchayats may be appointed by the Panchayats on an allowance basis in accordance with the funds available at its disposal since any employment under a pay system for this category of works would be beyond the financial scope of the many Panchayats for years to come.
- (v) The Committee anticipates that the financial position of some of the Panchayats may not permit them to enhance the pay of the employees as recommended above. The clerks in the Travancore area are now paid by the Panchayats concerned from their village funds. If the clerks of these Panchayats are recruited and paid by Government, direct, the savings effected thereby can be utilised by the Panchayats to enhance the pay of the sweepers, peons, etc., covered by the above recommendations and also for the benefit of the villagers. This step will further contribute to remove the disparity now existing between the system obtaining in Travancore and Cochin areas in respect of the appointment and service of the clerks and also improve their efficiency. The Committee would therefore place this suggestion before Government, though not as a formal recommendation.

*List of employees in the Panchayats showing their qualifications, salary, etc.*

Sl.No.	Designation.	Qualifications fixed by Government.	Salary.		Amount of Security Deposit.	Full time or part time.	Remarks.
			Pay.	D. A.			
1	Head Clerk	Passed E. S. L. C.	25	16	Nil	Full time.	
2	Aminadar	do.	30	24	..	do.	
3	Asst. Aminadar	do.	20	18	..	do.	
4	I Grade Aminadar-Clerk.	do.	20	15	Rs. 100	do.	
5	II Grade do.	Studied up to School Final Class or passed the Malayalam Higher.	15	15	Rs. 50	do.	
6	Part time Clerk	Nil	..	10	Nil	Part time.	
7	Midwife (I grade)	Passed Midwifery Training or holders of Dhai's Training.	25 plus H. R. 5 plus P. T.A. 6	15	..	Full time.	
8	Midwife (II grade)	do.	20 plus	do.	..	do.	
9	Peon	Nil	11	15	..	do.	
10	Sanitary Overseer	Travancore Sanitary Test.	25	12	..	do.	
11	Maistries	Nil	Nil	..	..	do.	
12	Sweeper	Nil	7	10½	..	Part time.	No uniform salary is fixed.
			6	9			

**List of employees in the Panchayats showing their qualifications, salary, etc.— (contd.)**

Sl.No.	Designation.	Qualifications fixed by Government.	Salary.		Amount of Security Deposit.	Full time or part time.	Remarks.
			Pay.	D. A.			
13	Scavenger ..	Nil	11 13	10½ 10½	..	Part time.	No uniform salary is fixed. do. do. do. do. do.
14	Lamp lighter ..	Nil	10 7	5 7		do.	
15	Watcher ..	Nil	..	5		do.	
16	Pound Keeper ..	Nil	..	7	..	do.	
17	Radio Operator ..	Nil	..	10	..	do.	
18	Ferry man ..	Nil	..	11	..	Full time.	
19	Milk Distributor ..	Nil	..	5	..	Part time.	

**N. B.** The employees of the Panchayats in the erstwhile Cochin area are Government Servants and they are being paid from the departmental budget.

1. Clerk. Scale of pay Rs. 30-45 plus D. A. Rs. 27 per mensem.
2. Sweeper do. Rs. 20 „ D. A. Rs. 22 „
3. Scavenger do. Rs. 20 „ D. A. Rs. 22 „



## NOTIFICATION

L1-9632/51/DD.

30th June 1952.

In exercise of the powers conferred on them by clause (a) of sub-section (1) of Section 3 read with clause (iii) of sub-section (1) of Section 4 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and after considering the advice of the Committee appointed under clause (a) of sub-section (1) of Section 5 of the said Act, Government are pleased to fix hereby the minimum rates of wages, as specified in the schedule hereto annexed, which shall be payable to the classes of employees in the Plantations mentioned thereunder.

The Notification shall come into force on and from 30th June 1952.

## SCHEDULE.

## I. THE MINIMUM TIME RATES.

	Basic wages			D. A.			Total wages.		
	Rs.	A.	Ps.	Rs.	A.	Ps.	Rs.	A.	Ps.
(a) Field workers									
Men	0	15	0	0	10	6	1	9	6
Women	0	11	3	0	8	0	1	3	3
Children	0	7	6	0	5	3	0	12	9
(b) Factory workers									
Men	1	1	0	0	12	0	1	13	0
Women	0	13	0	0	9	0	1	6	0

(c) *Adolescents.* So long as the existing Rules under the Minimum Wages Act are in operation, an adolescent shall be given an adult's wage when working the same number of hours as an adult under a certificate from a competent Medical Practitioner approved by the Government, and shall be given a child's wage when working the number of hours prescribed for children. If and when the Rules are amended in conformity with the provisions of the Plantations Labour Act, 1951, which prescribes 40 hours a week for an adolescent, an adolescent's wage shall be 5/8 of that of an adult male worker in the field or the factory as the case may be.

II. *Guarantees Time Rates.* Workers working on piece rates shall be entitled to receive a guaranteed time rate over and above the piece rates and irrespective of results. The rates shall be :

- (a) Men .. 12 as. 6 ps. per day.
- (b) Women .. 9 as. 6 ps. per day.
- (c) Children .. 6 as. 3 ps. per day.

III. THE MINIMUM PIECE RATES shall be as follows:—

(a) Pluckers in Tea Estates.

8pies per pound of leaf for the first 16 pounds on a day, during the months of January, February and August ;

6 pies per pound of leaf for the first 21 pounds plucked on a day during the other months of the year.

(b) Tappers in Rubber Estates, shall be paid at the following rates varying with the yield of the estates concerned according to the following classification. In the case of estates where different types of rubber are grown each type may be classified on the basis of the average yield per acre during the previous year:—

Class I.—i. e., (yielding below 250 lbs. per acre per annum)  
4 as. 10 pies per lb. for the first 3 lbs. of rubber collected on a day ;

Class II.—i. e., (yielding 250 to 400 lbs. per acre per annum)  
2 as. 5 pies for the first 6 lbs. of rubber collected on a day ;

Class III.—i. e., (yielding 401 to 600 lbs. per acre per annum)  
1 anna 5 pies for the first 10 lbs ; and

Class IV.—i. e., (yielding 601 lbs. and above per acre per annum) 1 anna per lb. for the first 14 lbs.

N. B.—The terms plucking and tapping to which these rates apply shall be understood to mean the jobs under these heads that are customarily done in the localities concerned.

IV. *Adjustment of Minimum Piece Rates.* The minimum piece rates have been worked out on the basis of a standard output for an average worker for the particular month in the case of plucking and for the class of rubber in the case of tapping. The standard adopted for tea is 16 pounds of leaf per day for the months of January, February and August and 21 pounds for other months. In the case of rubber it is 3 lbs. per day for a tapper in Class I Rubber, 6 lbs. per day in Class II, 10 lbs. a day in Class III and 14 lbs. per day in Class IV. Where the plucking average for an estate over a month is found to be less than the standard out-put, wages for that month shall be paid at a revised piece rate calculated on the basis of the actual average for the month which should be taken as the standard. The rates should be such that after deducting 10 per cent. from the revised standard out-put the remaining quantity will give the worker an amount equal to the difference between the minimum wage and the guaranteed time rate of a woman worker. A plucker shall be entitled to receive this rate for leaf plucked on every day of that month up to the revised standard daily out-put for that month.

3-3410-B.

In the case of Rubber also, when the tapping average in any month falls below the standard out-put for the particular class of rubber concerned, the actual average should be taken as the standard for that month and tappers should be paid for rubber collected on each day of that month up to the new standard out-put at a revised piece rate. This rate shall be such that after deducting 10 per cent. from the new standard out-put, the balance of the quantity will give an amount equal to the difference between the minimum wage and the guaranteed time rate of a male worker. The standard minimum piece rate for plucking and tapping as well as the revised piece rates, adjusted to a lower average productivity in a month shall apply equally to men and women workers though the guaranteed time rate will be different as laid down above.

V. *Sliding scales.* The adjustment to charges in the cost of living of dearness allowance for the time rate workers and guaranteed time rate for piece rate workers should be effected when the cost of living index number for Ernakulam changes by 10 points from 389. The rate of adjustment for every unit of 10 points shall be as follows:—

Men (field and factory)	..	7 pies
Women (do.)	..	5 pies
Children (Field)	..	3 pies.

VI. *Full employment.* The minimum wage is based on the assumption that employers will provide work for their labour-force throughout the year, failing which the labourers will be given their Minimum Wages for the days on which they are involuntarily unemployed. But the obligation of employers is only to offer some kind of work connected with the estate and a worker who refuses to accept that work will automatically forfeit his claim to the wage also.

VII. The rates for factory workers shall apply to women workers also who are employed in the factory except those solely employed in picking and washing pans. The term 'Factory' for this purpose, may be defined as 'any place where a manufacturing process is carried on irrespective of the number of workers employed.'

By order of His Highness  
the Raj Pramukh,

Government Secretariat,  
Development Department,  
Labour Section,  
Trivandrum, 30th June 1952.

K. NARAYANA MENON,  
*Addl. Secretary to Government.*

(True copy)

*Labour Commissioner.*

**REPORT OF THE COMMITTEE (MUNICIPAL WORKERS  
APPOINTED BY THE GOVERNMENT OF TRAVAN-  
CORE-COCHIN STATE UNDER THE MINIMUM  
WAGES ACT, XI OF 1948.**

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1. *Appointment of the Committee.* The Government of Travancore-Cochin under Notification LS3-230/51/EHLSG. dated 10-11-1951 appointed this Committee under Clause (a) of sub-section (1) of Section 5 of the Minimum Wages Act, XI of 1948. The composition of the Committee is as follows :—

1. Examiner of Local Fund Accounts (Chairman and Convener.)
2. Labour Commissioner.
3. Sri P. K. Padmanabhan, President, Alleppey Municipal Workers' Union.
4. Sri K. Ramakrishna Pillai, President, The City Corporation Workers' Union.
5. The Chairman, Municipal Council, Quilon.
6. The Commissioner, Corporation of Triyandrum.

2. *Terms of Reference.* The Committee was constituted to advise the Government in fixing the minimum rates of wages of Municipal Workers in the Travancore-Cochin State. During preliminary discussions the Committee felt that the members of the clerical and other establishments of Municipalities treated almost on a par with similar establishments under Government and mostly governed by the same Service Regulations and pensionable, may not require the protection afforded by the Minimum Wages Legislation and need not come within the scope of the enquiries of this Committee. This view was suggested to Government and they have in Notification D. Dis. 1356/52/EHLSG. dated 6-3-1952 modified their original orders and directed that this Committee shall confine their inquiries to and advise Government in fixing minimum wages in respect of employment charged to the head contingencies in the budgets of the Municipal Councils in the State.

3. *Procedure followed by the Committee.* The Committee collected detailed information regarding the existing number of workers in different Municipalities, the pay and scales of pay obtaining and other information relating to the conditions of employment and the paying capacity of the Municipalities. The Department of Research was contacted with a view to ascertaining data regarding cost of living. The Committee also visited seven selected Municipal centres (Nagercoil, Quilon, Alleppey, Alwaye, Trichur, Mattancherry, and Trivandrum Corporation), made enquiries and collected statistics, regarding the family budgets, living conditions etc. of the workers.

The Committee held 14 meetings.

4. *Minimum Wages Legislation and employment in Municipalities in the State.* The real object of Minimum Wages Legislation is the protection intended to the workers in employments especially where labour is unorganised and collective bargaining is not possible and where conditions of sweating, i. e., payment to labour at a rate lower than is justified by the workers contribution to the earnings of the industry and exploitation of labour, prevail.

In the position of employers, the Municipalities form a class by themselves. Established for local self Government, resources defined and responsibilities and liabilities imposed by Statutes constituting them and governing their activities, the Municipalities do not in the matter of employer-employee relationship, compare with concerns whose main objective is profit making. Sweating or exploitation of labour as such is inconceivable in relation to a Municipality administered by a majority of elected representatives of the people and under almost direct surveillance of the Government of the State. Minimum Wages Legislation has therefore only limited significance to employment in Municipalities in the State and has to be applied to the extent necessary to implement the directive principles of State Policy in Article 43 of the Constitution of India.

5 *Employment charged to contingencies in Municipalities in the State—a brief Survey.* (i) A statement showing the different classes of workers employed by the Municipalities charged to contingencies, the rates of wages paid to them and the hours of work for them as furnished by the Municipalities towards the close of the year 1951-1952 is enclosed (Statement I). It will be seen therefrom that there are 2028 workers in the Municipalities and 720 in the Trivandrum Corporation. There are 1,134 Scavengers, 1,034 Sweepers, 57 Watchers, 66 Lamp Lighters, 35 Garden Staff, 219 Mazdoors and 203 workers employed on various other employments such as Drivers, Cleaners, Mechanics, Attenders, Park Maistries, Contingent peons, Cartmen, Watchmen and Pound Keepers.

(ii) *Rates of wages.* In the Municipalities in Cochin area, the workers are paid at a generally uniform rate of pay of Rs. 20 plus D. A. Rs. 20 per mensem and town allowance in the three Municipalities, Trichur, Ernakulam, and Mattanchery. In the Travancore area uniformity in the rate of wages does not prevail. The wages of female workers are generally less than that of males and the difference is marked in the Colachal and Mavelikkara Municipal Councils. The wages of the workers in Travancore area including Dearness Allowance ranges from Rs. 30 to Rs. 40 in Municipalities with annual revenue over Rs. 50,000. In Municipalities with annual revenue below Rs. 50,000, the wages are below Rs. 30 per mensem (except in the case of Scavengers of Kayamkulam Municipal Council).

Government have in O. M. LS. 230/51/EHLSG. dated 16-7-1951 permitted the payment to Scavengers in Municipalities in the State a rate of wages pay at Rs. 20 plus D. A. at Rs. 20 and some of the Municipal Councils have taken steps to make payment at this rate.

(iii) *Hours of work per day.* The statement (I) appended, also discloses that in Municipalities in the erstwhile Cochin area, there are no workers with less than six hours' work a day and that the hours of work vary in the Municipalities in the erstwhile Travancore area though the majority of workers have work for not less than six hours a day (for full details please see the statement).

(iv) *Amenities to workers other than wages.* The Municipal Councils in general have endeavoured to afford amenities to the workers in the form of housing, leave facilities with pay during leave, gratuity, maternity and other benefits. As these are not to be included in the term Minimum Wages under the Act, they are not detailed in this report.

(v) *Proportion of expenditure on wages to Municipal Revenues and expenditure.* A statement showing the revenues and expenditure of the Municipalities in the State and the Corporation of Trivandrum and the expenditure incurred on the municipal workers is appended as statement (II). It will be seen from the statement that the percentage of the expenditure on wages of the workers varies from 9 to 36. The percentage is likely to be higher now than when the statements were obtained from the Municipalities, as the expenditure on the workers has been raised since in line with the direction in Government Orders passed after a tripartite conference (G. P. LS. 3-230/51/EHLSG. dated 1-11-1951).

(vi) A statement showing the opening balances, receipts and expenditure estimates in the Budgets for 1952-53 and the estimated closing balances of the Municipal Councils and the Trivandrum Corporation is also appended as statement (III).

6. *Data collected on enquiries.* Statement (IV) enclosed gives an analysis of the data collected on enquiries regarding family budgets of municipal workers by the Committee at the different stations.

7. *Principles and Recommendations.* In accordance with the report of the Fair Wages Committee of the Government of India, a standard family is to be taken as one consisting of three consumption units and one earning member and this has been generally accepted. Adopting this standard and calculating on the basis of the Lusk scale co-efficiency, the data collected in the family budget enquiry conducted by the Committee reveal the actual size of the family to be 4.49 adults and the average earning members 1.93. The average expenditure per mensem for a family of 3 consumption units and one earning member calculated on the basis of the family budgets collected

by the Committee works out to Rs. 82-3-2 and taking the actual family average and the actual earning members Rs. 115-5-1.

The Committee found it difficult to accept the statement of income and expenditure of the workers as furnished by them on enquiry, on account of the disparity between the income and expenditure on the one hand and the debts position on the other and was constrained to conclude that either the income has been understated or the expenditure exaggerated or both. The Committee also felt that in view of the limited number of family budgets available for the Committee it is not safe to work out the family expenditure on the basis of the expenditure revealed by them.

The Committee therefore explored the possibility of arriving at a minimum wage rate on the basis of the family budget enquiry report for the year 1939 published by the erst-while Cochin Government. The figures revealed by this report in respect of the families of industrial workers indicate that the average expenditure for a family of 3 consumption units during the pre-war period stood at Rs. 15-5-6 for Ernakulam.

On the basis of the cost of Living Index number for Ernakulam which stands at 384 for the month of June 1952 and allowing 75 per cent neutralisation for the increase in the cost of living above 200 points the minimum wages to be given to the employees works out to Rs. 52-13-2.

The Committee also considered the rates of minimum wages fixed for employment in the Plantations of the State and the rate worked out on the above basis comes to Rs. 47-4-3.

The Committee considers that a minimum wage based on the above figures will be too high for the Municipalities to bear. The awards of Industrial Tribunals relating to the employees of Municipalities reveal that it is wrong in principle to apply the same criterion applicable to profit-making concerns to public bodies like Municipalities, which have no profit motive.

At this stage the principles of a just and workable scheme of Minimum Wages came up for consideration and the following principles, the limits to the paying capacity of the Municipal Councils and the special features relating to conservancy menials were considered.

(i) *Municipal Finances and paying capacity.* The finances of the Municipalities have to be kept in view in considering the wages of the workers. The funds of the Municipalities are derived mainly from taxes, and from fees levied for regulatory purposes and for special services. The power of taxation is limited to the paying capacity of the people within the Municipality and to the return of the amenities the Municipalities can provide for the people in the form of light, water, sanitation and health services. Taxes should be in proportion to the benefits and only a portion of the revenue can legitimately be appropriated for expenditure on wages to workers employed for maintaining the amenities and services.

In the Municipal enactments certain items of taxes are intended to be earmarked for the specific purposes for which they are levied ; for example, water, drainage, lighting and scavenging taxes—the components of property tax. The fees for licenses prescribed for regulatory purposes and control and the fees for special service are, or should be just sufficient to cover the cost of such regulation and special services and no further.

Unlike industrial and other profit making concerns generally, the Municipal revenues are not readily resilient to the general rise and fall in the prices of commodities or to inflation. Government assistance in the form of subventions and grants may be available, if resources of Government permit, for covering deficiencies in Municipal finances for planned improvements but not for subsistence or day to day administration of the Municipalities.

There are other limits to the paying capacity of Municipal Councils. One is the principle that the supervisory staff, *i. e.*, the employees who supervise the work of a class of workers should be paid at a rate higher than that for the workers whom they supervise a wholesome principle which ensures confidence and confers authority and command in the supervisory staff. The conservancy peons and the Overseers of the Municipalities directly supervise the work of the workers paid from contingencies. The wages of contingent workers cannot, therefore, be higher than the pay and allowances of Sanitary staff directly supervising their work. The pay and allowances of the supervisory staff can be raised only in line with those of similar employees in Government service, as there is a principle implied in Municipal enactments and also certain specific provisions that the pay and conditions of service of the employees in the Municipal Service should not be more advantageous than those of employees of similar duties and status in Government service. The economic consequences of payment at a higher rate to municipal workers for the same class of employment while their compeers in employments under Local Bodies and in Government service are paid at a lower rate have also to be considered.

(ii) By the time the normal life of the day begins in the municipal area, the work of conservancy and road cleaning should, to be useful, be completed. This necessitates maintenance of a rather excessively large muster roll.

(iii) *Conservancy menials*. There is a special feature in the family constitution of the conservancy menials. In a family which is usually taken to be of three consumption units there are more than one earning member. The data collected on enquiries with the workers of the different localities bear out this. This special feature reduces the burden of the earning member and has therefore, to be given due consideration in fixing the minimum wages.



(iv) Another feature to be considered in this connection is that unlike other employments generally, the conservancy menials are employed for less hours of work a day (generally for 6 hours). It was put forward from the side of labour that the workers are engaged during the best part of the day, that they work in the evenings as well that they are bound to work whenever called upon to do so, that they are not availing any off-day in the week and that they have to be treated as full-time workers and paid accordingly. The Committee felt that this aspect of the matter is one which cannot altogether be ignored.

Having regard to the above considerations, the Committee felt that a slightly different criterion has to be followed in fixing the wages of the employees of the Municipalities. It appeared to the Committee that it will be fair in the circumstances to give approximately 50 per cent neutralisation over 200 base which on calculation with the rates for employment in plantations in the State works out to a total wage of Rs 40-15-0 and according to the Family Budget Enquiry Report (Cochin) works out to Rs. 45-12-5. It was also considered impracticable to prescribe for employment in Municipalities the same automatic sliding scale system of Dearness Allowance as for industrial employment. In the light of the above the Committee examined whether in fixing the actual rate, the pay and dearness allowance paid by Government to their lowest paid employees which work out to Rs. 42 (Rs. 20 basic pay and Rs. 22 D. A.) could be adopted.

The Committee notices that in respect of most of the Municipalities, the average employee is paid at a much lower rate than the pay given to Government employees of similar status. The Committee considers that this disparity should be removed and in fixing the wages and Dearness Allowance of the employees of the Municipalities, an unskilled worker of the Municipality should get the same basic pay and D. A. paid to the lowest paid employee in Government service like the Peons. In respect of skilled or semi-skilled workers, or those who do any work of a special nature, the total wages including D. A. should be fixed at a higher rate than what is mentioned above. For this purpose, the Municipal employees were classified under the following heads :—

*Skilled*—Drivers, Mechanics.

*Semi-Skilled*—(i) Night-soil depot workers engaged on the preparation of compost manure

(ii) Mosquito control workers—trained for the work.

(iii) Fitters.

*Unskilled*—All other workers paid from contingencies.

The Committee considers that the following rates of wages will be a reasonable minimum for the employees referred to above.

	<i>Pay.</i>	<i>Dearness allowance.</i>	<i>Total wages.</i>
	Rs.	Rs.	Rs.
<i>Skilled Workers.</i>			
Drivers	45	27	72
Mechanics	40	25	65
<i>Semi-Skilled Workers.</i>			
Mosquito control workers	25	22	47
Night-soil depot workers engaged on the preparation of compost manure	25	22	47
Fitters.	25	22	47
<i>Unskilled Workers.</i>	20	22	42

Among those categories who are classified as semi-skilled and unskilled workers, the Committee is of the view that latrine Scavengers (Public and house), cartmen, rubbish lorry workers, N. S. Depot workers and scavengers in lorries should be given a special allowance in view of the special nature of their work. The Committee considers that this special allowance is necessary in view of the arduous and unclean work which these employees have to perform. The following rates of special allowances are considered reasonable.

	Rs.	p. m.
Latrine scavengers ..	8	..
Cartmen ..	8	..
Rubbish lorry workers ..	8	..
N. S. Depot workers ..	8	..
Scavengers on lorries ..	13	..

The Dearness Allowance is normally, no doubt, subject to variation according to the rise or fall in the cost of living index. But, it will be impracticable to put the Dearness Allowance on an automatic sliding scale basis in respect of these employees. The Committee, therefore, is of the view that the same rate of D. A. as is paid to Government servants from time to time should be paid to the employees of Municipalities. The Committee desires to emphasise that the employees of the Municipalities should get the benefit of any revision in the basic pay of the Government employees of similar status from time to time and the special allowance now recommended by the Committee should continue at the static rate.

Our recommendations therefore, in this behalf are tabulated below :—

	<i>Basic pay.</i>	<i>Dearness allowance</i>	<i>Special allowance.</i>
	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>
<i>Skilled.</i>			
Drivers	45	27	..
Mechanics	40	25	..
<i>Semi-Skilled workers.</i>			
Mosquito control workers	25	22	..
Night-soil depot workers engaged on preparation of compost manure	25	22	8
Fitters	25	22	..
<i>Unskilled workers.</i>			
1. Scavengers—latrine (Public and house)	20	22	8
2. Scavengers (lorries)	20	22	13
3. Cartmen	20	22	8
4. Rubbish lorry workers	20	22	8
5. Sweepers	20	22	..
6. Watchers	20	22	..
7. Gardeners	20	22	..
8. Drain cleaners	20	22	..
9. All other unskilled workers paid from contingencies	20	22	..

The wages and allowances recommended above are without prejudice to the amenities and concessions, now enjoyed by the employees.

*Hours of work.* The Committee is of opinion that, for the minimum wages proposed above, the Municipalities have got a right to require six hours of work a day, on all days except Independence Day and Republic Day.

The drivers are classed as skilled workers where they are treated as contingent employees. Their transfer to permanent or regular establishment is recommended.

In giving effect to the above rate of wages the additional expenditure on the Municipal Councils per month and per year are worked out below :—

Name of Municipality.	Existing	Cost at	Excess	Excess.
	cost on account of wages per month.	the rate of mini- mum wages pro- posed.		
	Rs.	Rs.	Rs.	Rs.
1	2	3	4	5
1 Corporation of Trivandrum	26756	32779	6023	72276
2 Alleppey.	7640	11161	3521	42252
3 Quilon	5008	7934	2926	35112
4 Nagercoil	5189	10238	5049	60588
5 Kottayam	3489	5007	1518	18216
6 Parur	1333	2095	762	9144
7 Shencottah	1494	2168	674	8088
8 Changanacherry	1156	2385	1229	14748
9 Kuzhithurai	1231	1836	605	7260
10 Padmanabhapuram	943	1776	833	9996
11 Neyyattinkara	979	1596	617	7404
12 Kayamkulam	587	1030	443	5316
13 Thiruvalla	405	1070	665	7980
14 Vaikom	234	546	312	3744
15 Alwaye	1552	2209	657	7884
16 Colachel	485	1008	523	6276
17 Attingal	756	1526	770	9140
18 Palai	176	336	160	1920
19 Mavelikara	455	812	357	4284
20 Trichur	9940	11312	1372	16464
21 Ernakulam	6640	10069	1429	17148
22 Mattancherry	8261	9510	1249	14988
23 Irinjalakuda	1760	2048	288	3456
24 Kunnankulam	1280	1496	216	2592
25 Chittur- Thattamangalam	2600	3122	522	6264

The additional expenditure appears rather heavy and the Municipal Councils should try and tap their available sources of revenue to the full extent permissible.

The Municipal conservancy menials in general and the scavengers in particular are the lowest order of workers, ever working at refuse, filth and rubbish. Their work is unhygienic and attended with risk of infection of serious diseases. They work in families and it might almost be said "once a conservancy menial, always a conservancy menial". Their standard of living, it will be agreed, is the lowest. They have their own social disabilities. Their low wages, from time immemorial, is both the cause and the effect of their low standard of living. The Committee seeks to raise the floor, the lowest strata of human society and recommends a step calculated to raise their general standard of living.

Sri P. K. Padmanabhan,  
Member, Minimum Wages Committee for Municipal  
Workers.

Sri K. Ramakrishna Pillai,  
Member, Minimum Wages Committee for Municipal  
Workers.

The Labour Commissioner do.

The Chairman, Municipal Council, Quilon. do.

The Commissioner, Corporation of Trivandrum do.

The Examiner of Local Fund Accounts, Chairman and  
Convener, Minimum Wages Committee for Municipal  
Workers.

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PROCEEDINGS OF THE MINIMUM WAGES ADVISORY  
BOARD AT ITS MEETING HELD AT 10 A. M., ON  
29-11-1952 IN THE UNIVERSITY COLLEGE,  
TRIVANDRUM.

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- Present* :
1. Sri V. R. Pillai, Chairman.
  2. „ M. K. Devassy, Labour Commissioner  
(Secretary)
  3. „ K N. Sankunni Pillai.
  4. „ T. K. Divakaran.
  5. „ K. Karunakaran.

1. Sri K. Gopala Pillai, Local Funds Examiner was examined as witness and several points in the report of the Minimum Wages Committee for municipalities were elucidated.

2. The Board discussed the report of the Minimum Wages Committee for Municipalities. The Chairman explained the principles on which the Minimum Wages Committee for Municipalities has arrived at its conclusions. Though we find some reference in the report to the minimum standard of living for municipal workers and some attempt to find out what should be the minimum level of wages to maintain the standard of living, the Committee has not made a thorough investigation of this matter. Its recommendations are based not on the minimum standard necessary for municipal workers, but on the principle of fair wages. The Committee has taken the prevailing rates of wages obtained by similar workers in Government employment and they have recommended wages which are on a par with those in Government employ. They have also taken into account the capacity of the municipalities to pay higher wages though the recommendations are not within the existing capacity of these municipalities.

The principle of fair wages adopted by the Committee is a perfectly legitimate line of approach in the fixation of minimum wages. In Travancore-Cochin, Government is perhaps the largest employer and comparison with rates obtaining in Government employment can, therefore be considered a satisfactory test of fairness. But at the same time it is no guarantee that the rate recommended ensures a minimum standard of living. However, in the absence of data on the family budgets of municipal workers, the Board cannot go into that question and has to consider whether the recommendations of the Committee are legitimate on the basis of the principles they have adopted.

2. Sri T. K. Divakaran (labour) pointed out that in the opinion of labour the existing scales of pay given to the lowest class of employees such as peons and contingency employees are grossly inadequate to maintain even a subsistence level. Therefore, the recommendations of the Committee though they may be fair in one sense, do not guarantee a minimum standard of living to the workers.

3. The Chairman said that in the absence of an inquiry about the adequacy of the present scales of pay in the lowest classes of Government service, we cannot decide either way. It will be open to municipal employees to demand higher scales if and when it is proved that the present scales do not guarantee at least a minimum subsistent level or when the scales of pay are revised by the Government.

Sri K. N. Sankunni Pillai (employer) criticised the recommendations of the Committee on the ground that they have paid only lip service to the principle of capacity to pay. On their own figures the municipalities will have to find additional finances ranging from Rs. 2,000 to Rs. 72,000 per year in order to implement these recommendations. The position now is that all municipalities have reached the limit of their taxable capacity. If these recommendations are to be implemented, either the Government will have to give large subvention or many a municipality will have to be scrapped.

5. The Board then examined the recommendations of the Committee regarding basic pay and dearness allowance to workers of different categories. It was found that the recommendations were reasonable considering the present high cost of living and the existing level of wages in similar employment with the Government. The Board, however, thought that there is no justification for classifying (1) mosquito control workers, (2) night-soil depot workers, and (3) fitters (cleaners) as semi-skilled. But, it was agreed that there was some ground for giving certain categories of workers a slightly higher scale in lieu of the disagreeable nature of their work and the absence of other emoluments. The Board, therefore, resolved to group all workers under "unskilled", but to show special consideration to night-soil workers, fitters and lorry scavengers, by giving them a basic pay of Rs. 25 instead of Rs. 20. The Board adopted the

recommendations of the Committee with this modification. The basic pay and dearness allowance recommended will, therefore, be as follows:—

	Basic pay. Rs.	D. A. Rs.	Special allowance. Rs.
<i>Skilled workers.</i>			
Drivers	45	27	..
Mechanics	40	20	..
<i>Unskilled workers.</i>			
(a) Night-soil depot workers	25	22	..
Fitters (cleaners)	25	22	..
Lorry scavengers	25	22	..
(b) Scavengers—latrine (public & house)	20	22	..
Mosquito control workers	20	22	..
Cartmen	20	22	..
Rubbish lorry workers	20	22	..
Sweepers	20	22	..
Watchers	20	22	..
Gardeners	20	22	..
Drain cleaners	20	22	..
All other unskilled workers paid from contingencies	20	22	..

NOTE: These wages and allowances will be over and above the amenities and concessions now enjoyed by the employees.

#### SPECIAL ALLOWANCES.

6. The Board then discussed the subject of special allowance recommended by the Committee. The Chairman explained that these allowances have been recommended on two grounds: (1) the disagreeable and unclean nature of the work and (2) the greater susceptibility to disease of those employed in such work. He pointed out that the first factor, viz., disagreeableness or uncleanliness of the work does not necessarily warrant a higher remuneration. Though it looks fair to pay higher wages for more disagreeable work, it is generally true that in the competitive labour market all the highly paid jobs are agreeable jobs and disagreeable work is paid less than agreeable work. The reason for this is the relatively greater supply of labour for the disagreeable jobs. These jobs do not require either education or training and in countries like India the supply of labour for such jobs is great and their wages tend to be depressed. Even in countries like England we find that disagreeable work like coal-mining is paid less than work in factories or shops etc., mainly because of the greater supply of miners. Therefore, there is little justification for recommending an allowance on that ground.



The second ground, viz., susceptibility to disease and the greater risk involved in such work, the State has certainly a responsibility to maintain the health of the workers and to compensate them for the risks. But the solution for it is not by giving an allowance which may not be available to the workers during times of illness. The municipalities should be required to organise a health insurance scheme for their workers on the lines of the State Insurance Act for factory workers or they should be required to give free medical aid up to a certain standard.

7. All the members present agreed with this point of view put forward by the Chairman; but they pointed out that in the absence of an organised scheme of health insurance or medical aid, workers doing unclean work should be given a small allowance.

8. The Board resolved to recommend to Government that steps may immediately be taken to organise a scheme of health insurance for the classes of unskilled workers detailed above.

9. Pending the establishment of such a scheme the Board recommends that a special allowance of Rs. 4 a month may be given to the following four categories of workers:—

1. Night-soil depot workers,
2. Scavengers of all types,
3. Cartmen, and
4. Rubbish lorry workers.

10. This would reduce the estimated additional cost of the municipalities as shown below:—

Municipality.	Addl. cost estimated by the Minimum Wages Committee.	Estimated addl. cost on the recommendations of the Board.
	Rs.	Rs.
Trivandrum Corporation ..	72,276	54,552
Alleppey ..	42,252	37,644
Quilon ..	35,112	30,264
Nagercoil ..	60,588	56,364
Kottayam ..	18,216	16,344
Parur ..	9,144	8,568
Shencottah ..	8,088	7,176
Changanacherry ..	14,748	13,692
Kuzhithura ..	7,260	6,828

Municipality.	Addl. cost estimated by the Minimum Wages Committee.	Estimated addl. cost of the recommendations of the Board.
	Rs.	Rs.
Padmanabhapuram ..	9,996	9,420
Neyyattinkara ..	7,404	7,404
Kayamkulam ..	5,316	4,932
Thiruvalla ..	7,980	7,688
Vaikam ..	3,744	3,744
Alwaye ..	7,884	6,876
Colachel ..	6,276	6,276
Attingal ..	9,140	8,804
Palai ..	1,920	1,920
Mavelikara ..	4,284	3,948
Trichur ..	16,464	10,224
Ernakulam ..	17,148	10,876
Mattancherry ..	14,988	10,572
Irinjalakuda ..	3,456	2,256
Kunnamkulam ..	2,592	1,680
Chittoor—Thathamangalam .	6,264	4,920

(No reduction.)

#### NOTIFICATION.

L1-13164/51/DD.

In exercise of the powers conferred by clause (a) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948 (Central Act XI of 1948) Government are hereby pleased to fix the minimum rates of wages payable to employees in beedi making manufactories the same having been provisionally published as required by clause (b) of sub-section (1) of Section 5 of the said Act. The rates shall take effect from the 25th March 1952.

Minimum Wages for making thousand beedies Re. 1 As. 14.

By order of His Highness  
the Raj Pramukh,

Government Secretariat,  
Development Department,  
Labour Section,  
Trivandrum, 20-3-1952.

M. C. THOMAS,  
Secretary to Government.

## NOTIFICATION.

L1-13999/51/DD.

10th December 1953.

In exercise of the powers conferred by Sections 3 (1) (a) and 5 (2) of the Minimum Wages Act, 1948 (Central Act XI of 1948) the Government of Travancore-Cochin, having considered the advice of the Committee appointed under Section 5 (1) (a) of the said Act, in regard to the fixing of minimum rates of wages for employment in cashewnut industry, hereby fix with effect on and from 30-12-1953 the minimum rates of wages as specified in the Schedule hereto annexed which shall be payable to the classes of employees in the Cashewnut Industry mentioned thereunder.

## SCHEDULE.

I. *Minimum Time Rates.*—For all items of work in the cashew factory, for which no piece work rate has been fixed and for which no specific rate has otherwise been fixed, the following time rates shall be paid.

	Rs.	As.	P.	
Adult Males	1	14	0	per day
Adult Females	1	4	0	do.
Adolescent male permitted under medical certificate to do the work of an adult.				
i. Who completed 15 years but not completed 16	1	2	9	lo.
ii. Who completed 16 years but not completed 17	1	6	6	lo.
iii. Who completed 17 years but not completed 18	1	10	3	lo.
Adolescent female permitted under medical certificate to do the work of an adult.				
i. Who completed 15 years but not completed 16	0	12	6	do.
ii. Who completed 16 years but not completed 17	0	15	0	do.
iii. Who completed 17 years but not completed 18	1	1	6	do.
Male children	0	15	0	do.
Female children	0	10	0	do.

II. *Time rate with work load.*—Grading white wholes  
Rs. 1-4-0 per day with customary work load.

III. *Minimum piece rates.*—

(a) Shelling Re. 0-1-3 per pound of shelled whole kernels delivered at the weighing machine.

- (b) Peeling. Re. 0-1-5 per pound peeled wholes delivered at the weighing machine.
- (c) Peeling Shelling pieces. Re. 0-1-6 per pound of kernels peeled and delivered at the weighing machine.
- (d) Peeling of Kattals (unpeelables). As. 2 per pound of kernels peeled and delivered at the weighing machine.

IV. *Compensation for under-employment.*—In case of under-employment of piece rate workers, due to the failure of the employer to provide work for at least 6 hours on any particular working day for which no work notice was not previously given piece work rated employees will be entitled to a compensation equivalent to his or her normal 6 hours work inclusive of any wages he or she was able to earn that day by partial employment;

By order of His Highness  
the Raj Pramukh,

K. NARAYANA MENON,  
*Addl. Secretary to Government.*

#### NOTIFICATION.

L. S. 11-11690/54/DD.

30th September 1954.

In exercise of the powers conferred on them by clause (a) of sub-section (1) of Section 3 read with clause (iii) of sub-section (1) of Section 4 of the Minimum Wages Act, 1948 (Central Act XI of 1948), and after considering the advice of the Committee appointed under clause (a) of sub-section (1) of Section 5 of the said act, Government are pleased to fix hereby the minimum wages, as specified in the schedule hereto annexed, which shall be payable to the contingent employees of all the Municipalities including the Corporation of Trivandrum in the Travancore-Cochin State.

This notification shall come into effect on and from 1st of October, 1954.

## SCHEDULE.

	Basic pay.	Special allow- ance.	Dear- ness allow- ance.	Total.
	Rs.	Rs.	Rs.	Rs.
<b>SKILLED WORKERS.</b>				
1. Drivers	45	..	27	72 per men- sem.
2. Mechanic	40	..	20	60 "
<b>UNSKILLED WORKERS.</b>				
<b>(a) Night soil depot workers</b>				
Fitters (cleaners)	25	4	22	51 "
Lorry Scavengers	25	..	22	47 "
<b>(b) Scavengers—Latrine (Public &amp; Houses)</b>				
Mosquito control workers	25	4	22	51 "
Cartmen	20	4	22	46 "
Rubbish lorry workers	20	..	22	42 "
Sweepers	20	4	22	46 "
Watchers	20	..	22	42 "
Gardeners	20	..	22	42 "
Drain cleaners	20	..	22	42 "
All other unskilled workers paid from contingencies	20	..	22	42 "

By order of His Highness  
the Raj Pramukh,

K. NARAYANA MENON,  
*Additional Secretary to Government.*

Government Secretariat,  
Development Department,  
L. S. G. Section,  
Trivandrum.

(True copy)  
*Labour Commissioner.*

## NOTIFICATION.

L1-16322/53/DD.

9th October 1954.

In exercise of the powers conferred on them by clause (a) of sub-section (1) of Section 3 read with clause (iii) of sub-section (1) of Section 4 of the Minimum Wages Act 1948 (Central Act XI of 1948) and after considering the advice of the Committee appointed under clause (a) of sub-section (1) of Section 5 of the said Act, Government hereby fix the minimum rates of wages, as specified in the schedule hereto annexed, which shall be payable to the classes of employees in the Public Motor Transport mentioned thereunder.

This Notification shall come into force on and from 15-10-1954.

## SCHEDULE.

## ROAD TRANSPORT.

Operating Staff		Basic Pay.	Dearness Allowance.	Batta.
		Rs.	Rs.	
1	Driver (Bus & Lorry) ..	40	25	Re. 1 per day for days on duty.
2	Conductor ..	30	22	do.
3	Checker or Checking Inspector ..	35	25	do.
4	Booking Clerk/Depot Clerk ..	30	22	Not payable.
<i>Highly Skilled workmen.</i>				
5	Electrician ..	40 (Daily rate Rs. 2—12—0 consolidated)	25	Not payable.
6	Welder ..			
7	Pattern Maker ..			
8	Moulder ..			
<i>Skilled workmen.</i>				
9	Assistant Electrician ..	35 (Daily rate Rs. 2—8—0 consolidated.)	25	Not payable.
10	Assistant Welder ..			
11	Assistant Pattern Maker ..			
12	Assistant Moulder ..			
13	Blacksmith ..			
14	Carpenter ..			
15	Fitter ..			
16	Upholsterer ..			
17	Turner ..			
18	Machinist ..			
19	Vulcanizer ..			
20	Tinker ..			
21	Painter ..			

## ROAD TRANSPORT—(contd.)

Operating Staff.	Basic Pay.	Dearness Allowance.	Batta.
<i>Semi Skilled workmen.</i>	Rs.	Rs.	
22 Assistant Fitter ..	} 30 (Daily rate Rs. 2—4—0 consolidated.)	22	Not payable.
23 Hammerman ..			
<i>Unskilled workmen.</i>			
24 Cleaner ..	} 20 (Daily rate Rs. 1—14—0 consolidated.)	22	Not payable.
25 Greaser ..			
26 Petrol Pump Operator..			
27 Watchman ..			

## BOAT TRANSPORT.

Operating staff Licensed Crew.	Basic pay.	Dearness Allowance.	Batta.
	Rs.	Rs.	
1 Serang ..	35	25	One Anna six ps. per running hour.
2 Driver ..	35	25	do.
3 Boat Master ..	35	25	do.
<i>Unlicensed Crew.</i>			
4 Lascars ..	20	22	do.

N. B.—1. Adolescents 80% of the corresponding daily wages in all the categories.

2. Public Motor Transport Workers (Road Transport) shall be eligible for overtime rates for all work done exceeding 8 hours in a day or 48 hours a week.

3. Public Boat Transport workers shall be eligible for overtime rates for all work done exceeding 16 hours in a 48 hour period or exceeding 48 hours in a week.

Government Secretariat,  
Development Department,  
Labour Section,  
Trivandrum,

By order of His Highness  
the Raj Pramukh,  
K. NARAYANA MENON,  
Additional Secretary to  
Government.

## NOTIFICATION

L. 6-9490/54/DD.

19th November 1954.

In exercise of the powers conferred on them by Clause (a) of sub-section (1) of Section 3 read with clause (iii) of sub-section (1) of Section 4 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and after considering the advice of the Committee appointed under clause (a) of sub-section (1) of Section 5 of the said Act, Government hereby fix the minimum rates of wages, as specified in the Schedule hereto annexed, which shall be payable to employees employed in the classes of employment mentioned thereunder.

This notification shall come into force on and from the 1st of December 1954.

**Schedule of Minimum Wages for the Manufacture of Coir.****A. MINIMUM PIECE RATES.**

1. *Head-load transport of raw husks.* Re. 0-14-0 per thousand. This rate is fixed for any distance equal to one furlong or less. Where the distance is more, the worker will be entitled to claim proportionately higher minimum wages.

2. *Counting husks before retting.* Re. 0-7-0 per thousand.

3. *Putting husks into the pits.* (a) Rs. 1-12-0 per thousand husks in ordinary cases. This rate is fixed where the work involved is similar to that found in the southern area.

(b) Rs. 2-0-0 per thousand husks, where additional effort is involved in digging pits (as in places like Gnarakkal in the Cochin area).

4. *Taking the husks out of the pits.* Rs. 1-12-0 per thousand husks.

5. *Counting the husks after retting.* Re. 0-7-0 per thousand husks.

6. *Bundling.* Re. 0-2-6 per bundle for office quality bundle of one maund. Where the bundling has to be done more artistically, and with greater care as in Rosewall and Chorival, special rates will have to be paid in accordance with the extra effort and time required.

7. *Beating Husks.* Rs. 1-2-0 per 100 fully retted husks (When the husks are not properly retted the worker will be entitled to claim higher wages).

8. *Cleaning.* (a) Re. 0-6-0 per ratt or vandi for cleaning fibre with the help of machinery.

(b) Re. 0-8-0 per ratt or vandi for cleaning fibre without the help of machinery.

9. *Spinning.* The rates for spinning the different varieties of coir yarn shall be as follows :



(a) *For Anjengo yarn.* Rs. 2-8-0 for 96 vallis where each valli is spun in a spinning yard measuring 32 yards.

This shall be distributed as Re. 1-0-0 for each of the two spinners and Re. 0-8-0 for rotating the wheel.

(b) *For Mangadan.* Rs. 2-8-0 for 80 Mudies having two vallis in each mudi, each valli spun in a spinning yard of 15 yards.

This shall be distributed as Re. 1-0-0 for each of the two spinners and Re. 0-8-0 for rotating the wheel.

(c) *For Aratory.* Rs. 1-15-3 for 45 mudies having 6 vallis in each mudi and each valli spun in a spinning yard of 12 yards.

This shall be distributed as Re. 0-12-6 for each of the two spinners and 6 annas 3 ps. for rotating the wheel.

(d) *For Ashtamudi.* Rs. 2-8-0 for making 30 mudies having three vallis in each mudi and each valli spun in a spinning yard measuring 24 yards.

This shall be distributed as Re. 1-0-0 for each of the two spinners and Re. 0-8-0 for rotating the wheel.

(e) *For M. K. Yarn.* Rs. 2-8-0 for making 100 mudies in a spinning yard measuring 21 yards.

This shall be distributed as Re. 1-0-0 each for the two spinners and Re. 0-8-0 for rotating the wheel.

(f) *For Vaikkom Yarn.* Rs. 2-8-0 for making 75 mudies having two vallis in each mudi and each valli spun in a spinning yard measuring 18 yards.

This shall be distributed as Re. 1-0-0 for each of the two spinners and annas 8 for rotating the wheel.

(g) *For Parur Yarn.* Rs. 2-8-0 for making 100 mudies in a spinning yard measuring 18 yards.

This shall be distributed as Re. 1-0-0 for each of the two spinners and Re. 0-8-0 for rotating the wheel.

(h) *For Aroor Special.* (Which is spun at home or elsewhere by workers from fibre supplied by employers)

Re. 0-4-6 for 5 mudies each consisting of a single valli measuring 36 yards.

(i) *Rope Yarn.* (Handspun, Muppuri) 7½ pies for each mudi measuring 24 yards.

(j) *For Edavannan.* (Medium Rope handspun) 6½ pies for each mudi measuring 34 yards.

N. B. 1. For making varieties of coir not comprised in the above Schedule such piece rates shall be paid for spinning which will enable an average worker to earn on any working day, Rs. 1-12-0 in the case of men workers, Rs. 1-3-0 in the case of women workers and Re. 0-15-0 in the case of adolescents.

2. The term 'husk' as used in the above schedule refers to the husk obtained from one coconut.

3. Where rotating the wheel is done by the spinners themselves they shall share among themselves the wage fixed for spinning and rotating the wheel.

#### B. SLIDING SCALE OF PROSPERITY ALLOWANCE.

This allowance is payable only to workers engaged in beating husks, cleaning the fibre, spinning, and rotating the wheel, excepting those engaged in hand spinning. It shall be paid to the above categories of workers engaged in making any particular variety of coir, irrespective of the grade, when the average price of that variety during any month rises by Rs. 15 above the basic prices. The basic prices, on the basis of which the present minimum wages are fixed are as follows :

	Rs.A.P.
1. Anjengo per candy	310-0-0
2. Mangadan do.	269-0-0
3. Ashtamudi do.	223-0-0
4. Aratory do.	264-0-0
5. Parur Yarn do.	200-0-0
6. Vaikom Yarn do.	254-0-0
7. M. K. Yarn do.	226-0-0
8. Muppuri Mudi per 750 mudies Air Mail	285-0-0
9. Emdon per 500 mudies	310-0-0

Prosperity allowance shall be paid at the rate of 1 anna per every rupee earned as wages during that month in which the average price is above the basic price, by Rs. 15 or more. The worker shall be entitled to an allowance of 1 anna in the rupee for every such rise of Rs. 15 in the price of Coir. Thus the amount earned as allowance shall continue to increase as prices rise until it reaches 11 as. per rupee of wages earned during a month when the average price of coir rises by Rs. 165 over the basic price. The maximum allowance to which the workers shall be entitled is 11 annas per rupee of wages earned during a month. But no reduction in the Minimum Wages rates shall be permitted if the price falls below the basic level. The amount due to workers as prosperity allowance for any month shall be paid within 15 days of the publication of the average price for that month by the Government.

By order of His Highness  
the Raj Pramukh,  
K. NARAYANA MENON,  
*Addl. Secretary to Government.*

## NOTIFICATION.

L. 1-14424/53/DD.

9th December 1954.

In exercise of the powers conferred by Section 3 (1) (a) and 5 (2) of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Government of Travancore-Cochin, having considered the Advice of the Committee appointed under Section 5 (1) (a) of the said Act in regard to the fixing of minimum rates of wages for employment in oil mills, hereby fix with effect on and from the 25th December 1954 the minimum rates of wages specified in the Schedule hereto annexed which shall be payable to the classes of employees in all Oil Mills mentioned thereunder.

## A. GENERAL SCHEDULE OF WAGES.

<i>Unskilled.</i>	<i>Category.</i>	<i>Daily Wages.</i>		
		<i>Rs.</i>	<i>As.</i>	<i>Ps.</i>
	1. Yard worker	1	12	0
	2. Yard Moopan	2	3	0
	3. Fillers	1	12	0
	4. Cutterman	1	12	0
	5. Oiler	1	12	0
	6. Bellowman (Blower)	1	12	0
	7. Heavy Head-load workers attached to Mills	2	0	0
 <i>Semi-skilled.</i>				
	1. Chuck worker	1	14	0
	2. Cutterman also doing the work of carrying copra to the cutter and removing punnac	1	14	0
	3. Chuck Edamooan	2	2	0
	4. Cooper	2	2	0
	5. Tinker, if attached to Mills	2	0	0
 <i>Skilled.</i>				
	1. Engine driver	2	8	0
	2. Blacksmith	2	8	0
	3. Electrician (qualified)	2	8	0
	4. Latheman (turner)	2	8	0
	5. Chuck Moopan	2	5	0

**B. GUARANTEED MONTHLY MINIMUM.**

Workers employed on daily wage rates shall, however, be entitled to receive a guaranteed monthly minimum exclusive of leave with wages, bonus and night allowance as follows :

<i>Category.</i>	<i>Guaranteed monthly minimum.</i>		
	<i>Rs.</i>	<i>As.</i>	<i>Ps.</i>
<i>Unskilled.</i>			
1. Yard worker	35	0	0
2. Yard Moopan	43	12	0
3. Fillers	29	12	0
4. Cutterman	29	12	0
5. Oiler	29	12	0
6. Bellowman	29	12	0
7. Heavy head-load workers attached to Mills	40	0	0
<i>Semi-skilled.</i>			
1. Chuck worker	31	14	0
2. Cutterman also doing the work of carrying copra to the cutter and removing punnac	31	14	0
3. Chuck Edamoopan	36	2	0
4. Cooper	36	2	0
5. Tinker, if attached to Mills	34	0	0
<i>Skilled.</i>			
1. Engine Driver	42	8	0
2. Blacksmith	42	8	0
3. Electrician	42	8	0
4. Latheman	42	8	0
5. Chuck Moopan	39	5	0

**C. SPECIAL SCHEDULE OF WAGE RATES.**

For certain classes of workers in mills where the Edacopra system of payment is in vogue. .

1. Yard workers (unskilled) Rs. 25 per mensem (inclusive of allowance for noon day meals) plus Edacopra.

OR

Rs. 2-4-0 per day, subject to a guaranteed monthly minimum of Rs. 45.

2. Yard Moopan (skilled) Rs. 30 per mensem (inclusive of allowances for noon day meals) plus Edacopra.

OR

Re. 2-10-0 per day, subject to a guaranteed monthly minimum of Rs. 52-8-0.

- N. B. The worker will have the option to receive the above daily wages with the guaranteed monthly minimum instead of the monthly wages plus Edacopra.

D. PIECE RATES.

Employers and workers will, however, be free to continue the existing system of piece rates without prejudice to the minimum time rate fixed for such employments. Such workers will also get the benefit of the guaranteed monthly minimum.

By order of His Highness  
the Raj Pramukh,

K. NARAYANA MENON,  
Addl. Secretary to Government.

NOTIFICATION.

No. L. S. 14-23800|54|DD.

29th December 1954.

In exercise of the powers conferred on them by clause (a) of sub-section (1) of Section 3 read with clause (iii) of sub-section (1) of Section 4 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and after considering the advice of the committee appointed under clause (a) of sub-section (1) of Section 5 of the said Act, Government are pleased to fix hereby the minimum wages, as specified in the schedule hereto annexed, which shall be payable to the contingent employees of all the Panchayats in the Travancore-Cochin State.

This notification shall come into effect on and from 1st January 1955.

SCHEDULE OF MONTHLY WAGES.

<i>Unskilled Employees.</i>	<i>Basic pay.</i>	<i>D.A.</i>	<i>Total.</i>
	Rs.	Rs.	Rs.
Peons	20	22	42
Scavengers	20	22	42
Sweepers	20	22	42
All other unskilled workers employed by the Panchayats	20	22	42

N. B. The above rates apply to full time employees only.

Government Secretariat,  
Development Department,  
L. S. G. (Panchayat) Section,  
Trivandrum,

By order of His Highness  
the Raj Pramukh,

K. NARAYANA MENON,  
Addl. Secretary to Government.

## NOTIFICATION.

L. 1-4670/53/DD.

30th December 1954.

In exercise of the powers conferred by clause (a) of sub-section (1) of Section 3 read with clause (iii) of sub-section (1) of Section 4 of the Minimum Wages Act 1948 (Central Act XI of 1948) Government hereby fix the minimum rates of wages as specified in column II of the Schedule hereto annexed which shall be payable to the classes of employees specified in column I thereof, after previous publication as required by clause (b) of sub-section (1) of Section 5 of the said Act.

The rates fixed shall take effect from 31st December 1954.

## SCHEDULE.

I <i>Scheduled employments.</i>	II <i>Rate of wages per day</i>		
	Rs.	As.	P.
<i>Employment in Tanneries and Leather manufactory.</i>			
1. Kathivela (unskilled)	2	0	0
2. Pattavela (skilled)	2	0	0
3. Tana (skilled)	2	0	0
4. Miscellaneous works (unskilled)	1	8	0
5. Cobbler (skilled)	2	8	0
6. Assistants (unskilled)	1	4	0
<i>Employment in Rice Mill, Flour Mill or Dall Mill.</i>			
1. Engine driver (skilled)	2	0	0
2. Yard workers and attendants in the boiling and milling section (unskilled)			
(a) Men	1	8	0
(b) Women	1	0	0
3. Huller-man or grinder (semi skilled)	1	12	0

By order of His Highness  
the Raj Pramukh,

K. NARAYANA MENON,

*Addl. Secretary to Government.*

Government Secretariat,  
Development Department,  
Labour Section, Trivandrum.

## NOTIFICATION.

L.1-9633/51/DD.

30th December 1954.

In exercise of the powers conferred by clause (a) of sub-section (1) of Section 3 read with clause (iii) of sub-section (1) of Section 4 of the Minimum Wages Act 1948 (Central Act XI of 1948) Government hereby fix the minimum rates of wages as specified in column II of the Schedule hereto annexed which shall be payable to the classes of employees specified in column I thereof, after previous publication as required by clause (b) of sub-section (1) of Section 5 of the said Act.

The rates fixed shall take effect from 31st December 1954.

## SCHEDULE.

I Scheduled employment	II Rate of wages per day.		
	Rs.	As.	P.
1. Road Construction or building operations.			
<i>Description of Labour.</i>			
UNSKILLED.			
1. Man (unskilled)	1	6	0
2. Special (unskilled)	1	10	0
3. Woman (unskilled)	0	14	0
4. Boy (unskilled)	0	11	0
2. Employment in stone breaking or stone crushing.			
<i>Description of Labour.</i>			
SKILLED OR SEMI-SKILLED.			
5. Brick moulder	1	12	0
6. Laterite cutter	2	0	0
7. Hammer man	1	10	0
8. Quarry man	1	10	0
9. Boat man	1	14	0
10. Stone cutter	2	4	0
11. Rubble mason	2	4	0
12. Laterite or brick mason	2	4	0
13. Carpenter	2	4	0
14. Saver	2	4	0
15. Blacksmith	2	4	0
16. Fitter	2	0	0
17. Plumber	2	0	0
18. Wood cutter	2	0	0

By order of His Highness  
the Raj Pramukh,

K. NARAYANA MENON,

*Addl. Secretary to Government.*

Government Secretariat,  
Development Department,  
Labour Section, Trivandrum.

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