
**Report of the Advisory Committee
for Revision of the Minimum Wages for
Employment under Municipalities**

Price : Rs. 2.17

**REPORT OF THE ADVISORY COMMITTEE APPOINTED
UNDER SECTION 6 OF THE MINIMUM WAGES ACT
1948 FOR REVISION OF THE MINIMUM RATES
OF WAGES FOR EMPLOYMENT
UNDER MUNICIPALITIES
IN THE STATE.**

INTRODUCTION.

Appointment of the Committee.

1. The Government of Kerala in their Proceedings LS. 5-27560/56/LSG dated 24-4-1957 appointed this Committee under Section 6 of the Minimum Wages Act, 1948. The composition of the Committee is as follows:

1. The Labour Commissioner (Chairman)
2. Sri. P. K. Padmanabhan, President, Municipal Workers' Federation, Alleppey;
3. The President, Municipal Workers' Union, Kozhikode;
4. The Chairman, Kozhikode Municipal Council;
5. The Commissioner, Corporation of Trivandrum; and
6. The Examiner of Local Fund Accounts (Convener).

Terms of reference.

2. The Committee was appointed to examine the existing rates of wages for employment under Municipalities in the State and to submit proposals to Government for revision of the rates of minimum wages fixed under the Minimum Wages Act. In appointing the Committee, Government observed as follows:

“There is wide disparity in the rates of minimum wages fixed by the Government of Madras and former Government of Travancore-Cochin for employment under Municipalities. The minimum wages fixed by the Government of Madras are applicable to the Municipalities in the former Malabar area and the rates fixed by the former Travancore-Cochin Government to the Municipalities in the former Travancore-Cochin area. The disparity in the rates of wages in the same employment has to be eliminated and uniform rates of minimum wages prescribed throughout. The rates already fixed have to be revised suitably.”

reasonable limits consistent with the rates in other sectors of employment. It has also to be borne in mind that the general level of the economy of the country cannot be considered at present to be well above the point of bare subsistence. Any attempt to correlate the legal minimum with estimates of reasonable standard of living will therefore be nothing but a sterile statistical study.

IV. BASIS OF THE RECOMMENDATIONS OF THE COMMITTEE.

The data collected on enquiry with the Municipal workers conducted by the Committee at the different stations tabulated and shown in Appendix V was examined by the Committee. It was found difficult to accept the statements of income and expenditure of workers as furnished by them during the enquiry due to the unbridgeable gap between the ascertainable income and the unascertainable expenditure in addition to the substantial debts stated to be outstanding. The Committee was constrained to conclude that the figures of expenditure said to have been normally incurred by the workers have been liberally exaggerated. The information elicited during the enquiry in this regard has not therefore been sufficiently helpful.

The possibility of arriving at a reasonable minimum wage rate on the basis of the requirements of a standard working class family, taking a standard family as one consisting of 3 consumption units and one earning member, was first considered conformably with the following suggestion of the Indian Labour Conference :

- (i) In calculating the minimum wage, the standard working class family should be taken to consist of 3 consumption units for one earner; the earnings of women, children and adolescents should be disregarded.
- (ii) Minimum food requirements should be calculated on the basis of a net intake of calories, as recommended by Dr. Akroyd for an average Indian adult of moderate activity.
- (iii) Clothing requirements should be estimated at a per capita consumption of 18 yards per annum which would give for the average worker's family of four, a total of 72 yards.
- (iv) In respect of housing, the rent corresponding to the minimum area provided for under Government's Industrial Housing Scheme should be taken into consideration in fixing the minimum wage.
- (v) Fuel, lighting and other 'miscellaneous' items of expenditure should constitute 20% of the total minimum wage.

With due advertance to the dietetic habits of the workers, a standard Food Budget for a family providing for about 2,800 calories as the average adult daily requirement, according to Dr. Akroyd, was constructed. According to the average market rates prevailing during August 1957, the Food Budget will amount to Rs. 58·05 per month. (details are shown below).

FOOD BUDGET OF MUNICIPAL WORKERS.

S. No.	Items.	Quantity per	Cost.	Caloric value.	Quantity per	Cost.
		consumption unit per day.			week for an ave- rage family of 3 C. U.	
		Oz.	nP.		Oz.	nP.
1	Rice	9·0	13·5	891·0	139·0	283·5
2	Millet—Wheat	4·0	5·0	392·0	84·0	105·0
3	Pulses:—Black gram and Green gram	3·0	6·0	291·0	63·0	126·0
4	Root vegetables:— Tapioca	8·0	3·0	360·0	168·0	63·0
5	Non-leafy vegeta- bles:—Brinjal, cu- cumber, green plan- tains, ladies finger	4·0	4·0	44·0	84·0	84·0
6	Leafy vegetables: Amaranthus	2·0	2·0	26·0	42·0	42·0
7	Milk	3·0	5·0	75·0	63·0	105·0
8	Fat and oil: Coco- nut oil and Ginge- lly oil	2·0	13·0	512·0	42·0	273·0
9	Sugar	2·0	7·0	218·0	42·0	147·0
10	Condiments	..	3·0	4·0	..	63·0
11	Tea, Coffee	..	3·0	..	..	63·0
	Total		6·45	2813·0	..	1354·5

Cost of food for one consumption unit per day	..	64·5 nP
Cost of food for 3 consumption unit per week	..	451·5 nP.
Cost of food for 3 consumption unit per week	..	1354·5 nP.
Do. per month	..	5805·0 nP.

i. e., Rs. 58·05

NOTE:—The above rates are worked out on the basis of the prices of commodities published in the Gazette. It was pointed out by Shri Padmanabhan that it may not be possible to procure commodities at the above rates from the open market and that invariably higher rates have to be paid.

Allowing clothing at the rate of 18 yards per year per consumption unit and calculating at Rs. 1·2 per yard, the expenditure on clothing per mensem will come to Rs. 4·26 per month as shown below:

Clothing for 3 consumption units at 18 yards per consumption unit	..	54 yards.
Two sets of uniforms are generally supplied to the workers by the Municipal Councils. Deducting 8 yds. being the approximate yardage of uniforms supplied, clothing to be provided by the workers	..	46 yards.
Cost per annum at Rs. 1·2 per yd.	...	Rs. 51·10
Cost per mensem	..	Rs. 4·26
The total monthly expenditure of a standard family will, therefore, be		
Food	58·05	
Clothing	4·26	
Miscellaneous	12·47—20% of the expenditure on food and clothing.	
	<u>74·78</u>	

The minimum wages based on the above figures are clearly beyond the resources of the Municipalities and unjustifiable considering the wage-rates in other sectors of employment including the lowest paid staff under Government. Further any such wage increase may lead to adverse repercussions among the staff in the regular establishment of the Councils themselves.

The Committee then turned to the cost of living indices published by the Statistical Department (for 4/57) which ranges from 386 to 418 in Municipal towns. This is not drastically on the highside compared to the published figures of 1952. The figures in respect of Ernakulam will illustrate the point. The cost of living index number for Ernakulam town for June 1952 the period when the Travancore-Cochin Minimum Wages Committee for Municipal workers recommended minimum wages to Government—stood at 384. The cost of living index number for April 1957 for the same town was 402 *i. e.*, an increase of about 18 points. The rise is imperceptible. It is evident that reliance on statistics alone cannot justify any revision in the rates of minimum wages fixed in Travancore-Cochin.

V. MUNICIPAL FINANCE.

On the side of the Municipalities, the problem is no less complex. Although the paying capacity of an establishment is not of material relevancy in the fixation of minimum wages of workers, consideration of the exiguousness of the resources and finance of the Municipalities would not be out of place here. Unlike industrial and other profit-making concerns, Municipal revenues are not readily resilient to the operation of economic forces. The revenues of the Municipalities are derived mainly from taxes and fees levied for regulatory purposes and for special services. The scope of taxation is conditioned by the paying capacity of the people within the municipal limits and to the probable return on the municipal amenities provided for them by the street lighting, water supply, sanitation and health services. The incidence of taxation should be reasonably commensurate to the extent of the benefits; and the expenditure on wages to workers employed for maintaining the amenities and services should bear a reasonable proportion to the revenues. Hence, however attractive a theoretically perfect recommendation may be, the Committee feel that the hard fact of an average present-day Municipal balance sheet is an inescapable factor. In this respect the Municipalities of the Malabar area face a particularly difficult problem. It was urged on their behalf that even by the adoption of the Travancore-Cochin rates of dearness allowance alone, they stand committed to a heavy strain on their finances and that a further increase will have a crippling effect on the administration, unless external financial aid is assured. Even apart from this special issue, the Committee discussed at great length whether an increase in the rates of minimum wages fixed for Travancore-Cochin area would be justifiable in view of the strained state of the finances of municipalities in general and the prevailing wage-rates in other sectors of employment. On an examination of the proportion of the expenditure on establishments in municipalities to their revenues (Appendix IV) it was seen that the percentages in respect of contingent workers in some cases go up to 50 and that including the establishments the percentage works out generally between 40 and 65. These rates are very high and any

further rise is likely to be resented by the tax-payers as a disproportionately large appropriation from the taxes towards the maintenance of the staff. The wholesome principle that the cost of services rendered should be met from service charges levied, is not observed in any municipality and the charges on conservancy establishments far exceed the receipts from scavenging taxes and fees. This state of affairs has been commented upon by the Taxation Enquiry Commission's Report also,

VI. MINIMUM WAGE RECOMMENDED.

This is not to imply that the committee approaches the problem with a doctrinaire or hide-bound attitude or is for the limitations in the usual standards applicable to similar workers in other establishments being imposed on Municipal contingency employees also *mutatis mutandis*. For instance, an important consideration in wage fixation is the rate of wages existing in the locality and in comparable employments. But in the case of these employees considerations of local conditions have obviously little relevancy. Likewise, there is practically no other employment of a comparable nature to theirs. The municipal employees, as pointed out in more than one report, form a class by themselves because of the exceedingly disagreeable and loathsome nature of their work. Whatever be their remuneration and however high be their standard, they are treated as a section apart. The struggle to break the crust of generations of aloofness has yet to be won. True, the social and sentimental disabilities under which they suffer are not strictly germane to the consideration of the subject of wage fixation, but these are facts which we cannot afford to ignore completely. Although the Committee felt that the figures furnished by the employees about the deficits in their family budgets were exaggerations, the inference was irresistible that they were mostly steeped in debt besides themselves continuing as the under-dog in the social structure. On a consideration of these factors the Committee felt that it would be only just and reasonable if they are given a modest increase in their basic wage to meet the increasing demand on their slender resources consequent on the spiraling up of prices of essential commodities.

Allied with this is a consideration of paramount importance. It is the standard set by Government which is the biggest employer. It is unrealistic to expect the contingent employees of Municipal Councils to be satisfied with a wage lower than what a similarly designated employee under Government gets. The Committee therefore naturally felt that in fixing minimum wages for employment of the contingent staff, the rates of pay and allowances of the lowest paid Government employee in regular establishment could be a reasonable and acceptable standard.

Even though the paying capacity of the Municipalities to meet the additional expenditure on account of the increased wages may not be adequate, it is a field where Government may

legitimately come to the aid of the municipalities, at least as a provisional arrangement to smoothen the process of transition. Balancing the several considerations relevant to this issue, the Committee felt that the basic wage of the contingency employees may be raised to Rs. 25 per mensem for all workers except in the case of the N. S. Depot workers, Lorry Scavengers and Fitters. This rate is the rate of wage paid for the employees under the Trivandrum City Corporation. In the case of the above categories who are already in receipt of Rs. 25 per mensem their basic pay may be fixed at Rs. 27 per mensem. The other items in the wage structure like D. A., special allowance etc. may be left as they are.

STATEMENT.

	Basic Pay.	Special Allowance.
<i>Skilled Workers :</i>		
Mechanic	40	..
<i>Unskilled Workers :</i>		
(a) N. S. Depot Workers	27	4
Lorry Scavengers	27	4
Fitters	27	..
(b) Scavengers—Latrines		
(Public and Houses)	25	4
Rubbish lorry workers	25	4
Cartmen	25	4
Sweepers	}	
Mosquito Control workers	}	
Gardeners	}	
Drain cleaners	25	..
Watchers	}	
All other unskilled Workers paid from contingencies	}	

All workers to be paid D. A. at the rates fixed for Government employees from time to time.

The additional expenditure required by the several municipalities on account of the proposed increase is given in the statement attached.

VII. GENERAL REMARKS.

The revision of rates of minimum wages in accordance with the above recommendations necessarily involves additional burdens on the finances of the municipalities and some of the municipalities may have to face acute financial stringency. The statement at Appendix VII has shown the additional commitments per annum to each of these municipalities.

As already stated in the notes given to the Committee by the Chairmen and the Commissioners of municipalities in Malabar indicated that these bodies have come to a position of having to divert and appropriate funds earmarked for other purposes (funds of water supply schemes and drainage etc.) for the payment of even the Travancore-Cochin rates of dearness allowance.

In Travancore-Cochin area most of the Municipal Councils found it extremely difficult to meet the financial commitments resulting from the implementation of the existing orders fixing minimum wages with effect from 1-10-1954. Government have paid to the Municipal Councils as special grant up to 50% of the additional expenditure on account of the implementation of the minimum wages order. Though it is not obligatory on the part of Government to pay grants for this purpose the grant had to be made available to the Municipal Councils to prevent upsetting of their finances on account of this unforeseen commitment. (The total grant payable by Government on this account is about Rs. 1,15,000 a year).

In the Municipal Councils of the Malabar area, the total emoluments of the workers generally ranged from Rs. 30 to Rs. 40 at the time of States Reorganisation. With the orders of Government permitting the Municipal Councils of Malabar to pay minimum wages as in Travancore-Cochin area, the orders extending the Travancore-Cochin rates of dearness allowance and the grant of special dearness allowance, the total emoluments work out to Rs. 52 to Rs. 61. Due to financial stringency none of the Municipal Councils excepting Fort Cochin have so far extended the Travancore-Cochin minimum rates of basic pay.

The Chairman of the Fort Cochin and Palghat Municipal Councils have stated in their evidence before the Committee that the Municipal Councils are not able to meet the additional expenditure on account of the introduction of Travancore-Cochin rates of wages except with financial assistance from Government. The Chairman of the Kozhikode Municipal Council who is one of the members of the Committee was also of this view.

The majority of Municipal Councils seek Government aid by way of grants and subsidies, for the payment of any enhanced rates of wages to their employees. Though as a matter of principle subventions and Government grants may be made available to Municipalities to the extent possible for planned improvements only and not to meet the exigencies of day to day administration such ad hoc grants as may be sought for may have to be extended only for some time till the Municipal finances are placed on sound basis.

It is estimated that an amount of Rs. 2.75 lakhs would, in the aggregate be required for meeting the annual additional expenditure on account of the increase in the Basic Pay alone. This amount may be given for a period of three years by Government as subvention to all the Municipalities together.

Meanwhile as is suggested by the Committee elsewhere the Municipalities may be insisted upon to take steps to augment their resources. Government may give necessary facilities in this direction by amending the existing statutes if need be.

The Committee examined the resources available to the Municipalities under the enactments and the extent to which these resources have been tapped. While it might be observed that the Municipal Councils generally have not tapped fully their potential resources under the Statutes, it has also to be conceded that considering the devolution of powers that has taken place and the wide range of functions assigned to them the resources of these local bodies are inadequate for the maintenance of reasonable standards of efficiency in their administration. The taxable capacity of the people is not high. Even were it other wise, no tax is popular; and further additions to the existing tax burden will least be welcome. These may account for the averseness of the Councils of the Local Bodies to fully avail themselves of the existing resources.

The Committee feels that having regard to the recommendations of the Taxation Enquiry Commission made with a view to augmenting the exiguous resources of the Local Bodies, the possibility of introducing taxes on a uniform scale may receive the immediate consideration of Government.

1. Additional sources of revenue recommended for the Municipalities:

- (a) Octroi and Terminal taxes.
- (b) Taxes on vehicles other than mechanically propelled.
- (c) Taxes on advertisements.
- (d) Theatre or show tax.
- (e) Surcharge on stamp duty on transfer of property.

The Central Government it appears are taking steps in respect of the levy of Octroi and Terminal taxes by a Central Legislation.

Tax on advertisements is not provided for in the Cochin Municipal Act and the Madras District Municipalities Act. This is likely to turn out to be an appreciable source of revenue to the municipalities. Similarly tax on vehicles other than those mechanically propelled is not levied by the municipalities in the Travancore-Cochin area. Surcharge on stamp duty on transfers of property is available only to municipalities in the Malabar area. The provision therefor in the City Municipal Act has not taken effect. Theatre or show tax proposed is likely to be a fruitful source of revenue to the municipalities. These sources of revenue may be made available to the municipalities in the State by suitably amending the existing enactments.

Assignment of share of State taxes.

2. The Taxation Enquiry Commission has recommended the assignment of a share of the proceeds of Motor Vehicle Tax to the extent not less than 1/4 of the proceeds therefrom. It is understood that the enhancement of the vehicle tax compensation paid to the municipalities in the State has for long been under consideration and an expeditious decision of Government on an equitable basis assuring to the municipalities a greater share is urgently needed.

In making the above recommendations the Committee has attempted to raise the level of the wages of the lowest class of workers in the Local Self Government Institutions in the State. But this will not solve the problem facing the working class which is really the hiatus between their fixed income and the spiralling up of the cost of living. The attempt is to catch up with the receding equilibrium between getting and spending. Since the cost of living has so far been uncontrollable the effort has been to correspondingly step up the income from time to time. A proper remedy for this state of affairs is an all-out effort to bring down the cost of the essential requirements of life. It is only by halting the moving target that the unceasing race to reach the target can stop.

In suggesting revised wage rates the committee wishes to lay particular emphasis that the recommendations should not operate to the prejudice of any right to which a worker may be entitled under any law, agreement or contract of service. It is also necessary to stress here that if the workers are at present in receipt of efficiency or other benefits higher than those suggested in the report there should not be any whittling down of such benefits.

General.

There are some other matters relating to the administration of the Municipalities which though not falling strictly within the purview of a Minimum Wages Committee, may be mentioned here.

It has been pointed out in an earlier portion of the report that it is essential that the existing wage rate of the Municipal employees should be increased for the reason that their work is a disagreeable one. The Committee felt that any increase in their wages may not make the work (particularly scavenging and allied items) attractive either to themselves or to other workers. It is high time that the Municipalities take a forward step to do away with the existing scavenging methods by progressively introducing modernised arrangements like the installation of flush-out latrines. The provision of alternate employment for workers displaced by this programme will be less a labour problem and more a social service.

Another important matter deserving consideration is the disparity in the amenities provided and the responsibilities entrusted to the different Municipalities. There are some Municipalities which are responsible for the maintenance of roads, drains, etc., within their territorial limits while there are others which do not have such functions to perform. While it will be a healthy arrangement to evolve a uniform standard of taxation, it would also be necessary to set a standard in the matter of responsibilities of the Municipalities as well. Though these are self-governing institutions where the people should have their say, it is up to Government to set certain acceptable standards before them for guidance and emulation.

During the course of the enquiry it was brought to the notice of the Committee that there is no uniformity in the provision of amenities to the workers or in the supply of equipments for carrying on work. It is quite essential that the Municipalities should endeavour to bring about some sort of standardisation on this matter.

The Committee desires to express its thankfulness to the workers, trade unions and the Municipalities and the Corporation of Trivandrum who have unstintedly co-operated with the work of the Committee and readily placed at its disposal a fund of information pertaining to several aspects of the employment which formed the subject of the enquiry.

- (Sd.) Sri H. Manjunatha Rao, President, Municipal Workers' Union, Kozhikode.
- „ Dr. C. V. Narayana Iyer, Chairman, Kozhikode Municipal Council.
- „ Sai P. K. Padmanabhan, President, Municipal Workers' Federation, Alleppey.
- „ „ G. Appukuttan Nair, Commissioner, Corporation of Trivandrum.
- „ „ K. Govinda Pillai, Examiner of Local Fund Accounts, (Convener.)
- „ „ A. Kunjukrishna Pillai, Labour Commissioner, (Chairman.)
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APPENDIX I

Statement showing details of workers (charged to Contingencies) in Municipalities their wages, hours of work, amenities provided, etc.

Category and designation of employees.	No. of employees.	Basic pay.	D.A.	Wages		Hours of work.	Amenities other than wages.			
				Special D.A.	Special pay or allowance if any.		Free quarters.	Supply of Cloth, foot-wear, etc.	Supply of oil, soap.	Leave benefits.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1. Trivandrum Corporation										
Scavengers	227	25	25	7	4	8 hrs.	..	Allowance at Rs. 8 p.m. for clothing	4 oz. soap monthly	20 days leave on full pay, 1 month's sick leave on half pay for all workers;
Sweepers	183	25	25	7	..	do.	..	do. Rs. 5	do.	maternity leave for all female workers
Cartmen	82	25	25	7	4	do.	..	do. Rs. 8	..	
Drain cleaner	52	25	25	7	..	..	..	..	..
Watchers	18	25	25	7	..	..	..	..	..
N.S. Depot Scavengers	40	30	25	7	4	..	..	..	..
N.S. Lorry Scavengers	8	30	25	7	4	
Dog catchers	3	25	25	7	
Maistries	8	25	25	7	
Insect collectors	4	25	25	7	

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Fitter	1	25	25	7
Mechanic	1	44	33	7
Lascars	2	25	25	7
Gardeners	15	25	25	7
Sweepers (C.L. Centre)	3	25	25	7
Ambulance Cartman	1	25	25	7	..	..	..	Rs. 8	..
		<u>696</u>							

<i>Amenities other than wages.</i>		<i>Proceeds of scavenging taxes or fees and conservancy receipts.</i>	<i>Total receipts from taxation.</i>	<i>Total revenue (from taxation and non-tax resources)</i>	<i>Total expenditure on workers per year according to present rates.</i>
<i>Medical facilities.</i>	<i>Educational facilities for children.</i>				
(12)	(13)	(14)	(15)	(16)	(17)
	As in the case of N.G.O.s	Rs. 1,33,459	Rs. 10,69,041	Rs. 14,38,631	Rs. 4,96,320

Rs. 29,491 recoverable from Public Health Department

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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MUNICIPALITIES.

2. Neyyattinkara

Sweepers	31	20	25	7	--	6 hrs.	--	--	--	As per G.P.
Peon	1	20	25	7	--	10 A.M. to	--	--	--	LS3-230/51/
Gardener	1	20	25	7	--	5 P.M.	--	--	--	EHLSG dated
Waiting shed watcher	1	20	25	7	--	6 hrs. 5 A.M. to	--	Two sets of uniforms annually	Nil	1-11-1951 (15 days full pay leave and 30 days half pay leave) a year
Market watcher	1	20	25	7	--	10 P.M. Full time	--	--	--	
Lamp lighter (Part time)	2	21	--	--	--	5 P.M. to	--	--	--	
Do.	2	7 1/2	--	--	--	7 P.M.	--	--	--	
	<u>39</u>									

10

(12)	(13)	(14)	(15)	(16)	(17)
Nil.	Nil.	Rs. 466	Rs. 19,822	Rs. 62,181	Rs. 22,524

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
3. Attungal.										
Scavengers	6	20	25	7	4	8 hrs.	Nil	Nil	Soap is supplied (scale of supply not specified)	20 days leave on full pay and 45 days leave on half pay
Cartman	1	20	25	7	4	..	..	..
Sweepers	19	20	25	7	..	..	..	..
Gardner	1	20	25	7	..	..	..	..
	27									

(12)	(13)	(14)	(15)	(16)	(17)
..	..	Rs. 1,381	Rs. 20,585	Rs. 41,908	Rs. 17,148

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
4. Quilon.										
Road sweepers	47	20	25	7	..	6 hrs.	..	2 sets of uniforms to all full time workers	Soap is supplied to scavengers, Lorry workers and Mosquito workers. Oil to Mosquito control workers	20 days leave on full pay. 45 days sick leave on half pay. Maternity leave for 2 months on full pay to female workers
Road scavengers	26	20	25	7	..	..	..
Drain workers	4	20	25	7	4	..	..	
Rubbish Lorry workers	1	20	25	7	4	..	..	
N.S. Depot & N.S. Lorry workers	11	25	25	7	4	..	..	
Scavengers	75	20	25	7	4	..	..	
Impounders	2	20	25	7	..	..	..
Pound keepers	1	20	25	7	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
4 Quilon—(contd.)										
Mosquito control workers	14	25-1-35	25	7	..	..	..	..	..	..
Gardeners	4	20	25	7	..	..	..	..	..	..
Sweeper (Part time)	1	6	4	..	..	..	..	..	..	..
Radio operator (Part time)	1	..	20	..	..	..	..	..	..	..
	189									

(12)	(13)	(14)	(15)	(16)	(17)
Medical aid given by Health Officer	do.	Rs. 45,000	Rs. 3,47,800	Rs. 3,70,520	Rs. 1,20,444

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
5. Mavelikara.										
Scavengers	2	20	25	7	4	6 hrs.	..	..	..	As above
Cartmen	2	20	25	7	4	..	..	..	..	..
Sweepers	8	20	25	7	..	..	..	..	..	..
Park attender	1	20	25	6
	13									

(12)	(13)	(14)	(15)	(16)	(17)
Nil	..	420	31,415	48,893	8,304

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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6. Kayamkulam.

Sweepers	13	20	25	7	..	8 hrs.	Nil	One set of uniform to scavengers and N.S. Depot workers only	Full pay leave for 15 days and half pay leave for 30 days a year to all workers. Maternity leave for 2 months to female workers
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(12)	(13)	(14)	(15)	(16)	(17)
Nil	Nil	Rs. 5,556	Rs. 26,554	Rs. 49,802	Rs. 25,216

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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7. Thiruvalla.

Road scavengers	4	20	25	7	..	6 hrs.
Sweepers (Part time)	12	12	6	3 hrs.
Rubbish removers	2	20	25	7	..	6 hrs.
Watchers	2	20	25	7	..	6 hrs.	..	..	..	..
Sweeper lighters (Part time)	6	18	6	..	..	4 hrs.	..	..	..	..
Special lighters (Part time)	2	6	1 hr.
Watchers	1	20	25	7	..	6 hrs.
Library attender	1	20	25	7	..	6 hrs.

30

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(12)	(13)	(14)	(15)	(16)	(17)
..	..	40	26,597	54,615	10,704

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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8. Changanacherry.

Road scavengers	13	20	25	7	..	8 hrs.
Scavengers	7	20	25	7	4	do.	Free quarters	15 days
Manure coolies	2	25	25	7	4	do.	for 4	Nil	Soap and	casual leave
Sweepers (Part time)	25	10	12 1/2	..	..	do.			lotion to all	and one
Lorry coolies	2	20	25	7	..	3 1/2 hrs.			except	month's sick
Watcher	1	20	25	7	..	do.			sweepers	leave a year
Gardener	1	20	25	7	..	do.				
	51									

23

(12)	(13)	(14)	(15)	(16)	(17)
		1,237	65,733	1,67,785	23,526

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
9. Kottayam.										
Gardeners	4	20	25	7	..	8 hrs.	13 workers are provided with house sites on rent and 18 workers with houses under the housing scheme. Arrangements are being made to provide houses for others also	2 sets of uniforms to all except watchmen, pound keeper and Chain man	Supply of lotioned cake of life buoy soap per-head per mensem	20 days leave on full pay and allowances 1 month's sick pay and allowances and 2 months' maternity leave on full pay to female workers
Watcherman (Bus Stand)	3	25	25	7	..	do.				
Sweepers	55	20	25	7	..	6 hrs.				
Drain cleaners	8	20	25	7	..	do.				
Rubbish Lorry workers	4	20	25	7	4	do.				
Pound keeper	1	20	25	7	..	8 hrs.				
(Limited to receipt from the pound)										
House scavenger	41	20	25	7	4	4 hrs.				
Lorry workers	4	25	25	7	4	do.				
Night soil Depot workers	4	25	25	7	4	do.				
Do. Watcher	1	20	25	7	..	do.				
Mosquito control oilmen	8	25	25	7	..	do.				
Chainmen	2	25	25	7	..	8 hrs.				
135										
(12)	(13)	(14)	(15)	(16)	(17)					
Limited to Rs. 5 per mensem		41,983	2,41,606	3,37,799	88,044 Council recommended time scale					

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
10. Palai.										
Sweepers	12	20	25	7	..	8 hrs.	15 days
Scavengers	2	20	25	7	4	do.				casual leave and 1 month's sick leave a year
	<u>14</u>									

(12)	(13)	(14)	(15)	(16)	(17)
		Rs.	Rs.	Rs.	Rs.
		..	35,425	55,273	8,832

25

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
11. Vaikom.										
Sweepers	13	20	25	7	..	8 hrs.				4 oz. of soap p.m.
(12)	(13)	(14)	(15)	(16)	(17)					
		Rs.	Rs.	Rs.	Rs.					
..	25,792	41,385	8,112					

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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11. Alleppey.

Park attender	1	20	25	7	..	6 hrs.	50 workers in all have been given free quarters	2 sets of uniforms to all workers	1 cake p.m. to sweepers and scavengers and one cake per week to Lorry workers and depot scavengers	15 days leave on full pay and one month's sick leave on half pay to all workers. 2 month's maternity leave to female workers.
Park coolies	12	20	25	7	..	6 hrs.				
Attenders (C.W. Centre)	7	20	25	7	..	5 hrs.				
Sweepers (C.W. Centre)	2	20	25	7	..	5 do.				
Sweepers	113	20	25	7	..	6 hrs.				
Drain cleaners	9	20	25	7	..	6 do.				
Rubbish coolies	4	20	25	7	4	6 do.				
Conservancy scavenger	10	20	25	7	4	6 hrs.				
Depot scavenger	4	25	25	7	4	4 hrs.				
Lorry scavenger	12	25	25	7	4	6 hrs.				
Compost scavengers	6	25	25	7	4	4 hrs.				
Motor Mechanic	1	40	25	7	..	8 hrs.				
Fire service men	9	23	25	7	..	8 do.				

(12)	(13)	(14)	(15)	(16)	(17)
		Rs.	Rs.	Rs.	Rs.
Medical aid up to Rs. 50 per annum worker (In special circumstances up to Rs. 100 per workers)	As in the case of N. G. O.s	35,391	3,62,329	4,66,407	1,22,172

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
13. Sherthalai.										
Scavengers	2	20	25	7	..	Not less than 6 hrs.	Nil.	Nil.	Nil.	20 days leave on full day and 45 days sick
Sweepers	9	20	25	7	..					
P. W. cooly	1	20	25	7	..					
M. C. W. Attender	1	20	25	7	..	..	..	..	..	leave on half pay in 1 year

13

(12)	(13)	(14)	(15)	(16)	(17)
		Rs.	Rs.	Rs.	Rs.
Nil.	Full fee concession	582	57,702	82,890	7,020

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
14. Ernakulam.										
Cartmen	39	20	25	7	4	6 hrs. a day for all workers	50 workers in all have been given free quarters	2 sets of uniforms to all workers	1 cake p.m. to sweepers and scavengers and one cake per week to lorry scavengers and depot scavengers	15 days leave on full pay and one month's sick leave on half pay to all workers. 2 month's maternity leave to female workers
Lorry workers	8	20	25	7	4					
Sweepers	52	20	25	7	4					
Drain coolies	14	20	25	7	2					
Oil men	3	20	25	7	2					
C.D. shed watchmen	1	20	25	7	2					
Market watcher	1	20	25	7	..	..	..	..
Sweepers (M&C.W. centre)	3	20	25	7	..	..	..	..
House scavengers	118	22	25	7	4	..	..	..
Trenching ground coolies	10	25	25	7	4	..	..	..
Anti mosquito coolies	14	20	25	7	1	..	..	..
263										

(12)	(13)	(14)	(15)	(16)	(17)
Medical aid upto Rs. 50 per annum per worker (In special circumstances up to Rs. 100 per annum)	As in the case of N. G. O.s	Rs. 35,391	Rs. 3,62,329	Rs. 4,66,407	Rs. 1,22,172

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
15. Mattancherry.										
Scavengers	110	22	25	7	4	3 to 6 hrs.	Quarters for 55	2 sets of uniforms for all scavengers.	4 oz. of soap monthly to all workers.	20 days casual leave on full pay, 1 month's sick leave on half pay, maternity leave on full pay for female workers.
Drain workers	38	20	25	7	..	6 to 11 A.M.	do. for 24	Scavengers for trench digging are given one pair of boots each and all other workers one pair of chappels or allowance therefor		
Sweepers	40	20	25	7	..	2 to 5 P.M.				
Lighting workers	11	20	25	7	..	6 to 11 A.M. and 6 to 8 P.M.				
Rat trapping workers	3	20	25	7	..	6 to 11 A.M. 2 to 5 P.M.	do. for 4			
Anti mosquito workers	14	20	25	7	..	do.				
Trenching ground watchman	1	20	25	7	..	7 A.M. to 2 P.M.				
Burial and cremation ground watchmen	3	20	25	7	..	Throughout day and night				
Lighting maistries	2	22	25	7	..	6 to 11 P.M. and 8 to 8 P.M.				
Rat trapping maistries	1	22	25	7	..	6 to 11 P.M. and 2 to 5 P.M.				
Anti mosquito maistries	3	25	25	7	..	do.	do. for 1			
Isolation hospital attender	1	20	25	7	..	Throughout day & night				
227										

(12)	(13)	(14)	(15)	(16)	(17)
Free medical aid in individual case with sanction	As in the case of N. G. O.s	Rs. 26,983	Rs. 4,19,047	Rs.	Rs. 1,49,820

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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16. Always.

Laterine scavengers	16	20	25	7	4	6 hrs.	Free quarters		4 oz. soap	20 days leave
Depot scavengers	2	25	25	7	4	do.	do.		and 12 oz.	on full pay.
Lorry scavengers	5	25	25	7	4	do.	do.	1 pair of	phenyle p.m.	45 days medi-
Slaughter House attender	1	20	25	7	..			sandals and		cal grounds on
Mosquito control coolies	3	20	25	7	..			2 sets of uni-		half pay
Sweepers	24	20	25	7	..	..	do.	1 pair of		
								sandles		
								annually.		
Gardeners	2	20	25	7	..	..	..
	<u>53</u>									

(12)	(13)	(14)	(15)	(16)	(17)
Not exceeding Rs. 10 per year	Nil.	Rs. 12,193	Rs. 63,647	Rs. 1,03,256	Rs. 34,596

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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17. Perumbavoor.

Sweepers	18	20	25	7	..	6 to 8 hrs.	Free quarters	Uniforms	Oil and soap	20 days leave
Scavengers	3	20	25	7	..		for scaven-	supplied to	are supplied	on full pay and
Drain cooly	1	20	25	7	..	..	gers and	scavengers		45 days sick
Dis injection cooly	1	20	25	7	..	..	drain cooly			leave on half
										pay

23

(12)	(13)	(14)	(15)	(16)	(17)
Medical facilities at Municipal cost		Rs. 3,782	Rs. 50,315	Rs. 69,600	Rs. 14,496

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
18. Parur										
Ferry workers	3	20	25	7	4	6 hrs.	Houses are provided for 8 families for which a normal rent of Rs. 2.8 p. m. is realised for them	2 sets of uniforms yearly	One cake of soap (life-buoy to scavengers and drain cleaner p.m.	
Depot scavengers	2	25	25	7	4	do.				
House scavengers	10	20	25	7	4	..				
Sweepers	27	20	25	7	..	..		
Gardeners	2	20	25	7	..	..		
Drain cleaner	1	20	25	7	..	..		
	45									

(12)	(13)	(14)	(15)	(16)	(17)
..	As for children N. G. O.s	Rs. 10,725	Rs. 43,172	Rs. 77,412	Rs. 28,920

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
19. Irinjalakuda										
Sweepers	17	20	25	7	..	8 hrs.	..	2 sets of uniforms & one pair of chapals	One cake of soap every 3 months	Leave on full pay for 20 days & sick leave on half pay for 1 month a year
Drain cleaners	3	20	25	7	..	do.	..			
Scavengers	25	20	25	7	4			
Gardener	1	20	25	7			
	46									

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(12)	(13)	(14)	(15)	(16)	(17)
		Rs. 6,247	Rs. 67,512	Rs. 1,40,016	Rs. 29,976 Council has proposes scale of pay 25-1-35

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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20. Trichur

Dumping ground scavengers	10	25	25	7	4	8 hrs.	30 quarters on a normal rent of 12As. p. m.	2 sets of uniforms to dumping ground & Lorry scavengers & one set to ordinary scavengers	One cake of Sunlight soap is given quarterly to all scavengers	Full pay leave for 20 days & half pay leave for 45 days a year to all employees Maternity leave on full pay for 2 months for female workers
Loading & unloading scavengers	10	25	25	7	4	do.				
Scavengers for houses and latrines	116	22	25	7	4	do.				
Drain cleaners	28	20	25	7	..	do.				
Sweeper-cartmen	66	20	25	7	4	do.				
Sweepers	8	20	25	7	..	do.				
Tank watcher men	7	20	25	7	..	do.		..	..
C. D. Shed watcher-man	1	20	25	7	..	do.		..	..
Bus Stand sweeper-scavenger	1	20	25	7	..	..		..	..

32

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
18. Parur										
Ferry workers	3	20	25	7	4	6 hrs.	Houses are provided for 8 families for which a normal rent of Rs. 2.8 p. m. is realised for them	2 sets of uniforms yearly	One cake of soap (life-buoy to scavengers and drain cleaner p.m.)	
Depot scavengers	2	25	25	7	4	do.				
House scavengers	10	20	25	7	4	..				
Sweepers	27	20	25	7	..	..		
Gardeners	2	20	25	7	..	..		
Drain cleaner	1	20	25	7	..	..		
	45									

(12)	(13)	(14)	(15)	(16)	(17)
..	As for children N. G. O.s	Rs. 10,725	Rs. 43,172	Rs. 77,412	Rs. 28,920

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
19. Irinjalakuda										
Sweepers	17	20	25	7	..	8 hrs.	..	2 sets of uniforms & one pair of chap-pals	One cake of soap every 3 months	Leave on full pay for 20 days & sick leave on half pay for 1 month a year
Drain cleaners	3	20	25	7	..	do.				
Scavengers	25	20	25	7	4	..				
Gardener	1	20	25	7	..	..		
	46									

(12)	(13)	(14)	(15)	(16)	(17)
		Rs. 6,247	Rs. 67,512	Rs. 1,40,016	Rs. 29,976 Council has proposes scale of pay 25-1-35

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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20. Trichur

Dumping ground scavengers	10	25	25	7	4	8 hrs.	30 quarters on a normal rent of 12As. p. m.	2 sets of uniforms to dumping ground & Lorry scavengers & one set to ordinary scavengers	One cake of Sunlight soap is given quarterly to all scavengers	Full pay leave for 20 days & half pay leave for 45 days a year to all employees Maternity leave on full pay for 2 months for female workers
Loading & unloading scavengers	10	25	25	7	4	do.				
Scavengers for houses and latrines	116	22	25	7	4	do.				
Drain cleaners	28	20	25	7	..	do.				
Sweeper-cartmen	66	20	25	7	4	do.				
Sweepers	8	20	25	7	..	do.				
Tank watcher men	7	20	25	7	..	do.				
C. D. Shed watcherman	1	20	25	7	..	do.				
Bus Stand sweeper-scavenger	1	20	25	7	..	..		

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
20. Trichur—(contd.)										
Market watchman	1	20	25	7	..	..		
Burial ground watchmen	2	20	25	7	..	..		
Slaughter house coolies	3	20	25	7	..	..		
Sweeper-scavenger M. & C. W. coolies	3	20	25	7	..	..		
Mosquito control coolies	16	20	25	7	..	..		
	273									

(12)	(13)	(14)	(15)	(16)	(17)
Free medical aid is given to all cate- gories subject to budget provision	As for children of N. G. O.s	41,677	2,56,589	4,46,833	1,84,056

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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21. Kunnankulam

Sweepers	13	20	25	7	..	8 hrs.	Nil.	One set of uniform to scavengers & N. S. Depot workers only	Full pay leave for 15 days & half pay leave for 30 days a year to all workers maternity leave half pay for 2 months to female workers
Scavengers	21	20	25	7	4	..			
N. S. Depot workers	2	25	25	7	4	..			
Drain cleaners	2	20	25	7	..	..	
	38								

(12)	(13)	(14)	(15)	(16)	(17)
Nil.	Nil.	5,556	26,554	49,802	25,216

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
22. Chittur Thattamangalam										
Sweepers	39	20	25	7	..	6 hrs.		2 sets of uniforms	1 cake of soap in alternate months	15 days casual leave & one month's Sick leave a year
Scavengers	28	20	25	7	4	..				
Night soil Depot workers	2	20	25	7	4	..				
	69									

(12)	(13)	(14)	(15)	(16)	(17)
..	..	8,138	44,309	77,493	43,496

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
23. Fort Cochin										
Scavengers	76	20	25	7	..	6 a.m. to 12 noon	For 19 persons only	One pair of uniforms annually	Supply of oil & soap on festival occasions only	20 days leave on full pay & 45 days leave on half pay on medical grounds
Cartmen	6	20	25	7	..	6 a.m. to 12 noon				
Sweepers	38	20	25	7	..	12 noon & 3 p.m. to 5 p.m.				
Drain cleaners	19	20	25	7	..	..		
Antibialaria	8	20	25	7	..	..		

Slaughter houses	1	20	25	7
cooly	1	20	25	7
Rat-catcher	1	20	25	7
	140			

(12)	(13)	(14)	(15)	(16)	(17)
Nil.	Nil.	24,770	2,71,047	2,85,577	87,360

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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24. Palghat

Market watcher	1	18 3/4	22	7	6 hrs.	Free quarters for 52 scavengers.	2 sets of uniforms to all full time workers.	1/24th period of service as casual leave on full pay one month's medical leave on half pay
P. H. mazdoors (Scavengers)	155	16	22	7	8 hrs.			
I. D. Hospital watcherman	1	12	22	7	6 hrs.			
Sweepers	52	16	22	7	8 hrs.			
Office sweepers	12	18	22	7	do.			
Office masalchi	1	12 1/2	22	7	6 hrs.			
Watcherman	1	15	22	7	part time			
T. B. Watcherman	1	15	22	7	Full time			

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
24 Palghat—(contd.)										
Lighters	10	15	22	7	..	Full time				
High School watchman	1	11 1/4	22	7	..	do.				
Do. waterman	1	10	22	7	..	do.				
Do. sweeperman scavenger	1	15	22	7	..	do.				
Watchman (Allopathic dispensary)	1	15	22	7	..	do.				
Cooly (Ayurvedic dispensary)	1	15	22	7	..	do.				
Bus stand watchman	1	10	22	7	..	do.				
Gardeners	4	12 1/2	22	7	..	do.				
Conductors	4	10	22	7	..	do.				
Part time sweeper	1	5	..	..	..	Part time				
	249									

(12)	(13)	(14)	(15)	(16)	(17)
As allowed for N.G.O.s	Free under rule 92 of M. E. R.	40,327	2,89,492	5,09,067	1,09,374

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
25. Kozhikode										
Scavengers	279	16	22	7	..	4 to 5 hrs.	For 79 only	2 sets of	One cake	1. Casual
Sweepers (adults)	70	16	22	7	..	do.	for 4 only	uniforms 1	per worker	leave at 1/24th
Boy sweepers	20	10	22	7	..	do.	..	pair of	per fort night	of duty up to
Pickers	12	8 3/4	22	7	..	do.	for 2 only	sandals &		maximum of
Drain coolies	24	16	22	7	..	do.	..	one cap per		20 days
Antimalaria coolies	64	16	22	7	..	do.	..	worker per		2. One
Rubbish lorry coolies	15	21 1/4	22	7	..	..	..	year		month's leave
Urine cartmen	5	16	22	7	..	..	for 2 only			on medical
Rubbish cartmen	54	16	22	7	..	..	..			grounds on
Burial ground watchmen	7	7	22	7	..	..	..			half pay in a
Trenching ground mazdoors	7	16	22	7	..	..	..			year
Lorry mazdoors	18	21 1/4	22	7	..	..	..
Watchmen	3	7	22	7	..	..	..
Scavenger 1st class T. B.	1	4	22	7	..	..	Nil.	Nil.		
Park-gardener (Office)	4	15	22	7	..	..	..	Nil.		
Sweeper garden (Office)	1	15	22	7	..	..	..	2 sets of		
Scavenger, A.G.H. School	1	15	22	7	..	..	..	uniforms per		
								year		

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
25 Kozhikode—(contd.)										
Ferry boatmen	2	15	22	..	..	..	..	..	Nil.	
Watchman (Ml. Office)	1	12	22	7	..	..	..	..	2 sets of uni- form per year	
Sweepers, Ml. Dispensaries	6	15	22	7	..	..	..	..	Nil.	
Watchman (Satroms)	1	15	22	7	..	..	..	..	..
Lighters	12	15	22	7	..	..	..	..	..
	607									

(12)	(13)	(14)	(15)	(16)	(17)
Nil.	As per M. E. R. rules	1,17,782	10,79,750	15,89,043	3,25,779

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
26. Tellicherry										
Scavengers (private & conservancy)	81	15	22	7	..	7 a.m. to 11 a.m.	..	2 sets of uniforms & sandals to all	Oil & soap supplied to P.H. Mazdoor	15 days leave on full pay & 30 days sick leave on half pay
Lorry scavengers	6	20	22	7	..	..	..	..	..	..
Sweepers	22	7 1/2	22	7	..	..	..	..	..	..
Sweepers in garden	1	12 1/2	22	7	..	10 a.m. to 5 p.m.	..	..	..	..

3-240

High School sweeper	1	12 1/2	22	7	..	do.
Conservancy mazdoors	15	15	22	7	..	7 a. m. to 11 a. m.
Gardener	1	20	22	7	..	do.
Drain Mazdoors	13	15	22	7	..	do.
Market "	2	15	22	7	..	do.
Malaria "	12	15	22	7	..	do.
Compost "	4	15	22	7	..	do.
I. D. Shed watcherman	1	15	22	7	..	do.
Choultry do.	1	12 1/2	22	7	..	
Town hall "	1	12 1/2	22	7	..	
High School "	1	12	22	7	..	
Elementary School conductresses	5	7 1/2	22	7	..	10 a. m. to 5 p. m.
Maternity's Ayha	1	12	22	7	..	..
Lighters	2	15	22	7	..	..

170

Nil.

Nil.

28,822

2,32,980

3,83,680

87,558

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
27. Cannanore										
Sanitary workers	146	16	22	..	..	8 hrs.		2 sets of uniforms per year to sanitary workers and compost scavengers		Earned leave at 1/24 of duty. Leave on half pay on medical certificate for one month every calendar year
Compost-making scavengers	2	16	22	..	..	do.				
N. S. Lorry workers	6	16	22	..	5	..				
Rubbish Lorry workers	5	16	22	..	3	do.				
Revenue mazdoor	2	15	18	..	..	do.				
Sweeper cum gardener	3	12 1/2	18	..	..	6 hrs.				
Medicine mazdoor	1	12	18	..	..	do.				
Watcherman T. B.	2	15	18	..	..	do.				
Waterman	1	12 1/2	18	..	..	do.				
Watcherman Ml. high school	1	12 1/2	18	..	..	..	
Masalchy	1	12 1/2	18	..	..	do.				
Conductresses in elementary school	1	5	18				
Gang mazdoors	8	50	(fixed pay based on work turned out during the month)							

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(12)	(13)	(14)	(15)	(16)	(17)
		27,194	2,53,631	3,67,374	82,260

APPENDIX II.
NOTIFICATION

(Fixing Minimum Wages in Travancore-Cochin.)

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

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 allowance.	Dearness allowance.	Total.
	Rs.	Rs.	Rs.	Rs.
<i>Skilled Workers.</i>				
1. Drivers ..	45	..	27	72 p. m.
2. Mechanic ..	40	..	20	60 "
<i>Unskilled Workers.</i>				
(a) Night soil depot workers ..	25	4	22	51 ..
Fitters (cleaners) ..	25	..	22	47 ..
Lorry Scavengers ..	25	4	22	51 ..
(b) <i>Scavengers—Latrine.</i>				
(Public & Houses) ..	20	4	22	46 ..
Mosquito control workers ..	20	..	22	42 ..
Cartmen ..	20	4	22	46 ..
Rubbish Lorry Workers ..	20	4	22	46 ..
Sweepers ..	20	..	22	42 ..
Watchers ..	20	..	22	42 ..
Gardeners ..	20	..	22	42 ..
Drain cleaners ..	20	..	22	42 ..
All other unskilled workers paid from contingencies ...	20	..	22	42 ..

Government Secretariat,
Development Department,
L. S. G. Section,
Trivandrum, 30-9-1954.

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

APPENDIX III.

GOVERNMENT OF MADRAS.

DEVELOPMENT DEPARTMENT.

Fixation of Minimum rates of wages for Employment
under any Local Authority.

(G. O. No. 1355, Development, 29th March 1952).

No. 228.

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), His Excellency the Governor of Madras 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 under any local authority, hereby fixes with effect on and from the 31st March 1952, the minimum rates of wages specified in column (2) of the Schedule below as payable to each class of employees specified in column (1) thereof and employed in the said employment.

SCHEDULE.

Employment under any local authority.

Class of employees. (1)	All inclusive minimum rates of wages. (2)		
	Rs.	A.	P.
Grades I and II	25	0	0 per mensem.
Grades III, IV and V	40	0	0 "

(Categories of employees under the Grades mentioned above
and employed under local bodies).

APPENDIX IV.

Statement showing percentage of expenditure on wages
Contingent workers to total Revenues.

Name of Municipality.	Expenditure on wages according to existing rates.	Annual Revenue (average for 3 years).	Percentage.
1. Corporation	4,96,320	14,38,631	34·5
2. Neyyattinkara	22,524	62,181	36·2
3. Attingal	17,148	41,908	40·9
4. Quilon	1,20,444	3,70,520	32·5
5. Mavelikara	8,304	48,893	16·9
6. Kayamkulam	20,640	75,270	27·4
7. Thiruvella	10,704	54,615	19·6
8. Changanacherry	23,526	1,67,785	14·0
9. Kottayam	88,084	3,37,799	26·0
10. Palai	8,832	55,273	16·0
11. Vaikom	8,112	41,385	19·6
12. Alleppey	1,22,172	4,66,407	26·2
13. Shertallai	7,020	82,890	8·5
14. Ernakulam	1,91,040	8,72,243*	21·9
15. Mattancherry	1,49,820	4,19,047	35·7
16. Alwaye	34,596	1,03,256	33·5
17. Perumbavoor	14,496	69,600	20·9
18. Parur	28,920	77,412	37·4
19. Irinjalakuda	29,976	1,40,016	21·4
20. Trichur	1,84,056	4,46,831	41·2
21. Kunnankulam	25,216	49,802	50·6
22. Chittoor-Tattaman- galam	43,496	77,493	56·1
23. Fort Cochin	87,360	2,85,577	30·5
24. Palghat	1,09,374	5,09,067	21·5
25. Kozhikode	3,25,779	15,89,043	20·5
26. Tellichery	87,558	3,83,680	22·8
27. Cannanore	82,260	3,67,374	22·4

* Average for 2 years 1954-55 and 1955-56.

APPENDIX V—(contd.)

Municipality.	Property Tax.				Profession Tax.	Entertain- ment Tax.	Advertise- ment Tax.
	General	Water and drainage.	Lighting Tax.	Scaveng- ing Tax.			
22. Chittoor- Thattamangalam	5%	..	2%	2%	Maximum rates	16%	No advt. tax
23. Fort Cochin	10½% + Educa- tion tax 5%	3%	1½%	2½%	Maximum rates	1/5 to 1/4 of value of tickets + show tax at Re. 1 to Rs. 2 per show.	No adver- tisement tax
24. Palghat	10½% + Educa- tion tax 2½%	7½%	2%	2½%	66⅔% of the maximum rates	do.	do.
25. Kozhikode	9½% + Educa- tion tax at 25 75/77% of property tax 9%	5%	1½%	3%	Maximum rates	do.	do.
26. Tellichery		3%	3%	3½%	Do. (as 3 in the Re education tax)	do.	do.
27. Cannanore	11% + Educa- tion tax 5%	3%	2%	3%	Do. (87½% general purposes 12½% Education tax)	do.	do.

APPENDIX VI.

Workers' Unions which submitted memoranda to the Committee and wages proposed them.

Kerala State Municipal Workers Federation, Alleppey.	Time scales ranging from 30-1-35 to 50-2-60 and D. A. at Government rates.
Shertallai Municipal Workers Union.	Scale of pay and D. A. of Government contingent employees (25-1-35)+25+7.
Municipal and Cantonment Workers Union, Cannanore.	30-1-45+D. A. Rs. 35.
Mattancherry Municipal Thozhilali Union.	No specific request.
Municipal Thozhilali Union, Kunnankulam.	Rs. 75.
Alleppey Municipal Thozhilali Union.	Ranging from Rs. 90-100-
Chittoor-Thattamangalam Municipal Thozhilali Union.	Rs. 45+D. A. Rs. 30.

APPENDIX VII.

Statement of additional commitments to Municipalities if minimum basic wages are fixed as below and granting existing rates of D. A.

Name of Municipality.	No. of contingent employees.	Expenditure on wages to workers at existing rates.	Additional expenditure per annum if basic pay is revised as			
			Rs. 22	Rs. 23	Rs. 24	Rs. 25
Corporation of Trivandrum ..	696	4,96,320	No	additional	commitment.	
Neyyattinkara ..	39	22,524	936	1,404	1,872	2,340
Attimgal ..	27	17,148	648	972	1,296	1,620
Quilon ..	187	1,20,444	4,488	6,732	8,976	11,220
Mavelikara ..	13	8,304	312	468	624	780
Kayamkulam ..	32	20,640	768	1,152	1,536	1,920
Thiruvalla ..	10	10,704	240	360	480	600
Changanacherry ..	26	23,526	624	936	1,248	1,560
Kottayam ..	135	88,044	3,240	4,860	6,480	8,100
Palai ..	14	8,832	336	504	672	840
Vaikom ..	13	8,112	312	468	624	780
Alleppey ..	190	1,22,172	4,560	6,840	9,120	11,400
Shertallai ..	13	7,020	312	468	624	780
Ernakulam ..	263	1,91,040	6,312	9,468	12,624	15,780
Mattancherry ..	227	1,49,820	5,448	8,172	10,896	13,620
Alwaye ..	53	34,596	1,272	1,908	2,544	3,180
Perumbavoor ..	23	14,496	552	828	1,104	1,380
Parur ..	45	28,920	1,080	1,620	2,160	2,700

Irinjalakuda	..	46	29,976	1,104	1,656	2,208	2,760
Trichur	..	273	1,84,056	6,552	9,828	13,104	16,380
Kunnamkulam	..	38	24,936	912	1,368	1,824	2,280
Chittoor-Thattamangalam	..	69	44,496	1,656	2,484	3,312	4,140
Fort Cochin	..	140	87,360	12,936	14,724	16,512	18,300
Palghat	..	248	1,09,374	18,462	21,438	24,414	27,390
Kozhikode	..	607	3,25,779	45,705	52,989	60,273	67,557
Tellicherry	..	170	87,558	16,485	18,525	20,565	22,105
Cannanore	..	179	82,260	13,968	16,116	18,264	20,412
Total	..	...	..	..	..	..	2,59,924

PRINTED BY THE S.G.P.
AT THE GOVERNMENT PRESS, TRIVANDRUM,
1958.