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Nithyananda Ku
Kamalamayidathi
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REPORT

OF THE

COMMITTEE ON THE IMPROVEMENT

OF

LIVING AND WORKING CONDITIONS

OF

SWEEPERS AND SCAVENGERS

SRI I. P. D. SALAPPA
CHAIRMAN

APRIL 1976

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Sri D. DEVARAJ URS
Chief Minister of Karnataka



Sri D. K. NAICKER

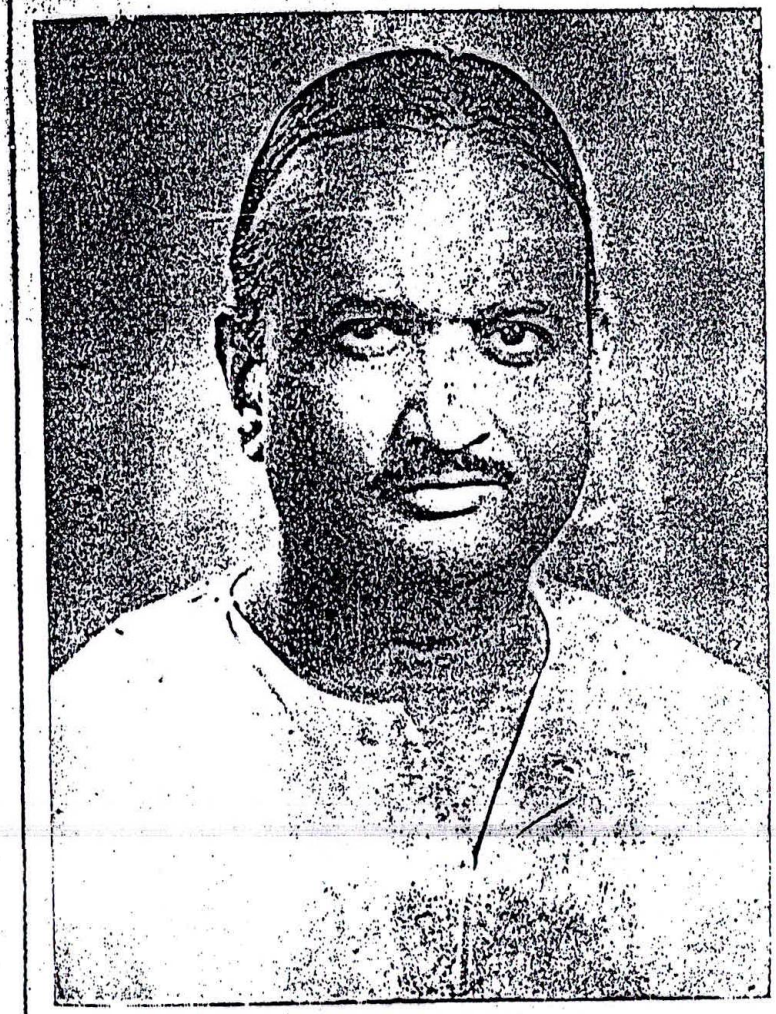
Minister for Law and Municipal Administration

PREFACE

It gives me great pleasure to submit this report in which are incorporated various well-thought out and far-reaching recommendations for improving the [redacted]. There is no gainsaying the fact that they are the [redacted] and to a large extent [redacted]. All these centuries, they have [redacted]. It is a matter of satisfaction that our popular Governments both at the Centre and in the States realised the urgent need to improve the lot of these people who were almost [redacted] after gaining independence under the inspiring leadership of Mahatma Gandhi, it was realised that political freedom would be meaningless without economic emancipation and a harmonious development of all sections of society in accordance with a Phased Programme was urgently needed.

I am glad to say that a lot of valuable spadework has been done in this direction by various Committees such as the [redacted], and so on. They have offered invaluable suggestions to improve the lot of Sweepers and Scavengers in the country. It is a matter of deep and profound regret that these recommendations have not been fully implemented so far. It is earnestly hoped that the Union Government as well as the various State Governments would make it a point to give effect to these proposals as early as possible.

As far as Karnataka is concerned, it is a matter of pride and happiness that the popular and dynamic Chief Minister, Sri D. Devaraj Urs has always been not only sympathetic



Sri B. BASAVALINGAPPA

As Minister for Municipal Administration he introduced many radical reforms to improve the living standards of Pourakarmiks.

but very keen to initiate all necessary measures to improve the sad lot of Sweepers and Scavengers in particular. Sri B. Basavalingappa, young and enthusiastic as ever, and with a burning passion to set right injustice wherever it is found, was mainly responsible to set up this Committee to examine the question of improving the living and working conditions of these unfortunate people. It was again he who changed the nomenclature of Sweepers and Scavengers to that of "Pourakarmiks" and gave them a dignified status. The present Minister for Municipal Administration, Sri D. K. Naicker has been extremely helpful and sympathetic to the cause of these workers. He has helped the Committee in several ways. All these leaders deserve our profound and heartfelt thanks.

I will be failing in my duty if I do not express my sense of gratitude to all those Public-spirited leaders, Municipal Councils, Corporations, Village Panchayaths, Town Panchayaths and other Social and Service Organisations who have gone out of their way to extend co-operation and hospitality to me individually and to the other members of the Committee while we toured and visited these places. During the course of the discussions with these various Institutions and Personalities, the Committee was convinced that this question would not brook any furher delay.

I was extremely lucky in having well-experienced and dedicated workers and labour leaders as my colleagues on the Committee. I am glad to say that four of the members of the Committee attained offices of public distinction and hor our, and one of them has been adorning the State Govern ment as Minister of State for Labour. However, it is pain full to record that an earnest and dedicated worker, Sri Mullah passed away in harness. He has rendered invaluable service to the Committee.

As Chairman of the Committee, I would like to record the genuine and sincere appreciation of the Committee for the

help and valuable services rendered by Sri D. A. Subba Rao, the first Secretary of the Committee and later Special Assistant, Sri K. R. Lakshmana Rao, an able officer of the Revenue Department and the present In-charge Secretary, Sri C. R. Murthi. They have cheerfully and willingly co-operated with me and have worked hard without minding personal inconvenience and hardship. To the other members of the Staff also, the Committee is gratefully beholden.

Last but not least, the Committee wishes to express its gratitude and heartfelt thanks to the authorities of Municipal Corporations and Civic auhorities at Bombay, Delhi, Calcutta, Bhuvaneshwar, Hyderabad and Madras for their kind co-operation and generous hospitality. The Committee was very much benefited by their opinions and valuable suggestions in the matter of improving the living and working conditions of Sweepers and Scavengers in the Country.

The Committee earnestly hopes that the popular Government of Karnataka would leave no stone unturned to implement the various recommendations of the Committee as early as possible.

I. P. D. SALAPPA,

Chairman,

Committee on the Improvement of Living and Working Conditions of Sweepers and Scavengers.

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CHAPTER I

Introduction

In recent times India has made laudable progress in many fields. After the country became free, India has been able to achieve technological and industrial progress of high order. We have been able to explode Atom Bomb and send a Satellite into the space.

In the field of politics India has successfully worked out the biggest democracy in the world. Similarly in the fields of art, music, dance and drama India has set up an example for others to follow.

In spite of all these achievements it is a matter of shame and regret that no tangible action has been taken to improve the lot of sweepers and scavengers who have been rendering invaluable services to the society and they continue to be where they were. In spite of all scientific and technological progress the country has made, scavengers are still carrying human excreta on their heads. The reason for this sorry state of affairs is unimaginative and inhuman approach of the hard-boiled bureaucracy on one hand, and utter indifferance and apathy of the public on the other. What little benefits are extended to these people today are mostly due to the great efforts of Mahathma Gandhi and Dr. Babasaheb Ambedkar who roused the conscience of the people towards these unfortunates.

Due to relentless efforts of Dr. Ambedkar, the society, as well the Government of Bombay became aware of their duty towards this much exploited and curbed section, and credit should go to the Government of Bombay who in 1949 took concrete steps in ameliorating the conditions of sweepers and scavengers. It was the Government of Bombay of 1949 which constituted the first ever committee in the country to go into the question of improving the living and working conditions of sweepers and scavengers. Sri V. N. Barve headed the committee which studied the

problems of sweepers and scavengers in detail. The Barve Committee submitted its report and recommendations in 1952, which contained references to the conditions of sweepers and scavengers employed in the districts of Bijapur, Belgaum, Dharwar and Karwar which were the parts of Bombay State at that time.

At the instance of late G. B. Pant, Minister for Home Affairs, Government of India, a National Committee was set up in 1957 under the Chairmanship of Prof. N. R. Malkani to prepare a scheme to put an end to the degrading practice of scavengers having to carry night soil as head-loads. The report of the Malkani Committee was submitted to the Government of India in 1960. The Estimates Committee in its 48th Report has recommended as follows.

(a) The Ministry of Home Affairs should take a more lively interest and should impress upon the State Municipalities and Local Bodies that it is of utmost urgency that the practice of carrying night soil as head-loads be eliminated within the shortest possible time.

(b) Such Municipalities and Local Bodies who, for various financial and other reasons, may not be able to immediately to change over completely from the practice of carrying night soil on head to that of removing it in hand-carts or wheel barrows, but may be ready to introduce the scheme gradually, should be encouraged and allowed financial aid.

It would not be out of place to mention here that it was the Government of Karnataka, the first State to ban by a Government Order carrying of night soil as head loads or in any other form. To commemorate the Birth Centenary of Mahatma Gandhi, as well as the 'Human Dignity Year 1973', the then Minister for Municipal Administration, Sri B. Basavalingappa took bold and concrete steps to eliminate the carrying of night soil in any form in the State. It was again Sri B. Basavalingappa who changed the degrading nomenclature of sweepers and scavengers to that of

POURAKARMIKS as decided at a Conference held at New Delhi in the month of September 1972.

Uptill now, the following committees have been appointed by Central, as well as State Governments to go into the question of improving the lot of sweepers and scavengers.

1. Scavengers' Living Conditions Enquiry Committee, State of Bombay, 1949-52. Sri V. N. Barve was the Chairman of the Committee.

2. Scavenging Conditions Enquiry Committee, Ministry of Home Affairs, Government of India, 1957-60. Prof. N. R. Malkani headed the Committee.

3. The Social Welfare Team headed by Smt. Renuka Ray set up by the Planning Commission in 1958.

4. The Special Working Group on Co-operation for Backward Classes set up by the Ministry of Home Affairs, Government of India in 1961.

5. Committee to study the working and service conditions of sweepers and scavengers under the Chairmanship of Sri Bhanuprasad Pandya set up by the National Commission on Labour in 1967.

These various committees have gone into this problem in depth and have made very valuable recommendations in the matter of improving the social and economic conditions, as well as the living and working conditions of sweepers and scavengers. In spite of these recommendations nothing tangible has been done to improve the lot of these unfortunate people. It clearly shows the lack of desire to rescue them from the depths of degradation to which they have fallen. This was echoed as far back as 1942 when someone asked Mahathma Gandhi whether it was not essential, "to reform the insanitary methods employed by sweepers". Mahathma Gandhi's reply is worth quoting in full.

Gandhiji: "It is most necessary. What is more, untill this is done the conditions of scavengers will remain pitiable

To this end it is the duty of Harijan workers and caste Hindus to do scavenger's work themselves. No caste Hindu will employ the methods used by scavengers. He will do the work scientifically. For example, he will cover excreta with dry earth and remove it in a metal vessal. He will avoid touching dirt with his hands as far as possible; he will bathe immediately after doing the work; he will wear special clothes when scavenging. These reforms do not cost much. We may not relegate scavenger's work to one particular caste. Therefore all should learn it in the same way as cooking. Each person should be his own scavenger. If this ideal were to be put into practice in society, the miserable condition of scavengers would at once be rectified".

But even today the scanvenging work, though officially abolished is still persisting in many parts of the state. What the scavenger was doing a hundred years ago to remove the night soil in a leaking basket and carry it as a head-load, he is still doing without any improvement in his methods in spite of the recommendations made by Prof. N. R. Malkani in his report in 1960. Apart from luke warm attitude of Government on one hand, and the public apathy on the other, the problem is bristling with many difficulties as Prof. Malkani has rightly pointed out in his book "Clean People and Unclean Country", as follows: "No serious study has been made of its various aspects and the methods of approach for solving its problems. As it is, there is an utter lack of sanitation consciousness at all levels, which makes sanitation drives mere speetacles for a passing show. We have become made light and of late drinking water conscious, but not yet sanitation conscious. In fact enviornmental sanitation is a term current only among so called sanitation experts who are yet so few. It is therefore necessary to make the country sanitation conscious by imparting a sort of sanitation education in a large and serious way. The present deplorable state of sanitation is largely due to the utter neglect of public, its ignorance, its traditional habits and its old prejudices. The scavenging caste has become the most outstanding victim of these evils,

habits and ignorant prejudices. The Health departments being official services take it easy, because the sweepers and scavengers are the lowest and weakest sector of the community and the general public is criminally indifferent. Each of these parties requires a fairly strong dose of education on public sanitation".

The country as a whole will have to face a great disaster if urgent steps are not taken to liberate the sweepers and scavengers from the present socio-economic bondage. This is not going to be an easy problem as it appears on the surface. The political, social and economic emancipations have to take place simultaneously without causing any damage to the existing order of things.

The caste system has been a great barrier for the progress of our country. From Ram Mohan Roy to Mahathma Gandhi, Maharshi Sri Aurobindo to Babasaheb Ambedkar, every one has condemned in unequivocal terms of the evils of caste system. A German philosopher has also said that a country which is wedded to caste system can not make any progress.

It is rather amusing that a few political leaders at the top should be advocating an economic revolution to set right this lacuna without realising social, cultural and other aspects of this gigantic problem. The integration of society and the welding of the various disparate elements into a single viable unit is not an ordinary problem. There are so many difficulties. But whatever may be the difficulties, this has to be achieved to give a better deal to Pourakarmiks who have suffered in the past.

The first step in this direction is to educate them on proper lines. This is a "sine-quo-non" for their prosperity and progress. There is no point in talking of conferring any kind of benefit on them without at the same time making them realise where they stand and what is their goal in a civilised society. This can be achieved by a correct process of education.

Education is the process of drawing out the best in men and women which is lying dorment and latent. Moreover, education is also necessary to make them realise that they have to play a worthy and notable part in a democratic set up.

It is no doubt true that many educational concessions have been extended in order to make them to catch up with the rest of the society. But unfortunately, no machinery has been set up so far either at the Central level or at the State level to assess to what extent the Pourakarmiks and other Scheduled Castes people have been benefitted by these concessions. Secondly, it has to be ascertained whether they require any new kind of approach to solve their problems. Whatever it may be it has to be admitted that proper education will make them realise what role they have to play and what responsibilities they have to shoulder in a corporate existance.

Two things are necessary to achieve these objectives. First of all, the Savarna Hindus should do all in their power and even go out of their way to educate them in the correct way. There should be no mental reservations in this respect. Secondly, those fortunate few among the Scheduled Castes themselves who are educated and occupying influential positions in life should make it a point to help their less fortunate brethren to get educated as quickly as possible. It is no longer either moral or decent on the part of any one section of Scheduled Castes to feel that they are superior to other sections of Scheduled Castes. It has been observed that in many places the Scheduled Castes people themselves do not welcome the Pourakarmiks. In other words, this problem has to be tackled on a war-footing because this question can not brook any further delay.

The weightage in Government and semi-government establishments should be strictly adhered to so that the Scheduled Castes and Scheduled Tribes do not suffer in the process. The Constitution has guaranteed that 18 per cent of the posts in Government services should be reserved for Scheduled Castes and Scheduled Tribes. It would be

better if this Constitutional provision is made applicable to Municipal councils and other Local Bodies also in order to enable Savarna Hindus also to take up this profession, and thus achieve a measure of equality. Instead of making only Scheduled Castes enter this profession it is better to pursuade other caste Hindus also to enter this profession and rub shoulders with other Scheduled Castes people. What is necessary is to make the Pourakarmiks feel that sweeping and scavenging are not hereditary professions. They must treat them as such. In this process, it is possible to make them realise that there are more congenial and paying avocations for which they are equally fit and competent.

Another important point in this programme of amelioration is to infuse political consciousness among the Pourakarmiks. It is because without political power no social legislation can be enacted. Levers of political power are always in the hands of politicians.

In a democracy, political power is necessary to achieve social, economic and educational regeneration. It is therefore necessary that the interests of Pourakarmiks are represented at all levels of the State Legislature and Central Parliament and Local Bodies. As far as the State Legislative bodies are concerned, a certain quota should be reserved for the Pourakarmiks. If necessary they may also be nominated to the Local Bodies, the Upper Houses of the Legislature both at the State and Central level.

As the Pourakarmiks form the lowest rungs of the social ladder, it is necessary that every effort is made to formulate comprehensive and effective measures to improve their conditions. The process of exploitation of these Pourakarmiks by the vested interests should stop forthwith.

It is no doubt true that people belonging to non-scheduled categories like converted Christians, Muslims and others have also taken up to this profession. But their percentage is limited to three or four per hundred. Naturally, the Committee is more concerned with the lot of the

remaining 97 per cent whose lot has to be improved, and their standards of living raised to appreciable levels.

The Government of Karnataka were pleased to appoint a Committee vide Government Order No. HMA 152 GGL 72, dated 23rd September 1972 with Sri I.P.D. Salappa, a well known and dedicated labour leader as Chairman of the Committee to go into the question of improving the living and working conditions of Sweepers and Scavengers in the State. The following members constitute the Committee:

Chairman:—

1. Sri I. P. D. Salappa, Bangalore

Members:—

2. Smt. Lakshmi Subba Rao, Bangalore
3. Sri P. N. Ramachandra, Bangalore
4. Sri S. C. Venkatesh, Bangalore
5. Sri M. Ragupathi, Bangalore
6. Sri A. K. Ananthakrishna, Bangalore
7. Sri T. R. Shamanna, M.L.A., Bangalore
8. Sri K. Sriramulu, M.L.A., Bangalore
9. Sri P. D. Bangera, M.L.A., Mangalore
10. Sri Sathyanarayana Singh, M.L.A., Hospet
11. Sri Konandur Lingappa, M.L.A., Shimoga
12. Sri S. A. Mulla, Dharwar
13. Sri G. P. Ganjigatti, Bangalore

The Committee records with profound regret its sense of loss and sadness at the passing away of Sri S. A. Mulla of Dharwar, one of the members of the Committee. He was a sincere and dedicated worker. His suggestions and valuable advise were of inestimable value to the Committe.

The Committee is extremely glad to note that two members of the Committee namely Sri A. K. Ananthakrishna and Sri K. Sriramulu, M.L.A. rose to distinguished positions after they were nogninated as members of this

Committee. Sri A. K. Ananthakrishna was elected as Mayor of the Bangalore City Corporation in which capacity he has rendered yeoman services as the First Citizen of Bangalore. As a member of the Committee also he has rendered memorable services.

The Committee is equally glad at the well deserved elevation of Sri K. Sriramulu, M.L.A., as Minister for State for Labour. He is a distinguished and dedicated Trade Unionist who has done his best to improve the lot of the working class in the State. As member of this Committee he has rendered valuable advise on various matters relating to the welfare of sweepers and scavengers in the State.

The Committee will be failing in its duty if it does not acknowledge with gratitude the unfailing help and encouragement so generously extended to the Committee by the Hon'ble Minister for Law and Municipal Administration, Sri D. K. Naiker.

CHAPTER II

Scope and Objectives of the Committee

The term of reference of the Committee as defined in the Government order (Appended in Part Three) specifically state that the Committee has to investigate the living and working conditions of all the sweepers and scavengers working in various Municipalities, Town Panchayats and other places and make recommendations to the Government as to the special provisions which may be made by Government for their advancement. It is also specified that the Committee has to investigate their social, economical and educational conditions and to make recommendations for taking steps to accelerate the progress in these fields.

It is also stipulated that the Committee should consider the recommendations of the Estimates Committee of Parliament in its 48th Report and to make recommendations for gradually putting an end to the inhuman and

unhealthy practice of carrying night soil as head-loads or by physically handling.

At the first meeting of the Committee held at Bangalore on 3rd March 1973, the Committee considered the question of not only forming proper objectives against the background of the terms of reference cited above, the Committee also decided that effective measure should be taken to conduct a detailed and comprehensive survey of the living and working conditions of sweepers and scavengers in the state. The Committee also considered the question of improving the socio-economic conditions of sweepers and scavengers and ensuring better standards of health and education of sweepers and scavengers.

As the Committee was proceeding in its work, Government themselves took steps to abolish carrying night soil either as head loads or by physical handly (Government order appended in Part Three). Hence the Committee devoted itself to the work of investigating working, living and service conditions, as well as socio-economic problems including health and education relating to sweepers and scavengers.

The Committee framed a detailed 'Questionnaire' relating to all the aspects and relevent details of the living and working conditions of sweepers and scavengers (Appended in Part Five). In respect of socio-economic conditions of sweepers and scavengers in the state another Questionnaire was prepared to collect the required data (Appended in Part Five). The Committee further decided that whatever information was furnished by Local Bodies had to be verified on the spot by the members of the Committee actually visiting these places and checking the data given by the Local Bodies. Accordingly it was further decided that the Committee should visit all the Local Bodies in the State and conduct on-the-spot investigations. At the same time it was also decided that it should enlighten the sweepers and scavengers about the new atmosphere and the new conditions which were calculated to improve their living and working conditions.

Further the Committee also resolved to discuss the various administrative problems concerning the sweepers and scavengers on the spot with the local officials. It was also decided to elicit the opinion of public organisations, service organisations, private individuals and legislators. Keeping these objectives in view, the Committee drew necessary programme of work from time to time and carried on its work successfully.

CHAPTER III

Resume of Work

Although this Committee was appointed on 23rd September 1972 and officially inaugurated on 22nd February 1973 by the Hon'ble Chief Minister Sri D. Devaraja Urs, and presided over by the Hon'ble Minister for Municipal Administration, Sri B. Basavalingappa and the first meeting of the Committee was held on 3rd March 1973 at Bangalore. the actual work of the Committee could not be started till January 1974 for various reasons cited below.

In the first place no Secretary was appointed. Even those officers who were recommended for the post did not accept the offer. The Chairman repeatedly represented to Government that the work of the Committee was held up for want of a Secretary. Thereafter Government was able to secure the services of a retired officer to Government as Secretary of the Committee. He took charge of the post in the month of May 1973 and resigned in October 1973. Thereafter Government posted an officer as the Secretary of the Committee in November 1973. He too was transfered in December 1974.

Only after the appointment of the Secretary the question of staff, accommodation and budget had to be tackled. Since Government could not deputise staff from other departments, the Committee was permitted to recruit its own staff from locally available candidates. The staff allotted

consisted of one Secretary, one P.A to the Chairman, one Second Division Clerk, one Second Grade Typist, two peons and a Car Driver. It can be seen that this staff was by no means adequate to cope with the enormous volume of work that the Committee had to turn out. It is a matter of commendation that these few officials rose to the occasion and did very hard and dedicated work in spite of so many difficulties in the way. Again these officials worked for nearly five months without receiving any salary for want of budget provision.

There was no office accommodation provided and the staff had to lead a nomadic existence. After repeated requests a small portion of an over-crowded office was provided in June 1973, moreover there was no equipment or furniture made available for the Committee. To meet the urgent needs of the office, furniture had to be hired from private agencies.

Until June 1973 Government did not place any funds at the disposal of the Committee to carry on its day to day activities. After a good deal of correspondence and personal representation a token budget was sanctioned. In view of these facts it can be easily seen that the Committee's work was held up for nearly six months.

As soon as the budget was sanctioned the Committee started its work in right earnest. The Second Meeting of the Committee was held on 10th July 1973 at Bangalore when the Committee considered the question of putting an end gradually to the inhuman and unhealthy practice of carrying night soil as head-loads. A Sub-Committee was therefore appointed consisting of Sri P. N. Ramachandra, Sri G. P. Ganjigatti and Sri A. K. Ananthakrishna, with Sri I.P.D. Salappa as Chairman to go into the question and make suitable recommendations.

This Sub-Committee held its first meeting on 16th July 1973 and decided to visit Anekal, Hosakote, Magadi and Ramanagaram to study the existing method of scavenging in these places, and also visit Viswaneedam, a Gandhian

organisation where new types of lavatories were developed. Accordingly the Sub-Committee visited these places and studied on-the-spot the instrument used for removing night soil. The Sub-Committee had collected sufficient data to make suitable recommendations in the matter. In the meanwhile the Government themselves issued appropriate orders completely banning the carrying of night soil in any method. In view of the Government order the Sub-Committee was dissolved and it was decided that the Committee should devote all its attention to the question of investigating the living and working conditions of sweepers and scavengers in the State.

As the Committee was not classified for purposes of drawing T.A. and D.A., the Committee could not undertake any fact finding tour in the State till January 1974. Only from this date the Committee could go on study tours collectively and visited Gulbarga Division on its first lap of study tour.

The Members Sri P. N. Ramachandra, Sri S. A. Mulla, Sri G. P. Ganjigatti and Smt. Lakshmi Subba Rao accompanied by the Chairman Sri I.P.D. Salappa visited various places in Gulbarga Division consisting of Bellary, Raichur, Gulbarga and Bidar Districts in the month of January 1974 and collected valuable information.

After this the Committee consisting of the same five members visited Mysore and Coorg Districts of Mysore Division, and during this tour it became evident that it was not possible for all the members to make a collective tour. It was therefore decided that each member should go on his or her own tour to collect the required data. This was accepted by all the members and they have done so. The Committee expresses its sense of gratitude and indebtedness to these members who have done invaluable work.

In order to have the comparitive idea on the living and working conditions of Pourakarmiks elsewhere outside the State, the Government were pleased to accord permission to the Committee to visit Bombay, Delhi, Calcutta and

Bhuvaneshar. Accordingly the Committee visited the cities noted above and its observations are separately incorporated.

In order to elicit all relevant details about the living and working conditions of sweepers and scavengers the Committee at its third meeting held on 25th July 1973 approved an elaborate 'Questionnaire' prepared. The Questionnaire was accordingly sent to the Government Press in the month of October 1973. The printed Questionnaire was received in April 1974 after a lapse of five months, during which period the work of the Committee came to a standstill.

The copies of the Questionnaire were circulated to all Local Bodies, public institutions, socio-economic organisations and distinguished individuals and all legislators in the months of May and June 1974. The replies from Local Bodies were received only in the month of December 1974 after a good deal of pressure and persuasion being exercised at Government level. The Committee notes with regret that some of the Local Bodies in the State have not sent their replies so far, and even those replies sent by other Municipalities are neither factual nor comprehensive. These various defects in the replies came to the notice of the members of the Committee when they were on tour. It is regretted that service organisations, private individuals including legislators have not sent any replies at all. It is regrettable that such an important question of improving the living and working conditions of sweepers and scavengers should have met with such apathetic and half-hearted attitude on the part of law-makers and the public.

The Committee is glad to remark that late Sri P. Kodanda Rao, a publicist and a great social reformer readily complied with our request and sent his valuable suggestions in a prompt manner. His letter is appended in Part Four.

At a meeting held on 21st June 1974 at Chikkamaglur it was decided to appoint a Sub-Committee consisting of Sri P. N. Ramachandra, Sri G. P. Ganjigatti, Sri S. A. Mulla

and Sri P. D. Bengera, M.L.A. with Sri I. P. D. Salappa as Chairman to prepare the draft report of the Committee. The first meeting of the Sub-Committee was held at Mysore on 27th and 28th June 1974. One of the members Sri S. A. Mulla did not attend the meeting as he passed away at Dharwar. At the Ninth Meeting of the Committee held at Hubli on 5th January 1975 Sri T. R. Shamanna, M.L.A., Sri S. C. Venkaesh, Smt. Lakshmi Subba Rao, Sri M. Ragupathi and Sri A. K. Ananthakrishna were also co-opted as members of the Sub-Committee for drafting the report. The Committee resolved that an 'Interim Report' should be submitted to Government by 23rd January 1975. Accordingly the 'Interim Recommendations' were submitted to the Hon'ble Minister for Municipal Administration, Sri D. K. Naiker in person by the Chairman and other members on 23rd January 1975.

The Committee felt that it was necessary to collect factual data on socio-economic conditions of Pourakarmiks as it was not available from any source, and accordingly prepared a comprehensive questionnaire on socio-economic data. It was also found necessary not to entrust this work to any agency except the official members of the Committee and the staff, because it was the experience of the Committee that Municipal councils and other Government agencies do not go in depth to collect the various details relating to the socio-economic conditions of Pourakarmiks. It was also felt necessary that the Committee itself should undertake this arduous task of collecting the census of each family of the Pourakarmiks in the entire State. I may be pointed out here that no agency has so far collected this important information relating to the Pourakarmiks. The Committee wishes to express its gratitude to each one of the members and the staff for collecting this valuable information by going from door to door of Pourakarmiks and eliciting all embrasing details about their personal, social, economic and cultural life. This is a unique achievement in the annals of preparing reports on the living and working conditions of Pourakarmiks in the State. It can be said

with pardonable pride that no committee or commission has gone into this question in such minute details as this Committee has done.

The Committee notes with regret that Government did not stipulae any ime limi for compleing the work and submitting the report. The term was extended by small periods of one month, two months and so on with the result that the Committee could not carry on its work at a stretch in this atmosphere of doubt and uncertainty.

The Committee is of the opinion that whenever such fact finding committees and commissions are appointed, Government should make it a point to extend all possible facilities and sufficient time interval to prepare suitable and comprehensive reports. The experience of this Committee is that without a suitable and a fairly reasonable term it is not possible for any committee to go into all aspects of complicated questions and submit a workable and at the same time a feasible report to Government in time.

In all the Committee held 32 meetings in various places of the State. It is heartening to say that all the members took very keen and personal interest in the work of the Committee. Without minding their personal inconveniences and in spite of many hardships the members have carried on their work with a sense of dedication.

CHAPTER IV

General Observations

It is really difficult to say when exactly this profession of sweepers and scavengers took its origin. In ancient India when the pressure of population was very much less and when there were only a few cities worth the name this profession did not assume any serious proportions. Only when the population grew by leaps and bounds, and big cities came into existence, the problem of maintaining the sanitation of towns and cities arose. It become necessary to

keep the towns and cities clean. The removal of dirt and garbage, and also human excreta was a very filthy job. The so-called upper castes of Hindu society consider this job not only below their dignity to do, but also a job not to be done by the upper classes.

Since the so-called upper castes of Hindu Society were not supposed to handle the job of sweeping and scavenging; they naturally assigned the filthy work to the 'untouchables', who were socially and economically oppressed. These untouchables had already taken for granted that it was their duty to fulfil the commands of the upper castes and therefore willingly took to this profession. In this way, today the predominant majority of sweepers and scavengers hail from the Scheduled Castes.

In Karnataka the Scheduled Castes are split up into several groups and sub-divisions. Of these the predominant groups are, the Right Section (Holeyas) and the Left Section (Madigas). Further these two main groups consists of various other groups. All the sub-castes of this community have not taken entirely to the profession of sweeping and scavenging. From time immemorial they have been engaged in agricultural labour, tanning and other menial jobs. Even today majority of them are carrying on their age old professions and look down with contempt on those who have taken to sweeping and scavenging for their livelihood.

It is now obvious that these people who took to the profession of sweeping and scavenging had no other alternative, because all other professions were closed to them. They had to adopt some profession to make a living. The only profession which they could readily take up without competition from any quarter was that of sweeping and scavenging. Society at large also wanted that this filthy work could be done only by these unwanted people. Majority of sweepers and scavengers in Karnataka belong to Telugu speaking Madiga community who have migrated from the neighbouring Andhra Pradesh. The districts of erstwhile Bellary of Madras Province, Chittur, Karnul, Ananthpur

and Nellore of Andhra Pradesh were frequently subject to famines and draught. During such periods these people who were agricultural labourers had to suffer great hardships. Naturally they had to migrate to some place where they could get openings for making a living. As Karnataka was very close and also propsperous they all came to this area to earn their livelihood.

For two reasons they could easily get a footing in Karnataka. Firstly because the local Scheduled Castes were unwilling to do this degrading work. Secondly as these immigrants could not get any other kind of work they readily got absorbed in this profession. As there was no competition from local people and at the same time as there was nothing to fall back on in their native places in Andhra, these immigrants settled down in Karnataka permanently.

This new profession developed in all its ramifications after the advent of British rule in India. The British Government in India gave a fillip to the development of local self government to look after the various problems connected with the development of towns and cities. One of the important functions of these local bodies was to maintain sanitation and public health in a satisfactory manner. Therefore they persuaded the new local bodies to employ and maintain suitable staff for both sanitation and conservancy work. For this kind of work they could get only these Scheduled Castes who were willing to do this work. One of the reasons for their ready acceptance is that these new posts afforded not only a sense of security, but also regular and fixed monthly salary. These people were badly in need of such facilities. In course of time they could also get the other members of their families recruited to these jobs. When this process continued for a generation or two it became a hereditary profession.

As these people settled down to their new jobs with a sense of security, the other Scheduled Castes began to look upon them as a separate entity. The sweepers and scavengers also felt that there was no need to establish any kind of contact with others, who were unwilling to have social

contact with them. In this way those who took to sweeping and scavenging work became a separate entity.

Today, the position of sweepers and scavengers vis-a-vis the Hindu Society is very uncomplimentary. The caste Hindus have come to the conclusion that this profession is reserved only for the 'untouchables', as though the profession is always to be linked with a particular community. All professions have their own dignity including that of the Pourakarmiks. It is utterly untenable to say that only the so called 'untouchables' have to do this work forever. The only way of removing such a misconception and at the same time eliminate the stigma attached to the profession of Pourakarmiks is to encourage other caste Hindus also to take up this profession.

Unfortunately the caste Hindus who are occupying positions of importance in Local Bodies do not want their community people to take up this profession which they consider derogatory to their self-respect. It has come to the notice of the Committee that in many Municipalities the caste Hindus who have been recruited as Pourakarmiks due to acute unemployment problem at present are allocated not their legitimate work of Pourakarmiks, but som other work which has nothing to do with their appointments as such. The Committee deplores this attitude and strongly recommends that wherever and whenever a non-Scheduled Caste person is appointed as a Pourakarmik he must do his work like other sweepers and scavengers. All the Pourakarmiks irrespective of caste distinctions should be treated on a par with others.

In some areas there are Muslims and Converted Christians also working as sweepers and scavengers. While the Muslim Pourakarmiks are accepted by their co-religionists the Converted Christians are kept out of social intercourse. The Muslims have adopted an attitude of friendly tolerance towards those who have taken up this profession which the caste Hindus also should adopt. The Muslims have set an example to other communities because they alone have

given a decent and correct name appropriate to this profession. The sweepers and scavengers are called as 'HALALKHOR', which in fact mean 'A PERSON WHO EARNS HIS LIVELIHOOD IN A RIGHTEOUS MANNER'. It si unreasonable on the part of anyone to attach any kind of stigma to any profession, because all professions including that of Pourakarmiks are important and sacred. A time has come when the profession of Pourakarmiks has to be respected because without their willing co-operation it is not longer possible to lead a healthy and happy life.

In the old Mysore State both sweeping and scavenging was done by Municipal employes. Only in North Karnataka the work of scavenging is still done by private workers who are engaged not by the Local Bodies but by citizens. These workers who hailed mostly from Haryana and Uttar Pradesh and who are called 'Balmikis' are engaged to do the scavenging work of carrying night soil on a monthly remuneration paid by each householder.

But in the year 1973 the Government of Karnataka issued orders to all the local bodies banning the carrying of night soil either as head-load or by carts. Many Municipalities have implemented this order under reference. But there are many other Municipalities in North Karnataka area where scavenging is still done by private workers. The reason why it was a failure in North Karnataka area is due to a defect in the Government order itself. It is obvious that such an order could not be implemented by those Municipalities where there were no underground drainage systems. Secondly, the Government order did not ban scavenging by private people. Thirdly, the said Government order did not provide alternate employment to those private scavengers in the event of their losing their livelihood as a consequence of this order. As against this, the old Mysore State was the pioneer in introducing underground drainage, and scavenging was done by municipal employees themselves. Hence the Government order referred to above could be easily and successfully implemented.

Those who have taken up the profession of sweeping and scavenging belong to the communities of (1) Madiga, (2) Golla Madiga, (3) Madure Madiga, (4) Mahar, (5) Madar, (6) Mindu Madar, (7) Vodda, (8) Bovi, (9) Holeya, (10) Dombari, (11) Koli, (12) Channa Holeya, (13) Chaluvadi, (14) Mochi, (15) Lumbad, (6) Koraga of Scheduled Castes and Scheduled Tribes, Muslims and Converted Christians. The sweepers and scavengers speak various dialects such as Tamil, Tulu, Kannada, Urdu, Marathi, Hindi, although majority of them speak Telugu.

There are at present 12,351 Pourakarmiks employed in various Municipalities and Corporations in the State. Among them 7088 are men and 5263 are women. However, the Committee has not taken the statistics of sweepers and scavengers who are working in Factories, Railways, Police department, Town and Village Panchayaths, Taluk Boards, and also those working as private scavengers in North Karnataka.

The Committee has observed during its visit to various Local Bodies in the State that the supervisory staff are in the habit of hurling very obscene and vulgar expressions at the Pourakarmiks in general, and to lady Pourakarmiks in particular. The abusive and vulgar expressions they use are by all standards unbecoming of human beings. In a civilised society such an attitude cannot be tolerated. The Committee has also observed that the officials of the Local Bodies when they address women Pourakarmiks they forget they are addressing human beings as themselves and not animals as they seem to imagine. The Committee strongly recommends that stringent measures should be taken against those officials, as well as the members of the public who use foul, abusive and vulgar language towards the Pourakarmiks.

The Committee feels that it is necessary that the Commissioners and Chief Officers of the concerned Local Bodies should instruct their subordinate staff on the urgent need to change their attitude and always make it a point to be

polite and courteous to all Pourakarmiks under their jurisdiction. It is also suggested that those erring officials who do not conform to this code of conduct should be punished under the provisions of the existing Untouchability Act. The same procedure should be made applicable to the members of public also who do not treat the Pourakarmiks with due courtesy and consideration.

In addition to the procedures suggested above the Committee also feel that such of the Scheduled Castes people who illtreat Pourakarmiks because of their profession should also be punished under the same 'Untouchability Act'. Two instances can also be quoted to substantiate this view point of the Committee. The Committee observed with regret that in Sira Town a lot of discrimination is being shown to Pourakarmiks by other sections of Scheduled Castes who do not even allow them to live in quarters constructed for them by the Municipality. And moreover the children of Pourakarmiks are also not admitted to the Nursery and Primary schools in other places like Bellur of Mandya District, though these schools are ment for the children of Scheduled Caste people and built by the Social Welfare Department and located in the colonies of Scheduled Castes themselves.

In respect of Sira episode it is highly regrettable that the Scheduled Caste people of this town have adopted a violant and unreasonable attitude to the Pourakarmiks of this place. The Committee has noted that similar situations exist all over the State. The Committee suggest that immediate steps should be taken to educate and enlighten these errant Scheduled Caste people who are adopting a hostile and unfriendly attitude towards their own brethren who are Pourakarmiks. As suggested elsewhere, it would be possible to set right these defects only when a new machinery or agency is set up to supervise and control such occurences in future.

Even after the demise of these Pourakarmiks it is pathetic to observe that the other Scheduled Castes do not allow the dead bodies of Pourakarmiks to be buried in their burial grounds. It is also sad to say that no Local Body or

Corporation have so far set apart separate plots of ground for burrying the dead bodies of Pourakarmiks although the Government have passed orders that this should be done.

In big cities like Bangalore the ambulance and hearse vans will not be readily available to Pourakarmiks. Moreover as payment is demanded for making these vehicles available the Pourakarmiks of Bangalore find it very difficult to pay such amount. Therefore the Committee recommends that ambulance and hearse vans should be made available to Pourakarmiks free of charges.

In the overall picture, unless these ameliorative measures are taken, it is not likely that the fate as well as the future of Pourakarmiks in the State will improve to any considerable extent in the foreseeable future.

CHAPTER V

Removal of Night Soil—Scavenging

The system of removing and disposing night soil in old Mysore State was by far the best method when compared with other systems which came into vogue later on. Each house had a large compound and the lavatory which was a deep pit was located in a corner of the backyard. As this lavatory was far removed from the dwelling, whatever foul gases emanated would not effect those who lived in the house. By efflux of time as the night soil accumulated and as this was a very good nitrogenous manure, the farmers from the surrounding areas would come in their carts once in three or six months and remove the manure. As the system was prevailing practically all over old Mysore State, the Local Bodies had no need to appoint separate cadre of scavengers. As a matter of fact the question of carrying night soil as a head load or in any other form did not arise at all.

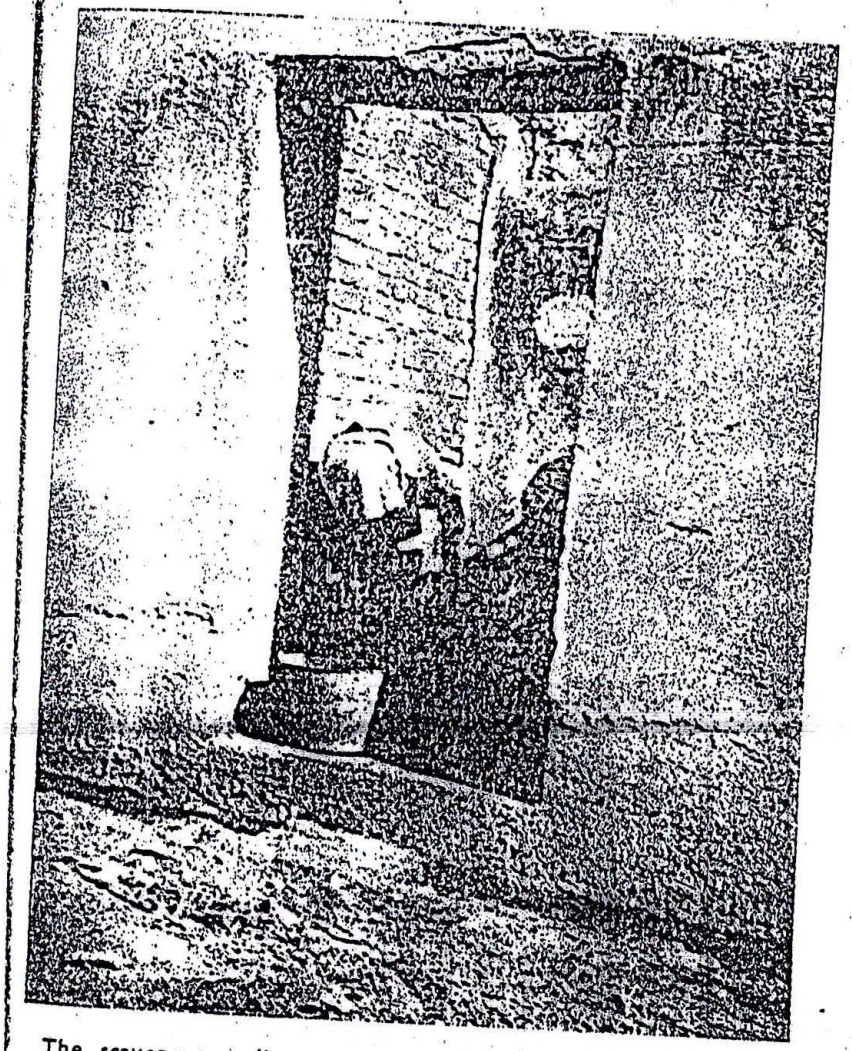
However in some of the big towns like Mysore, Bangalore, K.G.F. etc. the problem of scavenging did assume some

importance because of pressure of population and non-availability of space for constructing soak-pit lavatories. In this way the Local Bodies in these places were obliged to employ scavengers to remove the night soil. It has to be pointed out that there are two types of scavenging, namely, Wet Scavenging and Dry Scavenging.

By and large the sweepers, generally speaking are doing dry scavenging also, because in the process of sweeping the streets and cleaning the gutters, they generally remove the dried up night soil deposited on pavements, by-lanes, open streets and gutters, whereas the regular scavengers remove the human excreta from the lavatories in a very crude and unhealthy methods. To explain it a little further, how they actually do it is as follows. The male or female scavenger take leaky baskets covered with leaves to the lavatories and scrap the human excreta with a small piece of tin sheet. After collecting the excreta in this manner they carry it on their heads when the liquid portion will be trickling down their faces and necks in a most abnoxious way.

In the new Karnataka comprising the districts of Raichur, Bidar, Gulbarga, Bijapur, Belgaum and Dharwar, the method of removing night soil is more or less the same. There is one difference, *viz.*, that where as in old Mysore area the scavengers were the employees of the Local Bodies, in the new Karnataka area the majority of scavengers are privately engaged by citizens themselves.

The year 1973 was observed throughout as the "Year of Human Dignity." The Government of Karnataka being very keen that the age old unclean and morbid practice of carrying night soil should be eradicated, took necessary steps to promulgate a Government Order (Appended in Part Three) totally banning the carrying of nightsoil throughout the State. While the whole of the old Mysore could implement this order in letter and spirit, the same was not done in the North Karnataka area. There is special reason for this failure in the integrated areas. There are four reasons for this failure. Firstly, the scavengers were



The scavengers collect human excreta from the latrines by scrapping it with a small piece of tin sheet into buckets or baskets.

not the employees of Municipalities. Secondly, even in those few places where they were actually the employees of Local Bodies the citizens themselves protested against the abolition of scavenging srvice and brought in court orders restraining the Municipalities from enforcing the Government Order under reference. Thirdly, the private scavengers themselves were unwilling to give up this profession which has proved to be quite lucrative and hence they approached law courts to issue stay orders to nullify the Government Order abolishing scavenging. Fourthly, it has to be pointed out that the Government Order itself is defective because it does not contain any provision to punish those who engage scavengers to remove the night soil.

In the Government Order it is specifically mentioned that wherever the house owner is unable to convert his lavatory into flush out type, the concerned Municipality should themselves undertake this work and recover the cost from the house-holder in instalments. The Committee notes with regret that in the entire North Karnataka area not a single Municipality has implemented this order of Government. Although the Government have sanctioned specific amount of money by way of grants for this purpose, either this amount has been diverted to some other item of work or not spent at all. In either case the object of the Government Order has been defeated. The Committee strongly urges upon Government to issue specific directives to these erring Local Bodies that they should on no account postpone this important work and that they should convert all the old lavatories to flush out type within a specific time limit failing which they are liable to disciplinary proceedings.

If this Government Order is implemented, the private scavengers will certainly lose their means of livelihood. It is precisely for this reason that they are resisting with all their force. If alternate means of livelihood are provided to them, there is no reason to doubt that they will wholeheartedly co-operate with Government in implementing this order. Whether it is in Government departments or in private establishments, factories or quasi-Government

agencies it is necessary to rehabilitate them, because they must be provided with alternate placements to eke out their living. The Committee therefore recommends that in future the recruitment policy should be so modified as to make it possible to give first preference to these private scavengers while making appointments to several cadres in their respective establishments. The Committee also strongly recommends that it shall be mandatory on the part of the Social Welfare Department to see that these private scavengers are suitably rehabilitated as suggested above.

The maintenance of Public Health is also the responsibility of the citizens. Local Bodies alone cannot carry out any programme in this regard without the whole-hearted co-operation of the general public. The nasty habit of allowing children and adults defecating the public thorough-fares should be stopped forthwith. By making use of public places for attending to calls of nature, people should realise that they are spreading all kinds of endemic and epidemic diseases. They must be severely restrained from doing so. It must be made a punishable offence entailing fine upto Rs. 50 or failing which simple imprisonment for a week. All the Local Bodies in the State should be empowered to exercise this law within their respective jurisdictions. Unless such a kind of deterent punishment is imposed, it is not likely that our people who are utterly lacking in any sense of civic consciousness will come around and keep the areas clean.

In this connection the Committee wishes to reiterate what happened in the forties of this century in the limits of the Bangalore Corporation area due to the negligence or apathy of Local Authorities on the one hand and utter indifference of the public on the other. In the City of Bangalore Corporation area there was a strict order that whoever allowed children to foul the public places were punished with a fine of Rs. 5 for each offence. This worked very well for some time. After sometime for reasons not easily ascertainable, this practice was given up and the people reverted to the old habit of defecating the public places as

before. The Committee therefore sounds a note of warning that this should not be repeated in respect of the new modes recommended now.

Those sweepers who are assigned for work in cleaning gutters, public lavatories and manholes subject themselves to serious health hazards. The human excreta and other rubbish which they handle in the course of their work breed dangerous bacteria and disease-carrying germs. This is another kind of open scavenging which is equally abnoxitus as carrying night soil as head-loads. In either case they are subject to the possibility of contracting deadly diseases. The Committee has recommended elsewhere that suitable protective clothing and foot wear should be provided to them. It is also necessary that the concerned Local Bodies should in addition to extending free medical aid, also get these workers medically checked up once in three months. The Committee also recommends that those Pourakarmiks who are engaged in this kind of work should be paid an extra special allowance equivalent to 25 per cent of their basic pay, and their work also should be changed once in three months in order to allow them time to recuperate their health.

CHAPTER VI

Service Conditions

On 1st of November 1956 all the Kannada speaking areas were brought together and the new Karnataka State was formed. Five different regions were merged, and naturally there were different patterns of Civil Service Rules in these areas. Even after integration these different areas are following the rules which were in vogue at the time of integration. For instance the Bombay Karnataka area is still following the Bombay Municipal Act. Similarly the Hyderabad Karnataka area is following the Hyderabad Civil Service Rules. While the South Kanara region is following the Madras Civil Service Rules, the North Kanara

which is close and contigious to this area is following the Bombay State Civil Service Rules.

It is clear that it has not been possible to follow a uniform set of rules guiding the working and service conditions of sweepers and scavengers in the new Karnataka State. However, the present popular Government in Karnataka State have formulated a Common and Uniform Act relating to Municipal Service Rules which will be applicable to all Municipal and Local Bodies in the State. The new Act is on the anvil and is about to become a statute. Thereafter when the new Act comes into force there will be no difficulty in solving this question on satisfactory lines. Even then it is necessary to keep a close watch on how the working conditions are being implemented in the various Local Bodies in the State.

It is a matter for gratification to say that the popular Government led by Shri D. Devaraj Urs in which Sri B. Basavalingappa held the portfolio of Municipal Administration have framed very benevolent and liberal Service Rules [KARNATAKA MUNICIPALITIES (Conditions of Service of Officers and Servants) RULES, 1972] for the benefit of Municipal employees. It is regrettable that the concerned Municipal officials have not exercised their discretion to implement these Service Rules in the spirit in which they have been framed. If the Pourakarmiks are suffering today it is entirely due to the callousness of official hierarchy and, it is ultimately the duty of the permanent services to carry out the orders aimed at the welfare of Pourakarmiks. The Committee has noted with regret that by and large the Municipal officials have not yet realised their moral responsibility to help the poor Pourakarmiks who have been exploited for a long time.

Another contributory cause for non-implementation of the Service Rules has been the 'Political Chimera' that comes to the surface after each Municipal election. In a Municipal election different political parties with different creeds and programme come into the picture. After the



Thus the scavengers carry night soil in baskets as head loads. The liquid human excreta leaks out of the basket trickling down the head and neck of the scavengers.

Municipal election different political parties with different political ideologies and affiliations rule the Municipal administration. While doing so many of them consider the Municipality as their own proprietory concern. In this frame of mind they are not likely to protect the interests of Pourakarmiks. That is the reason why the Pourakarmiks are suffering everywhere.

In order to safeguard their interests and exercise proper supervisory power over the Local Bodies in the State the Committee has recommended the setting up of a fully Autonomous Board. This is the only effective way of protecting the legitimate interests of Pourakarmiks.

Classification

Considering the strenuous and hazardous nature of work the sweepers and scavengers do, the National Commission on Labour has defined them as "Workman" and has recommended the provision of 'Industrial Disputes Act, 1947' to cover these sweepers and scavengers as well. However, only those Pourakarmiks in urban areas and who have organised themselves into trade unions are getting the privileges under the Act through their organised strength. The Government while framing the service rules for the Municipal employees have not taken this fact into consideration, and thereby denying the Pourakarmiks the utilisation of the machinery provided under the Act. Therefore, the Committee strongly recommends that the Pourakarmiks should be classified as SKILLED WORKERS under a separate cadre rules and that they should be given the privileges under the 'Industrial Disputes Act, 1947'.

The Pourakarmiks working in rural areas and towns should also be protected by the provisions of 'INDUSTRIAL DISPUTES ACT, 1947'.

Recruitment Policy

At present the posts of Pourakarmiks are filled up from a particular section of Hindu society who are mostly Scheduled Castes. One of the consequences of this arrangement has been that the Pourakarmiks think that it

is their hereditary profession and that none has a right to take up this profession. The caste Hindus also consider that this work has to be done only by this particular community. In this way a wrong attitude has been created. As Mahathma Gandhi has said no tangible improvement in the living and working conditions of Pourakarmiks will take place unless the caste Hindus are also encouraged to take up this work like any other profession.

In view of the above facts the Committee recommends that after reserving 18 per cent of Pourakarmiks' posts for Scheduled Castes and Scheduled Tribes, the remaining posts should be filled up by the recruting people from other communities. The present policy of recruitment should be suitably altered to make this possible. By adopting this policy it would be possible to wipe out the disgrace and stigma that are attached to the profession of Pourakarmiks.

The Committee has gone into the question of providing timely relief to those dependents who either die in harness or in old age. In either case the bona fide dependents of Pourakarmiks have to be provided for. The Committee has observed that in many cases the poor and illiterate dependents have no means of livelihood at all. The Committee therefore recommends that other things being equal, preference should be given to the dependents of deceased and retired Pourakarmiks while filling up the vacancies of Pourakarmiks.

Service Registers

The Committee has noted with regret that the Service Registers are not properly maintained by the concerned Local Bodies. Proper entries are not being made and even the names of men and women Pourakarmiks are not properly entered. In most cases their names are not written in full and even here disrespect is shown by curtailing their names to short forms smacking of contempt and disregard. This habit should go immediately and proper respect and regard should be shown to Pourakarmiks at the time of entering their names in the Service Registers.

As Service Registers are the only source of authority for deciding leave, gratuity and pension claims, the records should be accurate and upto date. If this is not done the Pourakarmiks will be put to a lot of difficulties and harassment at the time of retirement. Therefore, the Committee recommends that all Local Bodies should make it a point to set right defects and discrepancies if any, in the Service Registers of Pourakarmiks on a Top Priority Basis.

Leave Substitutes

The Committee has observed that there has been no uniform procedure adopted by the Municipal Councils in the matter of recruiting 'Leave Substitutes'. This question arises when permanent Pourakarmiks go on long leave either due to ill-health or domestic affairs. Such leave vacancies are being filled up in an arbitrary manner. In the result a lot of injustice to bona fide applicants has been done. In order to obviate the present state of affairs the Committee recommends that each Municipality should maintain regular registers of persons eligible for appointment as Pourakarmiks in leave vacancies. It is necessary to affix the applicants' photograph also in the register. Such registered persons may be given identification cards duly attested by competent authority. The leave vacancies should be given only to such registered persons. Even for regular appointments and fresh recruitments the registered persons should be given preference over others. There is no need to refer these cases to the Employment Exchanges. In deserving cases age restrictions also should be relaxed.

Part-time Employment

As a matter of principle nobody should be employed as a Pourakarmik in any Municipality on part-time basis. It is because such a procedure has a demoralising effect on the entire services of Pourakarmiks. The Committee recommends that if such employment exists in any Municipality such a procedure should be stopped forthwith. Government have already issued specific orders that all temporary and part-time Pourakarmiks should be absorbed

in the permanent services (Appended in Part Three). It is regrettable that many Municipalities have not implemented this order of Government. Therefore the Committee strongly recommends that all Pourakarmiks who are temporarily employed and who have put-in a service of not less than one year should be confirmed forthwith.

Pay Structure

In regard to salary structure of the Pourakarmiks the Committee recommends that the "Pourakarmiks" who perform such functions as sweeping, cleaning, clearing and disposal of human waste and rubbish, etc., should be regarded as SKILLED WORKERS of the last grade as their work involves such job factors as disagreeableness and constant health hazard. In accordance with modern thinking (for instance, as broadly accepted by the III Central Pay Commission) the last grade 'Skilled Workers' should be treated for the purpose of pay fixation on a par with II Division Clerks.

The Pourakarmiks may be given the minimum pay of the II Division Clerk with the usual allowances to which they are entitled to along with the other special allowances as recommended by the Committee. The pay scales may also be suitably revised from time to time based on the cost of Living Index figures.

Special Allowance

Since the Pourakarmiks assigned to clearing, conveyance and disposal of human waste, the work on the sewage disposal, gutter cleaning, rubbish dumping yards and on open drains of any kind are subjected to serious health hazards, a Special Additional Allowance of 25 per cent of their gross emoluments shall be paid to them.

Promotional Opportunities

The Pourakarmiks should be eligible for promotion to higher posts such as Daffedars, Octroi Mutsadis, Attendars, Drivers, II Division Clerks, Supervisors, Work Inspectors, Junior Health Inspectors, Ayas, Mid-Wives, etc., if they are experienced and suitably qualified. For this purpose

suitable programmes of "In-Services" training should also be provided equitably for both men and women Pourakarmiks for their respective higher posts.

As doing the same kind of work for a number of years would both be hazardous and monotonus, the Committee recommends that Pourakarmiks who are doing sweeping work may be transferred to gutter cleaning, and helpers in lorries carrying city's rubbish and vice versa. This change of work assignment should not involve posting them out of their present divisions.

Since the promotional opportunities to the Pourakarmiks are likely to be few and far between, Selection Time Scales to provide for promotion to the next higher scale after a service of 7 years in a particular scale should be laid down.

The Committee has carefully examined the question of further safeguarding the interests of Pourakarmiks and recommends that each Municipality should frame separate cadre and recruitment rules in order to provide promotional opportunities to the Pourakarmiks. It does not stand to reason that a Pourakarmik should retire in the same post to which he has been appointed in the beginning.

The Committee has observed during its study tours that many Pourakarmiks have qualified themselves for higher posts after joining the Municipalities. In such cases there must be scope provided to promote them to higher posts.

Retirement

The age of retirement of all Pourakarmiks should be 58 years. Notice of retirement should be given 6 months in advance of the date of retirement.

The Service Registers of Pourakarmiks should be duly rectified in regard to age by a competent authority consisting of a panel of doctors, workers' representatives and officials of the Local Body. In respect of those Pourakarmiks who are enjoying sound health and physical fitness their services may be suitably extended on the recommendation of the panel.

Pension and Gratuity

Every employee, retiring on the age of superannuation, should be entitled to a Gratuity equivalent to 20 months salary at the credit of the employee, and should be paid on the day of retirement. His nominees, heir or legal representative should be entitled to a like amount in case of his death while in service.

The processing of Pension and Gratuity papers should be completed sufficiently in advance of the date of retirement of the employee i.e., at least 6 months in advance. Failure to comply with this stipulation by the concerned authority should entail disciplinary action.

In case of every retiring employee, pension papers should be completed well in time so as to make payment of his first pension before the last working day of the month succeeding his retirement. Similarly, in the case of death of an employee while in service, the first family pension, if any, should be paid before the last working day of the month succeeding his death.

Leave Benefits

At present the Pourakarmiks, like other Government servants are entitled to the following kinds of leave.

1. **Earned Leave.**—at the rate of one day for every eleven days of active service.

2. **Half Pay Leave.**—at the rate of 20 days per year either on medical certificate or private affairs.

3. **Extraordinary Leave.**—of not more than 3 months at a time when no other kind of leave is admissable.

4. **Examination Leave.**—which can be granted for obligatory examinations.

5. **Casual Leave.**—of 15 days in a Calendar Year.

6. **Special Casual Leave.**— which is granted for special purposes.

7. **Maternity Leave.**—of two months duration in addition to one month more at the discretion of the sanctioning authority.

8. **Special Disability Leave.**— of 24 months of duration when the incumbant suffers from serious disabilities.

Apart from the usual types of leave to which all Government servants are entitled to, the following kinds of leaves should also be made applicable.

(i) Three days sick leave at a time without the need to produce a medical certificates;

(ii) All the Pourakarmiks should be made to avail of one month's leave in a block period of 2 years or 15 days leave in an year for rest and relaxation;

(iii) In respect of women workers maternity leave of 2 months to be suitably spread over to suit the convenience of workers should be granted without insisting that the maternity leave shall not extend beyond 6 weeks from the date of confinement.

Welfare Officer

In order to safeguard the interests of Pourakarmiks the Committee recommends that Labour Welfare Officers should be appointed in all Municipalities where the strength of Pourakarmiks is not less than 150. This should be made mandatory, and all Municipalities should implement this recommendation.

Since all pay revisions etc. granted by State Government to its own employees also apply to all Pourakarmiks of Corporations, Municipalities and Panchayaths. Automatic and simultaneous implementation of the relevant Government Orders by the Corporations and Councils should be made mandatory and failure to implement such directions should attract disciplinary proceedings.

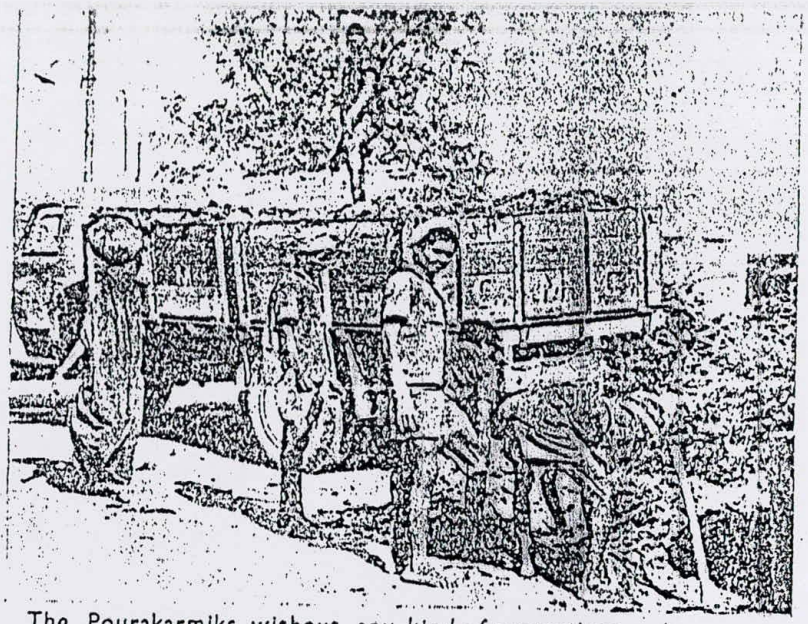
CHAPTER VII

Working Conditions

There has been no uniform procedure for getting work done by the Pourakarmiks in different places in the State. As they mostly belong to a section of Scheduled Castes the treatment meted out to them is also very reprehensible. With such an outlook, the Pourakarmiks are treated more or less like slaves who have to do whatever work is entrusted to them without grumbling.

With regard to the working hours, it has to be pointed out that there is no uniform procedure. The work load is arbitrarily fixed and it all depends upon the mood of the supervisory staff. Whenever a very important person visits in connection with any special function, they are called upon to do extra work even during night time depending upon the nature and kind of emergency that faces the Local Bodies. For this arduous and out of routine work, they are not paid any extra allowance or compensatory leave. In certain places where weekly shandies are held and religious functions are celebrated, they are again called upon to do extra work for which there is no remuneration at all. Moreover, the usual work load is also fixed on irrational and unscientific lines. Often times one Pourakarmik will have to shoulder the work of at least three Pourakarmiks. The distribution of work load also depends upon the whims and fancies of the supervisory staff attached to Local Bodies. It is matter of regret that in many Local Bodies, the elected councillors themselves create obstacles in the way of recruiting the requisite number of Pourakarmiks.

In spite of great strides of progress made by our country in science and technology, it is unfortunate that no attention has been bestowed on introducing latest gadgets to lessen the burden of Pourakarmiks, because we are not treating the Pourakarmiks as decent human beings who deserve consideration and courtesy. It is high time that our country makes an effort to introduce the same scientific



The Pourakarmiks without any kind of protectives such as gum-boots, gloves, etc. load rubbish and garbage into lorries, and in the process contact diseases.



Using short brooms the Pourakarmiks will have to bend down to sweep the streets, and thus get their vertebre damaged.

implements and methods that are adopted by the advanced countries.

Working Hours

The Committee has toured extensively in the various parts of the State. It has noticed that the working hours are not uniform in any two Local Bodies, because they are prescribed by each Municipality in a casual and hapazard manner. The working hours of sweepers and scavengers differ from place to place, often times depending upon the vagaries of the supervisory staff employed in each Municipality.

It is an open secret that most of the members of the supervisory staff have no real interest in the welfare of the Pourakarmiks. The working hours are so irrational that these workers have no time either to wash their clothes, or to take a bath to keep themselves clean. This has involved a health hazard, because most of these workers do not take a bath at all for weeks together. Secondly, the same is true of the lady workers who have no time to cook fresh food and to keep their children wellfed and clean. What they do is they eat stale food which may be a day or two old, and the same food is given to their children also resulting in all sorts of infantile diseases, which often times prove very dangerous to these young ones.

One consequence of this pressure of work and unreasonable working hours is that the sweepers and scavengers are often times have been compelled to accept stale food from citizens. This habit has also been responsible for curtailing their self-respect in society.

In order to remove this stigma and also these disgraceful habits it is necessary that the working hours are so spaced out that the Pourakarmiks have time to bathe and cook fresh food. After considering all the aspects of the question, the Committee has come to the conclusion that the Pourakarmiks should not be asked to work at different periods of the day. The best course would be that the Pourakarmiks should work 6 hours a day at a stretch and thereafter they should be free.

The Committee has come to the conclusion that the Local Bodies should employ two Pourakarmiks for a population of 1,000 each. The idea is that the present strength of 1 : 1,000 has to be doubled to meet the new situation. By adopting this procedure every Municipality will be able to double its staff so that the work load can be distributed to Pourakarmiks in 2 shifts. This is the only way of adding a new dimension to their social status.

The first shift should commence at 6 a.m. and close at 12 noon with half an hour's break for rest. The second batch should commence work at 12 noon and close at 6 p.m. with the same half an hour break for rest. Those who are assigned work in the first shift should change over to the second shift after one month. Similarly those in the second shift should go on to the first shift after one month's work.

Under the new method of working hours the Pourakarmik will be able to reach his home at 1 p.m. and the entire remaining day will be at his disposal. After taking a bath and his food, he will be able to devote sufficient time to supervise the welfare of his family such as upbringing of his children, attending to the family needs etc.

Secondly, he will be able to educate himself and also will be able to think how best he can improve his economic conditions. In view of the fact that the whole afternoon is at his disposal he can adopt any side vocation to augment his financial resources.

Thirdly, he will find time for recreation like other fellow men. This will definitely give him a new orientation on life and his health will improve considerably. In the new scheme he will be able to lead a fuller and healthier life.

Lastly, as more time is placed at his disposal for relaxation he will have scope and opportunity to observe others and how they lead a more purposeful life.

This observation will lead to his own ambition to lead a better and a more meaningful life. He will mix freely with society and he will be accepted in course of time as a useful citizen of a larger community.

Over-time Work

If due to exigencies of service the Pourakarmiks are called upon to do extra hours of work it is necessry to pay them an extra allowance which is equivalent to double their usual pay and allowances. Invariably no lady worker should be asked to do extra work after 6 p.m.

Weekly Holidays

In many of the Local Bodies of the State including the Bangalore Corporation, the Pourakarmiks are given only two half days as weekly holidays depending upon the convenience of the Local Body concerned. In some Municipalities they are given only one half day as though that is enough for them to rest and relax after very arduous and hazardous work. As Government have already passed orders that the Pourakarmiks should be treated on a par with the Class IV Officials of the regular Government departments it only stands to reason that the Pourakarmiks should be entitled to all the leave privileges to which the Class IV Officials are entitled to. Moreover the Malkani and the Pandya Committees have already recommended that the sweepers and scavengers should be given a full weekly holiday. On no account should this privilege be curtailed by any Municipality in the State.

Therefore, the Committee strongly recommends that the Pourakarmiks should be granted one full weekly holiday and not split it up into two halves which will not serve any purpose at all. However, in view of the peculiar type of work that the Pourakarmiks are called upon to do, the concerned Local Bodies may stagger these holidays so that all the Pourakarmiks will not go on a weekly holiday simultaneously. The Committee feels that it should be made statutorily mandatory on the part of Local Bodies to grant one full weekly holiday to Pourakarmiks under their jurisdiction.

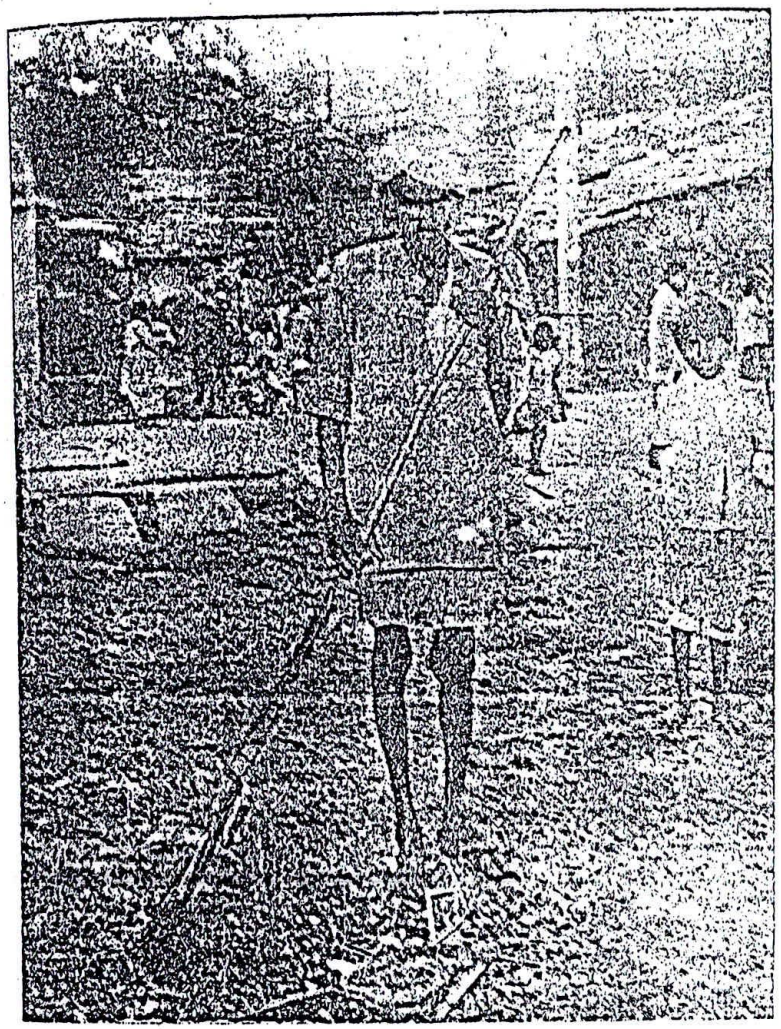
Work Load

The modern civilization has brought about more ecological and environmental pollution to the detriment of the population. People are also indifferent towards environmental hygiene and cleanliness. The present day civilization has only made men and women more remiss and restless. They have cultivated the habit of throwing out everything that comes their way. It is unfortunate that the present generation of people have become slightly callous towards the civic rights of other people. The result is increasing amount of urban pollution.

The Committee has observed that in almost all urban areas the shop keepers open their establishments late in the morning. After their shops are open they throw all the rubbish from their shops to the open street. By this time the Pourakarmiks would have cleaned these streets and gone home. Secondly, our people are still in the habit of allowing their children to ease themselves on the pavements of the streets. This will remain in the same place throughout the day causing annoyance and inconvenience to the public.

The Committee strongly feels that Government should pass suitable legislation to prohibit these unhygenic acts on the part of the general public. The shop keepers should not throw any kind of dirt or rubbish to the open streets.

In most foreign cities, each housing complex, shop complexes etc. have metalic dust-bins with lids to cover them. It is to these metal dust-bins that all the rubbish is put in. Early in the morning the garbage cleaners come in their vehicle to remove these filled in dust-bins, and replace them with an alternate set which they will have removed the previous day. In this way all the rubbish is removed without causing inconvenience to anybody. By this process very high standards of public hygiene are maintained. Moreover these dust bins made of tin is a cheap receptacle. The Committee therefore strongly recommends that our Local Bodies also should follow this example. As the cost



Best method to sweep the streets is by using long handled brooms

of two such dust bins for each household is almost insignificant, the house-holder themselves should bear the cost of these dust bins. By introducing this method it is possible to keep towns and cities extremely clean and tidy.

Therefore, the Committee recommends that at least to start with, Corporations and City Municipalities may introduce this system as an experimental measure on a phased programme.

The Committee also suggests that the Education Department should introduce the subject of public sanitation in the curriculam of studies to be compulsorily taught to all the students from the primary class to the secondary standard, at least one period per week to inculcate a sense of civic consciousness and public sanitation.

For the reasons cited above it is clear that the work load for the Pourakarmiks is increasing day by day. In order to tackle this question, it is necessary that the present principle of employing one sweeper for a population of 1,000 should be changed. It is necessary that for every population of 500 there should be one sweeper.

In many towns and cities the Municipal areas are not at all compact. The Municipal areas are wide spread and sprawling in many directions. It is not possible for a single sweeper to keep so vast an area clean and tidy. To cite an example, the case of Ankola Municipality of North Kanara District comes in handy. For a population of 16,000 there is only one lady Pourakarmik in Ankola. Is it ever possible for a single lady to keep the entire township clean?

Street sweeping

At present both men and women sweepers are assigned the hard work of sweeping the streets. They sweep the ground in a bending posture inhaling dust continuously, because of using short brooms. They also become victims of back ache which causes considerable damage to their vertebral column.

Therefore, the Committee recommends that they should be supplied with long-handled brooms in order to enable them to sweep standing without bending their bodies. It has come to the notice of the Committee that after a few years of sweeping in the present method the vertebral columns are damaged for life. Hence, the Committee strongly recommends the use of long-handled brooms.

No sweeper should sweep a length of more than 15,000 sq. ft. of road in a densely populated area and 30,000 sq. feet in a sparsely populated area. Likewise those assigned to clean the gutters should not be made to clean a gutter length of more than 1,000 feet of normal dimensions.

After sweeping, it is necessary the rubbish so collected is removed and disposed of. For this purpose each sweeper should be given the assistance of one person. It will be that assistant's exclusive duty to remove the rubbish and put it into the dust-bins placed at regular intervals.

As at present the dust-bins are quite open with the result that the dirt and rubbish will spread causing all kinds of epidemics. In order to prevent this menace it is necessary to have completely closed type dust bins to prevent over-flowing of rubbish.

In the old Mysore area the sweeper has also to do scavenging work such as cleaning the gutters removing night-soil on the street and also to clean public latrines and urinals. In North Karnataka areas the sweepers and scavengers have definite work assigned to them. The sweeping work and scavenging work are done by different individuals. The Committee recommends that the sweeper is not called upon to do any kind of scavenging work other than sweeping.

The Committee is of the opinion that separate and independent staff should be appointed to attend to the work of cleaning the gutters and manholes and transporting the garbage in lorries from dust-bins to the dumping yard. Workers so employed should not be included in the recommended ratio of 2 : 1000 strength of Pourakarmiks.

In order to clean the rubbish accumulated in the street dust bins lorries are being engaged. Each vehicle carrying rubbish should have six workers assigned to it. It is recommended that two men should fill the basket, and two men should carry the basket to the vehicle and two more on the vehicle itself should empty the basket into the lorry. No worker should be allowed to sit on the rubbish put into the lorry. It is necessary to provide a separate cabin for the workers to sit.

These people engaged in this kind of hazardous work should be provided with one pair of rubber hand gloves, face protection and gum-boots in addition to the usual uniforms given to all other categories.

Manhole Chamber Workers

The work of cleaning the manholes is not only difficult, but also full of dangers. The manhole will be nearly 6-12' deep and 3' in diameter, through which all the night-soil and rubbish of the town will pass through. Whenever there is some trouble due to stoppage of flow, it becomes necessary for the Pourakarmiks to get into the manhole to set right the defect. The Pourakarmik gets into the manhole with only his knickers on. He cannot even stand erect in the manhole because the construction itself forbids erect standing.

He has to bend down to investigate the defect when all the night-soil in liquid form will engulf him. Often times even his face will be covered with night-soil. This is the actual state of affairs with regard to the cleaning of manholes.

In view of the fact that this work is very dangerous, it is necessary to suitably compensate the workers who are attending to this obnoxious work. After taking all the facts into consideration the Committee strongly recommends that these Pourakarmiks who are engaged in the cleaning of the manholes should be given a special allowance of 30 percent of their salary in addition to the following uniform.

A leather -tunic covering the entire body fitted with a gass-mask should be given to each manhole worker. This leather-tunic will give him complete protection so that he will not be subject to the inhalation of any poisonous gases that exist in the manhole. Secondly, he will not touch human excreta, nor will his body will come into contact with the same. The gas-mask will also help him to avoid suffocation and also breathing in many poisonous gases inside the manholes.

After his work is over the leather-tunic can be cleaned and may be made fit for use subsequently.

The Committee recommends that all Municipalities in the State should provide these protective equipment without any excuse. If the cost of this equipment cannot be borne by any Municipality on grounds of financial stringency, the Committee recommends that in such cases Government themselves should bear the cost of this equipment.

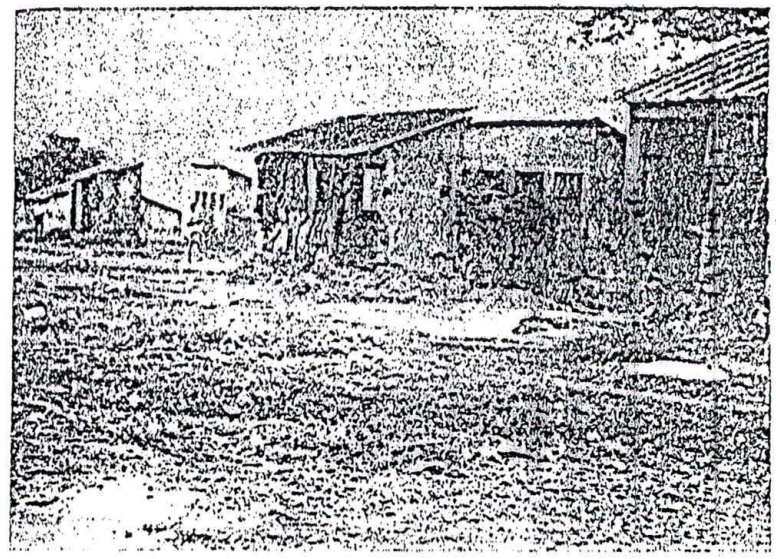
Those engaged in cleaning gutters and other types of public scavenging should be eligible for a Special Additional Allowance of 25 percent of their gross emoluments as recommended earlier.

Uniforms and Protective Clothing

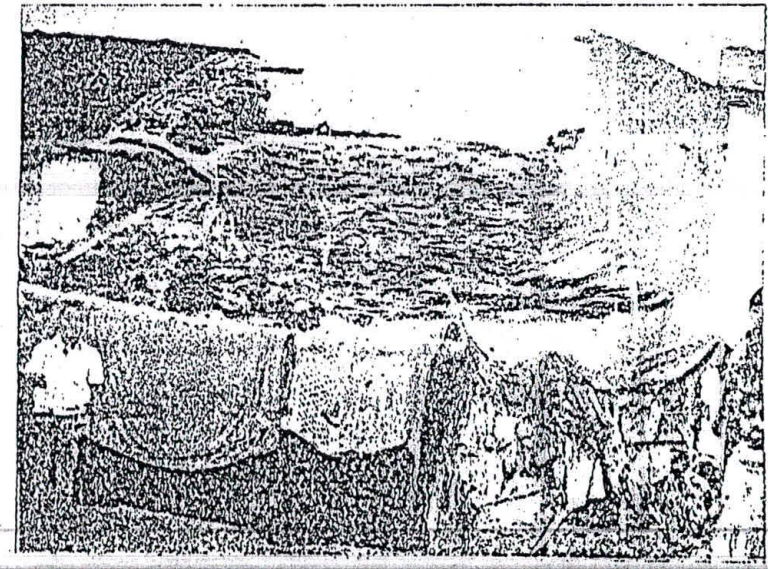
(i) At present half sleeve shirts and nikkers are supplied to male workers. This uniform does not look dignified. They should be given the following: Three sets of uniforms per year consisting of Bush shirts, full length trousers, two pairs of heavy duty *chappals or canvass shoes (at the option of workers)* and protective head gear such as Pee-caps.

(ii) For women workers the following should be given: Three cotton sarees of 8 yards, three blouses and two pairs of chappals per annum.

(iii) For all workers, one set of warm uniform should be given every year. This is necessary as they have to work during the cold seasons in the winter and in Hilly and Malnad areas. In addition a pair of kamblies should be



The socalled quarters of Pourakarmiks constructed and maintained by the Municipalities bear this appearance everywhere.



The Pourakarmiks are forced to live in hovels and sheds.

given to those working in the Hilly and Malnad areas. All workers should be given one rain coat each every year.

(iv) One pair of rubber hand gloves, face mask and gum-boots in addition to the usual uniforms should be given to those who attend to clearing, cleaning and disposing of human waste, work in manholes, chambers, open drains, gutters and refuse dumping yards. Further all these facilities should be extend to those working in lorries and other vehicles which transport rubbish and human waste.

(v) To all men and women workers the following should also be given,

(*a*) One pair of big towels per year;

(*b*) One full bar of 501 or Mysore Government washing soap per month;

(c) Two cakes of 'Lifeboy' soap per month.

CHAPTER VIII

Living Conditions

The caste system in India has been the root cause for many social evils that have sapped the vitality of the nation. It is very difficult to say when the practice of untouchability originated. The '*Untouchables*' were segerated from the main stream of social life. They were forced to live outside village and town limits well away from other castes.

After the country became free from foreign domination it was hoped that many of the evils that were corroding the social structure in India would disappear and that there would be a better and more acceptable mode of life for oppressed communities and sections of the society. But unfortunately this has remained only a dream.

Though those who have taken up the profession of sweeping and scavenging belong mostly to the Scheduled Castes community, who are untouchables in the eyes of other sections of Hindu community, the sweepers and

scavengers themselves are considered 'Untouchables' by the other sections of Scheduled Castes. In many parts of the State the sweepers and scavengers are forced to live separately away from other sections of Scheduled Castes because of the stigma attached to the profession. Unwanted and undesired by their own communities the sweepers and scavengers have given up all hopes and have accepted their present degeneration as ordined by destiny. This social segregation from their own brethren has made them develop a diffident outlook on life.

After the year 1947, the Government of India appointed a number of committees to go into the question of improving the living and working conditions of sweepers and scavengers in the country. The Barve Committee set up in 1949, the Malkani Committee set up in 1957, the Renuka Ray Committee set up in 1958, the Pandya Committee set up in 1967 have all gone into this question and made several recommendations for improvement of living conditions of sweepers and scavengers. It is to be regretted that the recommendations made by these committees have only remained on paper. No action has been taken to implement these recommendations. The Committee feels that the lot of sweepers and scavengers would have considerably improved if atleast five per cent of the other Committees' recommendations were implemented in the spirit of sincerity and good faith. This has not been done and the sweepers and scavengers continue to be where they were centuries ago.

The places where the sweepers and scavengers are forced to reside are not fit even for animals to live in. They are forced to put up their huts and sheds on slopes of small hillocks or on marshy lands or in gorges which are unwanted by other caste Hindus of our society.

Whenever there is rainfall the area where sweepers and scavengers are forced to reside gets flooded with water causing the area breeding centres of all epidemic diseases. It is a matter for regret that the very people who keep the

town clean and help their fellowmen to lead a clean and healthy life are forced to live in most miserable conditions.

The Committee notes with regret that no agency of Government or social organisations or any private welfare associations have paid any visit to the colonies of sweepers and scavengers to find out their miserable conditions. It is unfortunate that even the supervisory staff of Local Bodies have not stepped into the precincts of sweepers and scavengers colonies.

It has come to the notice of the Committee that the places where the sweepers and scavengers have put up their huts and sheds and residing there for decades are not owned by them. Most of the Local Bodies have made no effort whatsoever to allot house sites to these workers. Even those few Local Bodies who have allotted house sites to their workers have done so in places not wanted by other influential sections of their populace.

Out of 225 Local Bodies in the State only 87 Local Bodies have provided quarters to their workers (Appended in Part Six). Even in Bangalore where there are nearly 5000 Pourakarmiks, only 800 of them have been provided with quarters, which they have to vacate after retirement. For this reason alone, every Pourakarmik will be anxious to put in one of his family members again to this profession in order to retain the house in which he is living.

The Committee has gone into this question in all its aspects. It therefore, strongly recommends that all the sweepers and scavenger should be given free sites in well laid-out mixed localities and be helped with loan and supervisory facilities to build their houses while they are still in service. Government by their order No. DPC 11 BAC 74, dated 26th March 1974 (Appended in Part Three) have sanctioned Rs. 1000 worth of building materials free of cost to Scheduled Caste people. All Local Bodies should avail themselves of this facility for their workers.

The Committee notes with profound regret that the Local Bodies in the State have not cared to improve the existing

colonies of sweepers and scavengers. In many existing colonies even drinking water facility has not been provided. In most of the colonies of sweepers and scavengers in the State there are no street lights, nor latrine facility. The colonies of sweepers and scavengers look like hell-holes on earth. Visiting one such colony in Bombay, Mahathma Gandhi observed in 1940: "My heart wept within me, when I observed the housing conditions of the Harijan employees of the Bombay Municipality. Bombay is beautiful, indeed, but wherein does its beauty consist? In the Malabar Hill or in the Kacharpatti in Mahalaxmi tell you that we can live inequanimity on the Ridge, only after decent housing conditions have been secured for these Harijans, I beseech you to have a look at the plague spot in Bombay and to move the Municipality to deal with them at once. How would you like to live, near a sewer even for a single day?".

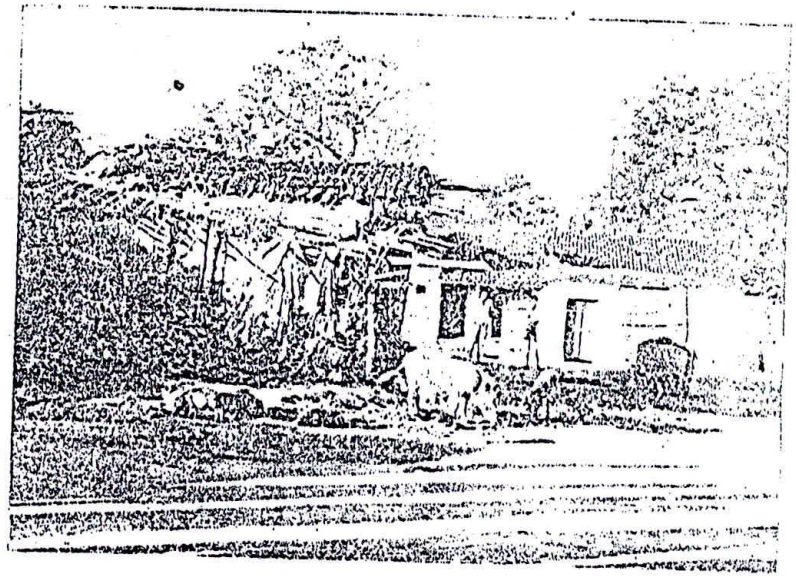
What Mahatma Gandhi observed in 1940 remains same even today. No one has bothered to improve or change the living conditions of sweepers and scavengers anywhere in India.

Therefore, the Committee strongly recommends that it should be one of the obligatory functions of Local Bodies as employers to provide quarters to the Pourakarmiks, even if at present they are living in their so called own houses.

Until the time the above recommendation is implemented in letter and spirit it is necessary to improve the existing colonies where sweepers and scavengers are being forced to live.

The first thing to be done is to order a thorough cleaning of the locality and assign two or more workers permanently to maintain the cleanliness of the locality everyday. Strict supervisory control by the Commissioner or the Chief Officer is necessary to check the proper sanitary maintenance of the colonies of sweepers and scavengers.

These localities should be provided with street lights lavatories and community bath rooms and sufficient number



The colonies of Pourakarmiks are neglected and have become breeding places of everykind of endemic and epidemic diseases carrying germs.

of water taps. Once a year the Local Bodies themselves at their own cost should repair and whitewash the existing houses of Pourakarmiks even if they are owned by the Pourakarmiks themselves.

The Local Bodies should make it a point that these facilities are provided to Pourakarmiks on war-footing and that proper care is taken for day-to-day maintenance on satisfactory lines.

In order to infuse a sense of social awareness and also to provide at the same time a source of recreation to Pourakarmiks, the Committee recommends that Community Halls containing a radio set, a handicraft section for women and girls and a gymnasium are constructed in or near the existing localities of Pourakarmiks.

The Committee also strongly recommends that Government should take proper and definite steps to see that no liquor shop is located near the localities of Pourakarmiks. There should be no liquor shop within a radius of two miles from the localities of Pourakarmiks. If any liquor shop is already in existence it should be immediately shifted away from the localities of Pourakarmiks. The Committee regrets that though Government vide their order No. EXE. EXS. 1. 293/73-74. dated 14th March 1974 have directed either to close or shift liquor shops from near the vicinities of Scheduled Castes colonies, no where in the State such steps have been taken by the concerned authorities (Government Order Appended in Part Three).

It should be the duty of the Local Bodies to arrange periodical cultural programmes in the localities of Pourakarmiks to provide not only entertainment but also instruction in the evenings so that the Pourakarmiks will be gradually weaned away from their present mode of life. This may be done in collaboration with Social Welfare, Public Health and Family Planning and Information Departments.

Quarters

As recommended earlier it should be mandatory on Local Bodies to provide decent quarters to Pourakarmiks and other category employees as well, with all modern facilities.

The quarters now built are most unsatisfactory and not fit for human habitation. In most cases the roofing is leaky, walls have cracked and are without proper ventilation. The houses are so small that occupants have to huddle themselves like animals. In many places former pig styes and stables have been converted as quarters for Pourakarmiks. Even those recently built quarters are falling out because unburnt bricks have been used for their construction. No care is taken to maintain them properly. Many quarters have not been whitewashed since they were built. In many places these quarters have no lavatoris at all. This will not bring credit to any Municipality. The most deplorable fact is that nowhere care and trouble are taken to maintain the sanitation of the locality.

In many places of the State, though the Local Bodies have received grants from the Social Welfare Department under a centrally sponsored scheme, the Committee has observed with regret that no houses have been built so far for the use of Pourakarmiks. In some places the construction work is incomplete. It is obvious that the Social Welfare Department is not excercising proper supervision and control in this respect. Whatever amount is allotted for housing scheme should be fully utilised because the grant of fresh assistance depends upon the previous year's performance and assessment of the actual amount spent in the past years. In this connection it is also necessary that to make a survey of all available sources from State and Central Governments for constructing quarters for the Pourakarmiks.

The Committee recommends that multi-storied flats or single tenements should be constructed. In each flat or tenement there should be a spacious hall, a room, one kitchen and a bath-cum-lavatory. Every house should be fitted with water taps.

These quarters or multi-storied buildings should have lung space all round. Wherever single tenements are constructed, the residents should be encouraged to grow a kitchen garden, and where multi-storyed buildings are constructed cattle sheds should be provided behind the buildings to enable the residents to maintain cows or buffalos.

The Committee also feels that the quarters should not be exclusively for Pourakarmiks alone. In these quarter complexes other cadres of Municipal employees should also be encouraged to live. The Pourakarmiks should not live side by side and as for as possible the quarters of each Pourakarmik should be adjacent to the quarter where another Municipal employee of a higher caste or other cadre lives. This is a sure way of achieving not only the much desired social integration but also to achieve a real socialistic pattern of society as envisaged by our beloved Prime Minister Smt. Indira Gandhi.

To go a step ahead, the Government themselves should construct such quarters complexes for all Government servants in all towns and cities and allow the Pourakarmiks to mix with other Government servants. This is a sure way of changing the existing pattern.

The Committee emphatically urges upon Government to implement these recommendations immediately in order to provide a new lease of life to sweepers and scavengers who are today though called "POURAKARMIKS" are in a very pathetic condition.

CHAPTER IX

Economic Conditions

The economic conditions of sweepers and scavengers have always been heartrendering. In spite of the fact that the State Government have passed orders that the pay scales of Pourakarmiks should be on a par with those of

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Class IV officials of other Government departments in grade Rs. 65-2-95, the fact remains that many Municipalities in North Karnataka have not at all implemented the Government Order cited above. Even today in some places they are paying a small salary of Rs. 25 to Rs. 45 per month to the Pourakarmiks (Appended in Part Six).

In these days of spiralling prices and unparalleled inflation it can be easily imagined how these Pourakarmiks can keep their body and soul together with such a small pittance of a salary. Even the middle class people are struggling hard to get two square meals a day. Therefore it is to be concluded that the sweepers and scavengers as a whole are always on the verge of starvation.

Although there is a specific Government Order that Pourakarmiks should not be employed on daily wages and on part-time basis it is regrettable that many Municipalities are still employing them on daily wages and on part-time basis much against the directives of the Government.

The Committee has noted with regret that many Local Bodies in Karnataka are still paying the salaries of Pourakarmiks in instalments. This is a very uneconomic and ruinous practice, because it cuts at the very roots of economic stability. The Committee has noted that many Municipalities are not properly utilising the funds and maintaining an equitable balance. Often times the funds specifically eremarked for the welfare of Scheduled Castes and Scheduled Tribes in general and Pourakarmiks in particular have been misused. Such of the Local Bodies who do not pay the salaries regularly should be superseded.

Another evil that is rampant in most of the Local Bodies is the exploitation of these Pourakarmiks by the Municipal officials who insist in the payment of 'Mamuls' at the time of disbursing their salaries. This is a very evil practice which has to be rooted out by the concerned Municipal authorities in order to save the Pourakarmiks from this exploitation. To eradicate this evil of exploitation the Committee suggests that the salaries should be disbursed

by the Accounts staff instead of the Health Inspectors. A day previous to disbursement of salary, 'Pay Slips' should be issued to Pourakarmiks indicating clearly their gross salary, deductions and net amount payable to them. The salaries of Pourakarmiks should be put into sealed covers on which the details of their salaries and deductions are clearly noted and be given to them as is done in all factories. This method will also enlighten the Pourakarmiks what exactly they earn and how much is due to them by way of salary and allowances.

Another way of protecting the salaries of the Pourakarmiks and at the same time inculcating the habit of savings is to make payment of their salaries through Scheduled Banks. In this case the concerned Banks will also extend the much needed loan facilities to Pourakarmiks after obtaining 'Salary Deduction Guarantee' from the concerned Municipalities. The Committee feels that by doing so the Pourakarmiks can be saved from the clutches of private money lenders who are charging high rates of interest.

One of the deplorable conditions contributing to the economic backwardness of sweepers and scavengers is the huge indebtedness which pulls them down as it were a halter round their necks. It is the main cause for his economic and social degradation. In course of time his indebtedness assumes such serious proportions that he does not know how to balance his meagre resources.

There are many causes for his heavy indebtedness. On many social functions such as the birth of a child, marriage of daughter or son, or a death, he has to spend a big amount to please and entertain the entire community. This has become a meaningless custom. But if he does not stick on to these old customs he will be socially boycotted by his own community. It is on account of this meaningless and unreasonable expenditure that is forced on him, he goes on borrowing never being able to liquidate the same.

It is also observed that these people spend as much as Rs. 2,000–3,000 for a single marriage though there is no dowry system but costly articles have to be given to the bride-groom. Whether it is in kind or coin a heavy amount is involved by their standards. To keep up a false prestige they go on borrowing at an interest ranging from 5 to 25 per cent per month to celebrate these marriages. This is another reason why they get involved in heavy indebtedness.

As far as the food habits of sweepers and scavengers are concerned they are mostly non-vegetarians. Although their income is meagre they have to spend twice or thrice the amount that a vegetarian spends because in the first place the cost of mutton has gone up enormously. He cannot cook mutton alone without other vegetables which are equally costly. Therefore his food alone costs much money which he cannot afford with his narrow means. Hence he goes on borrowing even for getting his daily food.

The most important factor which drains away the majority of his income is the drink-habit to which a Pourakarmik is always a victim. In the dirty surroundings in which he lives and inadequate accomodation make him adopt an escapist outlook on life. In order to forget his miseries and to compensate for lack of family and social pleasures he readily takes to alcoholic drinks. The major portion of his income goes away towards liquor. Not only himself, but his family members are also addicted to this evil. To wean away the Pourakarmiks from the evil habit of drinking, it is necessary to keep him fully occupied during evenings. By arranging Bhajans, Dramas, Film Shows, Lectures, etc., in their localities itself will wean them away from their fixed habits. These programmes will also, in course of time, bring about new avenues of thought and will make Pourakarmiks new men and women by these cultural impacts. The Government should not grudge spending any amount of money for these programmes which are aimed at the moral and cultural well-being of Pourakarmiks, as this money is going to be spent for a well deserved cause.

The craze for intoxicating liquors is rooted in his desire to escape from the social disgrace and segregation. As society treats him with contempt and shuns him, the Pourakarmik feels he is not wanted by the society. His ambitions, desires, and all aspirations for a better life are completely stultified by this kind of social ex-communication. He has to entertain himself to make his existence tolerable. To console himself and to escape from withering contempt of his fellowmen he wants to forget himself and his miseries. The only agency that can afford him this relief is liquor. Therefore with great avidity he takes to drinking habit along with the members of his family. As the drink habit is very costly and as his income is very limited he is forced to borrow and hence always in indebtedness.

To improve the economic conditions of Pourakarmiks the Committee makes the following recommendations.

The Government should pass suitable legislation to impose a moratorium on the present debts of Pourakarmiks. Steps should also be taken to see that Pourakarmiks are not put to any harrasment by their creditors.

The Committee has observed that Municipal officials are exploiting these illiterate Pourakarmiks. It should be made a punishable offence if any Government servant indulges in the exploitation of Pourakarmiks.

The most important point for consideration of all Municipal councils is to find out a way to extend loan facilities to Pourakarmiks on easy terms. The Committee recommends that the Local Bodies should give a guarantee for salary deductions so that the Nationalised Banks may come forward to give loans on easy conditions to Pourakarmiks. These loans may be spread over a long period and the amount recovered in easy instalments.

The Pourakarmiks should also be persuaded to contribute to the Compulsory Insurance and other Savings Schemes. In addition to infusing a sense of financial security he can also feel sure that his family people will not be thrown to the wolves if something untowards happens to him.

The Committee has observed that even in those genuine cases where the young girls of Pourakarmiks who wanted to give up this Basavi system were not allowed to do so by their parents, and the society at large. A few upright Basavi girls, by their own efforts got educated and wanted to give up this shameful tradition. They were not allowed to do so, and they have become helpless. It is regrettable that even the Social Welfare Department whom they approached for redress have not gone to their rescue.

The Committee strongly urges upon Government to take stringent measures to put an end to this disgraceful practice in the name of God and religion, by invoking, if necessary, the provisions of the Immoral Traffic Act. If it is not possible to do so, Government may devise on an emergency footing suitable ordinance to punish both the parents and the general public who promote this Basavi System to continue.

The Committee during its extensive tours in the State have been informed that the officials of the Social Welfare Department do not visit them at all. It is their duty to keep a constant watch on the welfare of the weaker sections of the society. It is their responsibility to look after the welfare of these Pourakarmiks. Therefore, the Committee strongly recommends that the Social Welfare Department should see to it that the Pourakarmiks observe strict personal hygiene by taking daily bath, periodical shave and washing their clothes as often as possible. But it is the experience of the Committee that the Social Welfare Department or any other Government agency cannot cope with this work in a spirit of sincerity and dedication. To achieve this end it is necessary that the present Committee which is thoroughly acquainted with all the problems and difficulties of Pourakarmiks, be redesignated as a " POURAKARMIKS WELFARE BOARD " with suitable statutory and financial powers.



No, not stagnated pool of rain water ! It is the drinking water for Bidar Pourakarmiks. The only water tap in the colony is submerged in the overflowing pool, and the Pourakarmiks of the place are forced to use this germ breeding water for all purposes.

CHAPTER XI

Health

The health of Pourakarmiks has always been very unsatisfactory because of the professional hazards to which he is subjected. The very work which he does to keep others healthy makes him very unhealthy. The sweepers and scavengers have always made themselves vulnerable to all kinds of communicable and endemic diseases. It is because they daily come into contact with disease carrying bacilli.

When a sweeper cleans the roads assigned to him all the dust of the town carrying various kinds of diseases cover him from head to foot. All the floating germs get into his nostrils and lungs causing irreparable damage to his breathing system. As he is in touch with all the dirt of the town he also becomes the receptacle of all diseases of a particular town.

As at present the sweeper has to bend down and sweep for long hours, inhaling all the dirt and dangerous bacteria. It has already been suggested that the sweepers should be given brooms with long handles in order to allow them to stand and sweep. It is also necessary to give all the sweepers antisceptic cloth to cover their mouth and nose (as the doctors, apothecaries and nurses use).

The scavengers' work is much more dangerous because he comes into direct contact with all the filth of the town. The night-soil of a town's population will naturally contain all kinds of imaginable diseases. In his occupation of cleaning gutters, manhole-chambers he is handling human excreta with his bare hands. Often times it becomes necessary for him to get into the manhole-chambers where all poisonous gases are generated. Secondly, he dives into the manhole-chambers which sometime overflow with liquid night-soil. In all these cases he is directly courting disastrous consequences. He not only inhales poisonous gases and contracts deadly diseases.

These sweepers and scavengers are always on the verge of collapse, because their diseases are often times incurable. For example those engaged in gutter-cleaning and manhole-chambers cleaning contract various kinds of skin diseases, often times they become easily vulnerable to dangerous diseases, like leprosy, cancer, T.B., Asthama. They also lose their eyesight early.

The Committee has observed that the Pourakarmiks do not enjoy a full span of life. They die a premature death because of lack of medical check-up and proper treatment in the early stages of their disease. The reason why they do not seek immediate medical aid is of the inherent fear that they may lose their jobs or be confined to bed for a long time. In either case they will be deprived of their and their family's livlihood. It is on account of this fear that they conceal their diseases and in doing so they also spread these diseases to others.

In order to save these Pourakarmiks from the jaws of disease and death, it is necessary and compulsory that all Pourakarmiks should be subjected to a thorough medical check-up and treatment once in three months. It should be made statutorily incumbent on the part of all Local Bodies to subject their Pourakarmiks to periodical medical check-ups once in three months by medical officers not below the rank of an Assistant Surgeon. The concerned Local Bodies should bear all these medical expenses and make suitable provision in their annual budgets.

In order to allow the sweepers and scavengers to have enough time for a healthy living, the present mode of working hours (as already suggested) should be changed. After their work is over they must go back to the muster-roll shelters, (which should be built) deposit their uniform and tools in the lockers provided, clean themselves with carbolic soap and change to their own dress before they leave the shelters. If this is strictly enforced and supervised properly, the chances of contacting diseases will be very much minimised.

In addition to the Pourakarmiks their family members should also be subjected to periodical check-up and free treatment because of the environmental factors. It has come to the notice of the Committee that even in Government hospitals they are not being taken care of properly and are utterly neglected.

In respect of these Pourakarmiks who fall ill, the concerned Local Bodies should extend free medical aid until they are completely cured. Till then the Local Bodies should pay full pay and allowances to Pourakarmiks during their illness and take them back to duty only when they are certified medically fit for resuming duty.

The Public Health Department officials should visit the Pourakarmiks' colonies regularly to educate them on moral, physical and soical hygiene. They should arrange lectures, film shows on diseases and health.

The Committee also recommends that Government should set up an Enquiry Committee by the Public Health Department consisting of medical experts to go into the question of occurence of occupational hazards and diseases connected with Pourakarmiks and make suitable recommendations to remedy the situation. It may be pointed out that no other State Government in India has gone into this question and the Committee feels that such an investigation and survey is very necessary to improve the present health conditions of Pourakarmiks.

Those Pourakarmiks who have to enter the manholes are subjecting themselves to great physical as well as mental hazards. It is necessary that the concerned Local Bodies should insure their lives and pay the premium themselves. By such a procedure it should be possible to make provision to the families of Pourakarmiks assigned to man-hole cleaning in the event of any untoward and tragic happening.

CHAPTER XII

Education

One of the reasons for the utter backwardness of sweepers and scavengers is total lack of education. There is no education among the Pourakarmiks, and moreover there is no desire also on their part to get educated. Because they are sure that the kind of work they are doing requires no educational qualification. Secondly, as they are sure that their jobs would be given to their children also, there is no need to educate their children as well. This vicious circle and perverted way of thinking have to be broken. The Pandya Committee set up by the Government of India have suggested that the children of Pourakarmiks should not be allowed to take up this profession as a hereditary affair, because they will never get educated with such an outlook on life.

There are reasons for this sorry state of affairs. From the Vedic times these people were never allowed to enter seats of learning, because the rigid caste system which existed then made education the sole monopoly of only a few people at the top. Secondly, they had also created a fear complex in the minds of Scheduled Castes that it was sinful either to hear or read the sacred texts. The Scheduled Castes who believed in this superstition kept away from the seats of learning. So this illiteracy is several centuries old. It is a happy augury that most of the Scheduled Castes have now realised that education alone is the right kind of passport to all happiness and prosperity in life.

There is another problem that deserves consideration. While the other sections of Scheduled Castes are educated, it is only the children of sweepers and scavengers who are totally neglected in the educational field. There are many reasons for this sad neglect. One of the reasons is the present method of working hours for Pourakarmiks. As both the parents go away for the work leaving their children

at home, there is no one to instruct or supervise their education. Moreover, the Pourakarmiks also make use of their children to assist them in their work or to look after children younger than themselves. In this way their education is completely neglected.

The State Government is also to blame for the present state of affairs. The State Government have not taken any steps to enforce the 'Compulsory Primary Education Act'. It should be made a punishable offence if the Pourakarmiks do not send their children to schools upto the age of 14 years. The Education Department of the State should also be held responsible for non-implementation of this act. The Committee has therefore strongly recommended to Government in its 'Interim Report' that a "Pourakarmiks Welfare Board" should be set up immediately to look after all aspects of the welfare of the Pourakarmiks and their children including their education which is a very important factor. As soon as this Board comes into being immediate steps will be taken to regulate and supervise the education of sweepers and their children according to a phased programme.

In the meanwhile the Committee recommends that immediate steps should be taken to implement the following schemes.

Government should construct Creches, Nursery and Primary Schools in those localities where the Pourakarmiks live exclusively for the benefit of Pourakarmiks' children. It is because these children of Pourakarmiks are not admitted in the schools opened for other Scheduled Castes children. To substantiate this statement it is worthwhile quoting what exactly is happening in many places of the State. The Chairman during his visit to Bellur of Mandya district observed that the children of Pourakarmiks are not admitted in the school which is being exclusively running for Scheduled Castes children.

It is necessary and incumbent on the part of Government to extend all facilities to the children of Pourakarmiks upto the college level by way of giving free clothing, books and

hostel facilities. Suitable scholarships should also be given as a measure of encouragement to the children of Pourakarmiks in this educational drive, for regular attendance to equip them for higher studies in a systematic manner.

To complete their educational career successfully it is necessaary to arrange periodical educational tours in and outside the State. A well informed and learned teacher should be deputed to accompany them and give them suitable guidance throughout the tour. All the expenditure should be met by the Government.

As a measure of incentive and encouragement to Pourakarmiks in this educational drive, for regular attendance of their children in schools they (the parents) should be awarded a special allowance of Rs. 10 per child. And in those cases where the children of Pourakarmiks excel other students in their studies as well as sports in an outstanding manner the parents should be given an extra increment immediately as a measure of appreciation and encouragement.

The Constitution has no doubt stipulated that 15 per cent of the jobs should be reserved for the Scheduled Castes. But in actual practice the children of Pourakarmiks are not at all benefitted by this directive principle because they are neglected on all sides. To infuse a fresh spirit of enthusiasm for higher education it is necessary on the part of Government to hold out specific assurances that the educated children of Pourakarmiks will be provided with suitable jobs in Government, Semi-Government and public undertakings. Unless this is done there is no hope that the children of Pourakarmiks will come forward and evince any real interest in education.

The educated children of Pourakarmiks have been sadly neglected with regard to job opportunities. Only two instances will suffice to substantiate this statement. The Committee during its tour of Raichur district came across a curious and disquieting incident. An young girl who was forced into the Basavi cult revolted against this system and came out

with a determination to lead a better life. By her own efforts she got educated and was able to pass the S.S.L.C examination. In the meanwhile she also got married to an young man of the same community who had also passed the S.S.L.C. examination. In spite of their best efforts for the past three years both of them have not been able to secure any appointment suiting their educational qualification. They have been forced to lead a precarious existence. Even the Social Welfare Department has not come to their rescue. This is a very pathetic state of affairs which must be set right immediately.

The second incident that has come to the notice of the Committee is that of an young graduate in Mechanical Engineering whose post has yet to be made permanent by a Quasi-Governmental Organisation.

Another incident that the Committee wishes to place on record is that relating to the plight of about 20 boys of Bidar City belonging to Balmiki community engaged in private scavenging who have not been admitted to the Harijan Hostel started by the Social Welfare Department. It is necessary that these lapses should be set right to ensure a fair and better deal to the children of sweepers and scavengers. It has also come to the notice of the Committee that the children of Pourakarmiks are not admitted to hostels run by the Social Welfare Department, in places where the parents of these children are working as Pourakarmiks. In other words, the children of Pourakarmiks in any place have to go to some other distant place to get these hostel facilities. The Committee, therefore recommends that the children of Pourakarmiks should be accommodated in these hostels in their own places.

In order to supervise and regulate the education of the children of sweepers and scavengers, to provide suitable job opportunities, to ensure the literacy of Pourakarmiks themselves, and above all to improve their cultural level it is necessary that the "Pourakarmiks Welfare Board" as already suggested should be set up immediately to attend

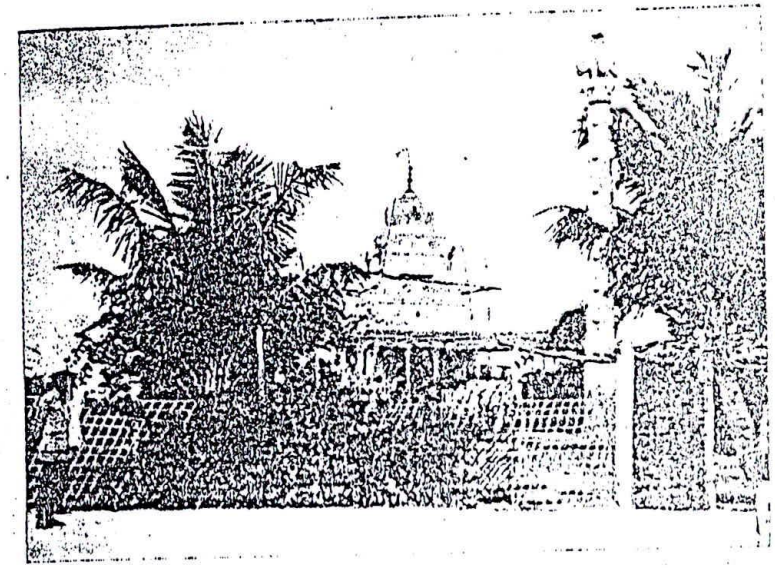
to this work. Unless this is done the future of sweepers and scavengers will continue to be bleak and discouraging as heretofore.

Adult Education

The Committee strongly feels that the Pourakarmiks themselves should be given the benefit of Compulsory Adult Education on a war footing. This must be made mandatory on the part of the "Adult Education Council" which is already in existance for the past two decades to initiate suitable programmes for educating the Pourakarmiks. The Committee has already recommended that the working hours of Pourakarmiks should be changed in order to provide better facilities to them for education, recreation, and personal hygiene.

It is obligatory on the part of all municipal councils to arrange periodical lectures, film shows and other cultural programmes in the Pourakarmiks' colonies in order to widen their intellectual horizon and to make them lead a better kind of life. It is hoped that these audio-visual programmes will go a longway in educating them on suitable lines within a short period of time. There will be no financial commitment on the part of Municipalities because they can easily arrange these programmes with the help and co-operation of service departments like Information Department, Public Health Department, Social Welfare Department, and the Police Department and also by the help of social and sevice organisations like the local Rotary and Lions Clubs, Jaycees, etc.

The Committee has also recommended that the Educational tours shall also be arranged for the Pourakarmiks themselves in batches by the Corporations and Municipal Councils at least once a year. It shall also be statutorily incumbent on the Local Bodies to make suitable provision in their respective budgets to meet this item of expenditure.



The Pourakarmiks everywhere in the State must have temple of their own instead of schools. This temple in Bellary Pourakarmiks' colony was constructed by Pourakarmiks themselves at a cost of lakhs.

CHAPTER XIII

Social Integration

Untouchability has been a great obstacle for the social and emotional integration in India. Many social reformers have tried hard for the eradication of this evil but it has not been possible to wipe it out completely. This can be done by the people themselves with or without a social revolution. Social and political revolutions do take place whether people want it or not. In the words of Sri Aurobindo, the French Revolution would have taken place just as it did and when it did by economic necessity even if Rousseau and Voltaire had never written anything and the 18th Century Philosophical movement in the world of thought had never worked out its bold and radical speculations.

Whatever that may be, the problem now is how to achieve social and emotional integration. After the attainment of freedom, these two processes ought to have taken place side by side. But unfortunately this has not taken place at all and at the present rate it may take a few more decades to achieve this objective. But the country cannot wait so long. Unless there is perfect unity among all sections of Indians the country may not be able to face external aggression and internal disorder when they take place. The country has suffered in the past on account of disunity and differences of opinion among various sects and castes.

Never before was there a greater need than at present to forge a united front and achieve complete and solid unity in the country. This cannot be achieved as long as large sectors and masses of men and women are labelled as untouchables and kept aloof. In the larger interest of the country, this curse has to be removed and throughout the country there should be no distinction of caste, colour or creed. It is therefore necessary that a phased and systematic programme has to be adopted to eradicate untouchability and bring about social integration.

In the year 1955, the Union Government enacted a central legislature prescribing condign punishment for the practice of untouchability. The act is comprehensive and applicable to all sections of the people. All the State Governments have also made it a punishable offence by legislative enactment.

Secondly, it is necessary to educate the people by publicity and effective educational campaigns because ultimately all evils are rooted in the mind. Therefore, the minds of the people should be disabused and they must realise that untouchability is a crime on social, moral, political and economic grounds. It is also necessary to press into service all publicity media like the radio, films, posters, pamphlets and well-written books.

Thirdly, the assistance and active co-operation of all voluntary, political and social organisations should be utilised in the great endeavour of wiping out the social disgrace of untouchability.

Fourthly, the living and working conditions of Pourakarmiks should be improved without delay so that psychologically they may feel that they are not inferior to anybody in society. Everything should be done to infuse this new kind of confidence and philosophy in them.

There is one more danger and that is the observance of untouchability among the Scheduled Castes people themselves owing to a perverse sense of superiority and inferiority. This must be removed forthwith.

An important aspect of National Integration is the unification of the country. The National Integration Conference held at New Delhi in the year 1961 when Pandit Nehru was at the helm of affairs, stressed this point and adopted effective and all-embracing programme to achieve the objective. Since then, more vigorous measures have been taken and it is reasonable to hope that before long this age-long curse of untouchability will be removed and the country will be able to present a united front in all National and International spheres.

CHAPTER XIV

Political Representation

If in prehistoric and mediaeval societies it was the gun that was regulating the political power, in a democracy it is the ballot box that controls the levers of power. It is the legislatures that shape social contours and hence it is necessary that the legislatures should be fully and completely appraised of the problems that confront any particular group or section of society. In the words of the famous American Statesman Abroham Lincoln 'a democracy is the Government of the people, by the people and for the people".

The Pourakarmiks have suffered untold hardships and humiliations for no fault of theirs. In the words of Prof. N.R. Malkani, "Most Hindus are not aware of the depth of degradation to which we have reduced the scavenging occupation. It was the one occupation to which we applied our three attributes of unseeability, unapproachability and of course untouchability".

Again, the Pourakarmiks who give so much to the society by way of dedicated service get very little from the same society in return. The Committee was pained to observe during their various visits that in many places the Pourakarmiks have no good and pure water to drink. It is water that is necessary for human upkeep and without good potable water it is not possible to maintain good health. Even with regard to the elementary necessity of drinking water, there is no one to uphold their rights and get them their basic requirements.

It must be pointed out that this facility of good drinking water must be extended to all the Pourakarmiks who remove the filth of the town and who in this process get involved in courting ill-health at all points of their professional career. Addressing a public meeting of sweepers and scavengers of Delhi on the 2nd of January 1961, the late Pandit Jawaharlal Nehru said "This is our Government and

we have our own Constitution which provided that our worker comrades and those who are considered as "Low" should receive special care and protection. It is our duty to abolish this evil of high and low by birth and specially to improve the conditions of those who do sanitation work. I think it is the primary duty of Municipal Corporations to build for you proper houses, which are neat and are supplied with water, light, schools, playgrounds and other amenities".

These pious and noble sentiments have remained mere dreams and uptill now as they have not been translated into action. The status-quo will continue unless very prompt and effective measures are taken to tackle this problem. It is rightly said that desperate diseases require desperate remedies and the problem of Pourakarmiks is one such.

It is always the wearer who knows where the shoe pinches. The leaders of Pourakarmiks themselves know these problems much better than others who no doubt have a lot of sympathy and kindness for the unhappy lot of these people. The directive principles of our Constitution have no doubt stipulated certain safeguards and protective measures for the weaker sections of society like the Pourakarmiks. It is therefore necessary that the interests of Pourakarmiks should be represented in all Local Bodies, State Legislatures as well as the Indian Parliament. As far as the States are concerned, a certain number of seats in the legislature should be reserved for the representatives of Pourakarmiks either from the reserved constituencies or from the general constituencies on a demographic basis. In respect of those States where there are bi-cameral legislatures at least two representatives of the Pourakarmiks should be nominated to the Upper House. The same principle should apply in respect of the Loka Sabha and the Rajya Sabha of the Indian Parliament also. Unless this reasonable and at the same time humane principle is adopted to protect their interests any amount of paper plans and recommendations will not solve their problems.

CHAPTER XV

Miscellaneous Matters

It has already been recommended that all rights and privileges, and facilities that are to be extended to the Pourakarmiks as now recommended by the Committee may be made applicable to sweepers and scavengers working in the following establishments.

1. Railways and Industrial Colonies, 2. Defence Colonies 3. Private Residential Colonies, 4. Police Quarters, 5. Unauthorised Private Layouts, 6. Trust Boards, 7. Housing Boards 8. Sanitary Boards, 9. Cinemas, 10. Taluk Development Boards, 11. Sewerage Board, 12. Hospitals and Nursing Homes (both private and Government), 13. Factories (both Private and Government).

It is necessary to extend these benefits to the workers in the above establishments because these workers have no proper representation to press their demands. Morever, in these Industrial Establishments the workers are called upon to putforth hard work and also work for longer number of hours. It is but equitable that they should be given all facilities and privileges that are conferred on the other Pourakarmiks.

The Committee has come to the conclusion that all those who are now engaged in sweeping and scavenging work in Unauthorised Layouts, Village Panchayaths, etc., coming within the jurisdiction of Corporations, Municipalities, etc., should be absorbed in their respective Local Bodies with continuity of service. Many of these workers who have put in a long number of years of service are treated as temporary workers and they have no security of tenure. These people and their families have to face uncertainty continuously and this is not conducive for efficient work on their part. In another way it should be said that unless they are made permanent they will not work with any enthusiasm. Therefore, the Committee recommends that

all these workers should be confirmed forthwith in their respective posts without any break of service.

One of the dirty habits developed by some of the Pourakarmiks is that of eating the dead bodies of animals such as buffalos cows and goats. They are also forced to continue this habit, because of scarcity of food. Secondly, as they are all non-vegetarians and cannot afford to buy fresh mutton, they readily take to the practice of eating carcasses. This practice should be prevented immediately. The Committee recommends that citizens owning animals should notify to the respective Local Bodies about the death of animals in their custody. It would then be the responsibility of the Local Bodies to give a proper disposal to these dead-animals. At the same time they must see to it that these dead bodies are not consumed by the Pourakarmiks. It is also suggested that proper guidelines should be indicated for the disposal and prevention of misuse; as well as unauthorised use of carcasses.

Another point that the Committee wants to stress is that the Pourakarmiks should, on no account be made to carry dead bodies from the mortuaries of hospitals located in these areas. It is the duty of the hospital authorities to make suitable arrangements for the disposal of the dead. The Local Police also should be requested not to force the Pourakarmiks to carry these corpses. In addition to being unhealthy, this continuous carrying of dead bodies is likely to induce a psychological reaction in the minds of Pourakarmiks, and in order to endure the performance of this most repulsive duty, they are forced to drink.

In spite of the fact that there is a specific order regarding the abolition of untouchability, it is regrettable that Pourkarmiks continue to be harassed and humiliated on account of their caste and profession. In many places they are not allowed to draw water from wells, enter places of worship, eating places, barber shops, schools, etc. In addition to these discriminations, they are also not provided with relief whenever untouchability is practised on them. In a small or big

place the Pourakarmiks being an insignificant entity, cannot lodge, a complaint against powerful interests and still continue to live with courage and dignity. In many cases as he is afraid of the consequences of lodging a complaint, he will simply keep quite pocketing all the insults. The Committee recommends that it is the responsibility of the concerned Deputy Commissioners of districts to book all such cases and inflict condign punishments on the offenders.

As a rule the Pourakarmiks are heavily indebted, and often times the debt burden is so great that they cannot lead a normal life with honour and dignity. They borrow from private money lenders who charge exorbitant rates of interest. It is necessary to put a moratorium on Pourakarmik's debts and to enable them to lead a free and useful life. The Committee once again recommends that the concerned municipalities should give "a Salary Deduction Guarantee", so that the Scheduled Banks can give them loan facilities on convenient terms.

In order to prevent population explosion in our country, as in other parts of the world, the State and Central Governments have launched an effective programme of controlling population growth in our country. The Pourakarmiks and their families should be made to realise the pressing need to limit their families. After getting three children, every Pourakarmik should undergo a vasectomy operation. In addition to the usual reward paid by the Family Planning Organisation, the concerned Municipalities should pay a reward of Rs. 500 to each Pourakarmik.

CHAPTER XVI

Social Security

The social security measures for the Pourakarmiks are both meagre and inadequate. After retirement from service they have nothing to fall back or to look forward to any bright future. The question of eking out a livelihood

people shamelessly defile the railway lines and highways; urinating against walls and fouling footpaths.

Nowhere in the world will you hear people clearing their throats with raucous noises, coughing up phlegm or bloody betel juice and spit.

Nowhere else in the world will you see so much litter, garbage swept or tossed out of home into public thoroughfares.

These habits are ugly, nauseating. They are the cause of all the unbearable stench that pervades our bazaars. They cause diseases like typhoid, cholera, tuberculosis.

Singapore and Hong Kong, which were as dirty as our cities, are today clean cities. If they could do it, so can we ....."

The Committee unanimously agree that we too can transform our dirty cities and towns into Singapores or Hong Kongs at a minimum cost and within a matter of days.

Our people are in the habit of throwing out whatever is unwanted at home to the public streets. No Local Body can cope with the work of clearing this kind of rubbish which goes on accumulating minute by minute. The people themselves should realise the importance of preserving and depositing the rubbish in a particular place so that the same may be cleared at stated intervals by the concerned Local Bodies.

It is necessary that the citizens of a place should realise that others also have equal rights in the matter of maintaining public health. The present method of throwing out the rubbish in an indiscriminate manner and defecating in the public is a direct contravention of civic rights of other citizens.

The Committee appeals to the citizens that they should maintain waste baskets at home into which they can put in all rubbish and unwanted things at home. When the

basket is full, its contents should be emptied into the public dustbin. Secondly, the housewives who clean the houses should not throw the dust into the street but put it into the basket maintained at home.

At present the mothers of children are in the habit of allowing their young ones to ease themselves in public streets in front of their houses. This is a very nasty habit which will not only foul the entire atmosphere, but also create health hazards of a serious nature. The Committee appeals to these mothers that they should put an end to this habit forthwith and make it a point to teach their children to always go to the privy to attend the calls of nature.

In all countries of the world people have developed a high sense of civic consciousness and they keep their cities clean without anybody's intervention or advice. Unfortunately in India any amount of request falls on deaf ears. The adults, both men and women have developed the unwelcome habit of attending to calls of nature in public view. Although there is an Act known as The Public Nuisance Act, nobody takes it seriously with the result that our public thoroughfares are always dirty and unclean.

It is no doubt true that a developing country like India cannot afford to build public lavatories in all places. It is therefore necessary that the public themselves should co-operate with the Municipal authorities to keep the cities clean. In countries like Japan, there is no need to appeal to the public to maintain the cleanliness of cities. The Committee appeals to the general public to take all necessary steps to maintain absolute cleanliness in all the areas of a township.

Another dirty habit that our people have developed is spitting indiscriminately on public streets. There can be nothing more obnoxious than this habit. When people begin to spit in the open streets, many diseases get wildly spread causing havoc as far as public health is concerned.

This is not done in any country except in India. The Committee strongly appeals to the public that they must not spit in the open streets.

The conservancy workers and sweepers come out early in the morning to clean the cities and towns. As at present they will finish their work and after completing their work in one street, they proceed to the next one for cleaning, and go away to attend to other items of work. After they go away our merchants and shop keepers who open their establishments late in the mornings are in the habit of cleaning their premises and throwing all dirt and dust to the open streets, which have already been kept clean and tidy by the sweepers. This habit is very deplorable. The Committee appeal to the Chambers of Commerce and other merchantile organisations to advise their members to desist from polluting the streets as they are doing at present.

In conclusion the Committee feels confident that the general public will whole heartedly co-operate with the civic authorities to maintain high standards of public health and sanitation.

CHAPTER XIX

Framing of Stringent Rules against Committing Nuisance

It is the sad experience that our people do not generally move with the time spirit unless some pressure is brought to bear upon them. Unfortunately the development of civic consciousness among our people is not of a commendable nature. Unless some force, or coercion is brought upon them, they will not readily carry out instructions and moral obligations aimed at their own benefit. Moreover, our people are always in the habit of clamouring only for their privileges without at the same time realising their duties and responsibilities.

According to Dr'. B. S. Verma, Bombay, hook worm, thread worm and round worm are transmitted through

faces. Hook worm is one of the major causes of [illegible] in the country. The other diseases are cholera, enteric fever (typhoid, paratyphoid), dysentery, diarrhoea and jaundice. By spitting and discharge of nasal excreta, diseases like tuberculosis, respiratory ailments, small pox, chicken pox, measels etc., are propagated.

To eradicate the dirty habits in our people it is necessary to follow the example of Singapore and Hong Kong. They passed stringent rules against committing nuisance (urinating, defecating or spitting) and throwing of litter in public places, and enforced them with equal vigour. Within a few months both the cities became cleanest cities in the world. Therefore, the Committee are reluctantly compelled to recommend the framing of the following stringent rules in the larger interests of the Nation against committing nuisance.

1. People who throw rubbish on the public streets will be liable to a fine of Rs. 5 for the first offence. Three such repeated offences will entail a simple imprisonment for one week.

2. Those who allow their children to defile the public streets and footpaths will be liable to a fine of Rs. 5 for each offence and may be enhanced for repeated offences.

3. Those adults who commit public nuisance by answering calls of nature in the public will be liable to a fine of Rs. 5 for first offence and a fortnight simple imprisonment for subsequent offences.

4. Those citizens who spit on the streets will be liable to a fine of Rs. 2 for each offence.

5. Those owners of all kinds of vehicles who park the vehicles in public thoroughfares and footpaths and foul the area by washing and repairing the vehicles will be liable to a fine of Rs. 25 for each offence.

6. Those who maintain Kalyan Mantapas and Hotels should make their own arrangements to deposit rubbish, but if they do not do so, and allow the users to throw used

leaves in the public streets will be liable to a fine of Rs. 50 for each offence.

7. The owners of buffalos and cattle who tie them in public thoroughfares and footpaths and causing pollution of the area will be liable to a fine of Rs. 25 for the first time and one week simple imprisonment for subsequent offences.

8. Those contractors of buildings who pile up their materials in public streets and footpaths causing obstruction to the normal activities of the public as well as Pourakarmiks will be liable to a fine of Rs. 50 for each offence.

9. The Shopkeepers who throw rubbish on the streets which have already been cleaned by Pourakarmiks will be liable to a fine of Rs. 50 for each offence.

The Committee strongly recommends that all the Local Bodies should give the widest publicity to these bye-laws and keep the public informed about the penal provisions of the new bye-laws. After fixing a time limit during which the public should be thoroughly enlightened about these bye-laws, the concerned Municipalities will take suitable steps to enforce the provisions of these bye-laws strictly.

CHAPTER XX

An Appeal to the Pourakarmiks and the Supervisory Staff of Local Bodies.

No honest job is deragatory to one's self respect. But unfortunately the profession of Pourakarmiks has become a despised profession. It is entirely the fault of Pourakarmiks themselves, who by their ignorance and attachment to superstitions, have made others consider this profession demeaning.

No doubt the sweepers and scavengers come from the oppressed and suppressed community. However, the Constitution of the Republic of India has given them a new dignity and standing in life. Nothing stands in the way of

bettering themselves in all possible ways. They should utilise all opportunities guaranteed by the Constitution and change their outlook on life and mode of living.

The Pourakarmiks should take pride in their profession. They should realise that they are responsible for the health and hygiene of the entire community, and as such should not consider themselves as inferior to others.

Today, though the Society is in need of their services, it has not accepted them on an equal footing. That is because of the evil of caste system which is corroding our nation. That is how a new stigma came to be tagged on to the profession. But it could be eradicated by the Pourakarmiks themselves, by making the profession cleanest in the country.

The reason why the Pourakarmiks have become despised persons today in the eyes of the community is because of their dirty habits. The people who maintain the cleanliness of the town do not, as a matter of fact, bother to maintain their own personal cleanliness. It is not the profession which has made them dirty, on the other hand it is themselves who have made the profession dirty. Therefore, the Committee appeals to Pourakarmiks to maintain personal cleanliness and hygiene at all costs.

The Committee appeals to Pourakarmiks to follow the few words of advice mentioned below in their own interest as well as those of the Nation.

1. It does not cost money to take a bath. After returning from day's work the Pourakarmiks as a rule and should clean their bodies and wash their clothes. Due to his negligence in his personal appearance the Pourakarmik looks dirty and unkempt. Hence, others shy away from him. This is how the practice of untouchability must have originated. Therefore, the Pourakarmiks should bath as often as possible and also have face shaves at regular intervals. It is the personal appearance that is respected today.

2. When not working the Pourakarmiks should never wear their work uniforms. At present, the Pourakarmiks

wear their work clothes all the 24 hours, which proclaim their profession to all the onlookers. After completing his work he should immediately change to his own clothes and then alone step out of the premises of the Municipal office.

3. He should never carry the broom or other work implements on his shoulders, and never to carry them home after completing the work. Whenever possible he should take care not to touch the rubbish or garbage by his bare hands. If the Municipality has failed to provide tools as recommended by Malkani Committee he should demand the supply of tools.

4. Another factor which has made a bad name for the Pourakarmiks is their drinking habits. Addiction to alcohal is not easy to get rid of. But he could at least minimise the quantity he consumes. He should never go to work or appear in the public after consuming liquor. Also he should not drink in the presence of his children, nor make them bring liquor from the taverns.

5. The Pourakarmiks should realise the value of education and at all costs educate their children. It is the education that will last forever and not wealth. Even sacrificing their personal needs they must educate their children. At no times they should take their children to the work spot.

6. It is the incurring of unnecessary expenses that has made Pourakarmiks economically weak and a prey to the exploiters. The Pourakarmiks should never spend money on unnecessary and unreasonable customs, which has made them indebted. It is mostly for unreasonable customs they need money and not for self improvement or improving the family's standard of living. Hence, the Committee appeals to them to spend only on necessities and not on unnecessary things.

As there is no one to advise or guide the Pourakarmiks on proper lines, the Committee appeal to the administrative cadre of Local Bodies to advise and guide the Pourakarmiks on proper lines who also happens to be their co-citizens as well as collegues in the service of the Nation.

CHAPTER XXI

Pourakarmiks Day

In order to inculcate a sense of unity and solidarity among Pourakarmiks themselves, and also to make other sections of the community aware of the service the Pourakarmiks are rendering, it is necessary that once a year a "POURAKARMIKS DAY" should be observed by all the Local Bodies in the State.

Therefore, the Committee recommends that Government should declare either the 23rd September, the day this Committee was constituted, or the 22nd February, the day on which the Committee was officially inaugurated each year as 'Pourakarmiks Day' throughout the State. On this day which will be a holiday for all Pourakarmiks, they should gather in large numbers with their families to take part in the annual day function. On this day the Local Bodies should arrange suitable functions when they can distribute prizes and rewards for (i) Most well kept residence of Pourakarmiks, (2) Well maintained colony of Pourakarmiks, (3) Parents of boys and girls who show exemplary progress in their studies, (4) Outstanding sportsman, (5) Histrionic talents, (6) Pourakarmik who keeps his assigned work area clean and tidy and (7) Punctuality and prompt attendance throughout the year. They may also be entertained to light refreshments either before or after the function to which all dignitaries of the place should also be invited to participate.

CHAPTER XXII

Rehabilitation

It has been observed that the Pourakarmiks who retire from service have nothing to fall back for a living in old age. These people who give their best in their prime of

life by undertaking a very exacting and hazardous profession of maintaining public health become victims of neglect and contempt as they advance in age. Moreoften than not their own kith and kin will forsake them. They have no homes, no medical care and no one even to speak a few kind words to cheer them up.

The important thing to be done is to give them a psychological boost to convince them that they are wanted by the Society. They must also be made to feel that they are contributing their mite to the economic development of the country and at the same time they are standing on their own legs because they can earn an independent living instead of a practical existence. The Committee therefore suggest that these retired Pourakarmiks may be employed in the following handicrafts and cottage industries such as (1) Mat making, (2) Coir weaving, (3) Tanning, (4) Shoe making and other leather goods, etc. As already recommended elsewhere, the rehabilitation work will be attended to by the proposed Pourakarmiks Welfare Board.

And such of those Pourakarmiks as can take upto agriculture should be allotted suitable plots of land for this purpose by out of the existing surplus lands under the Land Reforms Act.

CHAPTER XXIII

Financial Resources

The Local Bodies are likely to plead their inability to impiement the proposals of the Committee on the ground that their financial resources are severely limited and meagre. In order to overcome such an objection on their part the Committee makes the following recommendations to augment their resources.

1. In deserving cases the State Government should give financial assistance to those Local Bodies which are financially handicapped.

2. The Local Bodies themselves may levy an Extra Special Cess of 6 per cent on all taxable items within their jurisdiction.

3. The Local Bodies should enhance the levy on liquor shops which are located within municipal limits.

4. The Local Bodies may enhance land assessment to an extent of 5 per cent on all residential quarters, and 15 per cent in respect of non-residential buildings.

5. The Local Bodies may impose a Special Levy of 5 per cent of the income of all cinemas located in the municipal limits.

6. The Local Bodies may levy an enhancement of 10 per cent on all restaurants and hotels.

7. The Local Bodies may enhance the octroi duty on cloth like terelene, rayon, silk etc.,

8. The Local Bodies may consider the question of reimposing Professional Tax as before.

The Committee earnestly hopes that the various Local Bodies in the State would make it a point to augment their income by the methods suggested above. The amount thus collected should be specifically eremarked for working out schemes aimed at the amelioration of the living and working conditions of Pourakarmiks.

CHAPTER XXIV

Why a Permanent Board

After the attainment of freedom, the Government of India made all efforts to usher in an egalitarian type of society, which in other words would be the correct pattern of a welfare state. In order to achieve this objective, the Union Government attempted to change the Social order not from the top but from the bottom which would be more enduring. After the General Elections of 1971 the

accredited leader of our nation, Smt: Indira Gandhi announced that it was the intention of the Government to banish poverty from the country once and for all. To achieve this objective it was necessary to uplift millions and millions of down trodden people who could not afford even one square meal a day. Therefore special instructions were issued to all State Governments for the upliftment of the down-trodden masses.

Accordingly the Government of Karnataka under the dynamic leadership of Sri D. Devaraja Urs, ably assisted by Sri B. Basavalingappa who held the portfolio of Municipal Administration then formulated many welfare and ameliorative schemes for the benefit of the down-trodden and oppressed minorities of the State.

The Scheduled Castes and Scheduled Tribes, mostly employed in the Municipalities as sweepers and scavengers were the most exploited class among the down-trodden masses. For centuries on end no one had taken any interest in their welfare and they were totally neglected. Even the Governments of those days were not very particular about improving their social and financial standards. It can be said that their living standards were the lowest in the country. At such a time when their future was the gloomiest, the popular Government of Sri D. Devaraja Urs made up their minds to bring in radical changes to improve their living and working conditions.

It needed an equally competent and dedicated minister to translate these ideals into practice and to implement them in an effective manner. Sri B. Basavalingappa, the idealistic Minister for Municipal Administration rose to the occasion and excelled himself in his performance. A few of his achievements in the matter of ameliorating the pathetic conditions of sweepers and scavengers are cited below.

There were no uniform pay scales for sweepers and scavengers employed in Local Bodies, because the Municipal Councils ignored with contempt the natural claims for better pay and service conditions of this poor section. The

sweepers and scavengers were paid a pittance of a salary in a most irregular manner in contravention of all accepted connons of Government policy. Some of them were employed on part-time basis while others on daily wages throughout their official service. There was no security of any kind, and when their services were dispensed with due to old age, they were actually thrown on the streets. They had to starve or beg. Sri B. Basavalingappa, was deeply pained by this sorry state of affairs and passed a new Government order under which the service benefits and conditions of Class IV employees of regular Government departments were extended to the sweepers and scavengers employed by all Local Bodies in the State. This was a very far-reaching step in the direction of affording relief to sweepers and scavengers.

Other Government orders followed suit conferring all the benefits that are enjoyed by regular Government Servants to sweepers and scavengers also.

It can be seen that a new era of hope and aspiration was opened to the down-trodden sweepers and scavengers, who had sufferred centuries of social disgrace and humiliation.

Although the benign Government promulgated these various orders for the benefit of sweepers and scavengers the Committee expresses its regret that these orders have not been implemented in the spirit in which they were framed. It is because of lack of sympathy, of understanding and imagination on the part of the traditional bureaucracy. The various officials of Local Bodies at different levels of official hierarchy have not either cared to implement these orders or have they taken sufficient pains to understand the problems of sweepers and scavengers.

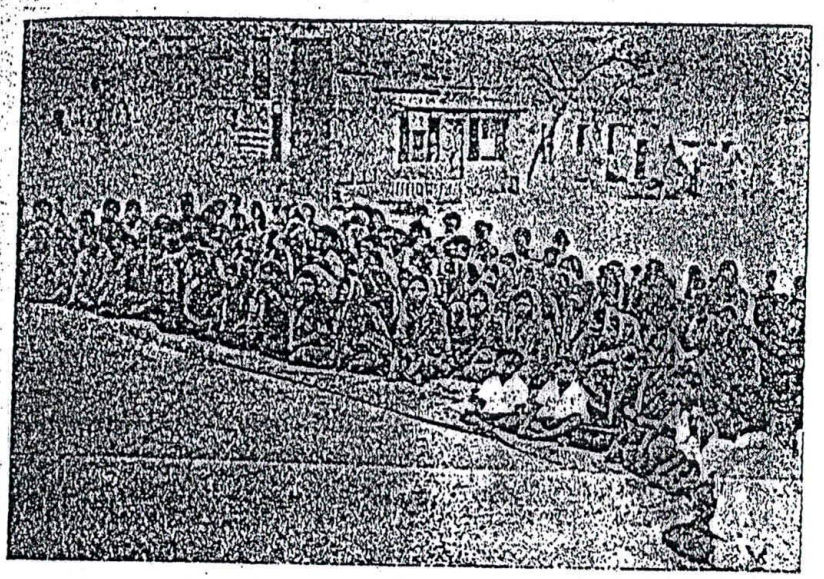
It is the sad experience of everyone that well intended and well documented reports and recommendations of various committees appointed from time to time have not seen the light of the day, because the official bureaucracy has a knack of putting all such reports in cold storage. If even a fraction of these recommendations were implemented, the

fate of the sweepers and scavengers would have improved by leaps and bounds.

Another aspect of this question is the untouchability problem which is closely connected with the social status of sweepers and scavengers. The untouchability offences in various parts of the State have not been properly investigated and the culprits brought to book. The official bureaucracy consisting of upper crests of society are displaying decided apathy towards the improvement of this sector of society. They have their own vested interests to maintain the status quo, and they do not want that these people should have better future.

During the last 27 years of India's freedom, millions and millions of rupees have been spent both by the Centre and the State Government for achieving all round progress of Scheduled Castes and other neglected minorities. To achieve the objectives of this policy a separate department known as the Social Welfare Department has been set up to implement the various policies of Government and to extend better facilities to Scheduled Castes and Scheduled Tribes. It is a matter of regret that this department has not achieved any tangible progress in terms of the real progress of the sweepers and scavengers. The Committee has observed during its various study tours that the officials of these departments are not in the habit of visiting the colonies of sweepers and scavengers to find out their difficulties and grievances.

On careful study based on statistical surveys the Committee has come to the conclusion that sweepers and scavengers have remained without any progress all these years, although the Government has spent enormous sums of money for their welfare all these 27 years. It can be derived from these facts that no benefit of whatever kind has reached this particular section of society in spite of spending collosal sums of money. Therefore, it is necessary to set up a suitable machinery free from the clutches of official redtapism to supervise the implementation of the



A Patienty waiting lot. Should they wait forever to lead a decent life like others ?

various welfare measures. In order to achieve this objective there is no other way except to set up a fully autonomous and financially independent Board to be called "POURAKARMIKS WELFARE BOARD".

The Committee is aware of the fact that though the State Government is going to pass appropriate orders on the various recommendations it has its own fears that these Government welfare orders will remain only on paper, and go the way of similar orders in the past. Therefore, the Committee emphatically urges upon Government to appoint a Statutory Board with suitable powers and jurisdiction to exercise and implement the recommendations of this Committee aimed at the all round progress and welfare of sweepers and scavengers.

Without such a step being taken it is almost certain that nothing good will ever accrue to this most oppressed class of society and all the efforts so far made will go in vain.

Duties of the proposed Board

1. To supervise the implementation of all the recommendations now made by the Committee.

2. To supervise the implementation of all existing Government orders and welfare schemes drawn up for the improvement of Pourakarmiks.

3. To inculcate civic consciousness among the public.

4. To rouse a sense of dignity and dependability among Pourakarmiks, and also to infuse self-confidence and self-dependence.

5. To draw up cohesive educational plans for the children of Pourakarmiks. At the same time concerted efforts will be made in co-ordination with the Education and Social Welfare Departments for enforcing the provisions of the 'Compulsory Education Act'.

6. To draw up suitable phased programmes for the education of the Pourakarmiks themselves in consultation with the State Adult Literacy Council. It will be the duty

of the Board to look after the successful implementation of this scheme.

7. To draw up and conduct comprehensive schemes for the cultural and social upliftment of Pourakarmiks. These programmes will consist of enacting dramas, delivering lectures and arranging film shows, and displaying posters, which are calculated to provide not only entertainment, but also instruction.

8. The Board will impart suitable technical training to Pourakarmiks and their women folk to gain expertise in working out handicrafts in order to augment their income. Steps will also be taken to establish co-operatives for the benefit of Pourakarmiks and their families.

9. To wean them away from their present habit of drinking the Board will arrange temperance lectures by experts in the line.

10. The Board will regulate the policy of providing suitable employment to the children of Pourakarmiks, both educated and uneducated. The Board will supervise efficient working of this programme.

11. The Board will supervise the working of the Untouchability Act which is not receiving as much attention as it should.

12. The Board will supervise the maintenance of Pourakarmiks' Colonies on up-to-date lines, and all efforts will be made to convert them to model colonies for others to copy. It will also look after the maintenance of old-age homes for Pourakarmiks on the lines of "Chesire Homes".

CHAPTER XXV

Conclusion

The Committee is aware of the many shortcomings that the Report may contain. In the circumstances under which the Committee had to labour were such that nobody could escape the charge of incompleteness. However, the

Committee has striven hard to do its best to prepare a Report that would be comprehensive with regard to the living and working conditions of sweepers and scavengers in the State.

The Committee during its tours within the State had made it a point to meet the Pourakarmiks themselves face to face without any official interference or compulsion. It was always a free and frank discussion and the Committee was not only able to gather first-hand information, but at the same time it was also able to infuse new hope and expectations in the minds of Pourakarmiks. The Committee was also able to enlighten the Pourakarmiks about their rights and privileges which they were not aware of so far.

The Committee has also discussed the various questions relating to the welfare of Pourakarmiks with the concerned officials of the various Local Bodies. The Committee has also pointed out the various lapses on the part of these Local Bodies, and have suggested that they should be rectified as early as possible.

In view of the new climate of hope and optimism created by the Committee the Pourakarmiks are anxiously awaiting the implementation of the recommendations of the Committee on one hand and the redressal of their grievance on the other. The Committee has come to the conclusion that their grievances are genuine and need immediate redressal.

The Committee is grateful to the representatives of Pourakarmiks, as well as the officials of the various Municipal Councils for their co-operation to the Committee in its orduous labours.

The Committee wants to express its deep sense of gratitude to the Government of Karnataka headed by Sri D. Deveraja Urs, and also to Sri D. K. Naicker, Municipal Administration and Law Minister, for their unfailing courtesy and consideration to the Committee.

Part - II

The Committee will be failing in its duty if it does not acknowledge its deep depth of gratitude to Sri B. Basavalingappa, who as Minister for Municipal Administration was responsible for setting up this Committee, and also guiding its activities from time to time. His youth, dynamism and above all his large hearted sympathy and kindness to the suffering Pourakarmiks are too well known to need any repetition here. It was entirely due to his dynamic and bold approach that thousands and thousands of Pourakarmiks who were hitherto neglected and ill-treated have been able to open a new chapter of hope and happiness in their lives.

The Committee earnestly appeals to Government to take immediate steps to implement the recommendations of the Committee without any delay, because the Committee is anxious that this Report also should not go the ways of other Reports. It is earnestly hoped that the present Government which is always helpful to the weaker sections of society will immediately set up a suitable machinery as recommended to work out these proposals to a successful conclusion.



Today, these innocent children of Pourakarmiks are smiling, because they know not what future holds for them. Should they too take up sweeping profession only ?

TOUR OBSERVATIONS

During the course of their tours, the Chairman and members of the Committee visited even the remotest Local Bodies in the State to study the existing conditions of Pourakarmiks in the State. Many glaring disparities in their living and working conditions and blatant social injusticies done to them by the society on one hand, and by the officialdom on the other have come to the notice of the Committee. Wherever it was possible the Chairman and other members have taken condine measures on the spot to set right some of these injustices. In the following pages they have recorded their observations and impressions. It is not possible to incorporate in this report observations on all the Local Bodies. However, the more important and glaring ones which the Committee has considered to be very important have been included in the following pages.

Anekal

The Chairman and members of the Sub-Committee on evolving suitable implements to remove the night soil and eliminate the method of carrying it as headloads visited Anekal Town Municipality in Bangalore District to study the existing methods of removing the night soil. At Anekal the Chairman and members learnt that the night soil of the town was not cleared by the workers of the Municipality but by the farmers of neighbouring villages who would come once in three months in their carts and remove the collected human excreta from the lavatories to use the same as agricultural mannure. Hence the visit was utilised to meet the Pourakarmiks and study their grievances, if any.

The Pourakarmiks of Anekal belonging to ~~Telugu~~ speaking Vodda Community live in huts built by themselves on the land belonging to the Municipality. Though these

people have been allowed to reside on that land since a number of years, they are at the mercy of the Municipal authorites who may at any time evict them form that place. The Chairman and members also learnt that many of the Government orders extending various service and other benefits to Pourakarmiks have not been implemented by the Municipal Council. When this was brought to the notice of the President and Councillors of the Municipality who were also present at the time, the Committee was informed that though the Council is willing to extend all the benefits to their Pourakarmiks, it could not do so for lack of financial resources. From that day to today the Committee is getting the same kind of evasive reply from all most all Municipalities for non-implementation of many Government welfare orders. The Committee also learnt that a few of the children of Pourakarmiks were educated upto S.S.L.C., and were unable to find suitable employment though they have registered with the Employment Exchange, Bangalore quite some years back.

Bellary

At the time when the Chairman and members visited Bellary the method of carrying night soil as headloads was in practice in that City, and the Committee was able to actually witness the most uncivilised act that is imposed on a section of our society. The Committee noticed a lady scavenger carrying a leaky basket full of human excreta on her head and moving from one residence to another. At every street opening of the lavatory she was putting down her load and put her hand inside the inner chamber of the lavatory, and scrap out the human excreta into her basket using a small tin sheet. While she was thus scarping out the human excreta the liquid form of it was splashing all over her hand and body. After cleaning the lavatory thus, she lifted the loaded basket on to her head and moved on to another to continue the process. While moving from one place to another the liquid form of the night soil was leaking out of the basket and trickling down her head and nape completely wetting her back. The Committee was

informed by the Municipal authorities that this inhuman and abhoring practice was still being continued due to a Court order sought by a few citizens of Bellary who wanted this kind of uncivilised service to continue. However, within a year this injunction of the Court was vacated and the Municipality stopped the scavenging service by its employees.

At that time Bellery City Municipality had employed 315 scavengers, who were subsequently merged with 138 sweepers and assigned to other duties such as gutter cleaning, street sweeping etc.

At the time of the visit of the Committee to Bellary, the then Commissioner of the City Municipality informed the Committee that the Pourakarmiks of Bellary are being given the retiring and pensionery benefits as per provisions under Karnataka Municipal Services Rules, 1972. Later on in 1975 when 24 Pourakarmiks were retired without any notice, it came to light that they are not entitled to any kind of retirement benefit. If a Pourakarmik of Bellary is retired today he gets neither pension or gratuity, and he goes home penniless to spend rest of his life at the mercy of some relative or the other.

The majority of Bellary Pourakarmiks belong to Telugu Madiga community, and there are a considerable number of Muslims also. These forty Muslim Pourakarmiks were formerly doing scavenging work, and though their profession was known to the rest of the citizens of Bellary, there was not any kind of taboo on them, but the scavengers belonging to the Scheduled Castes community were treated as 'untouchables' by the society.

Bhadravathi

This buzzing industrial town in Shivamogga District is split into four parts—Old Town, New Town, Paper Town and Notified Area.

The Old Town's civic problems are looked after by the Bhadravathi Town Municipal Council. Civic problems of

New Town and Paper Town are the responsibility of Mysore Iron and Steel Works Ltd., and Mysore Paper Mills Ltd., respectively, who have their own separate sanitary staff. The areas surrounding these two townships are maintained by the Notified Area Municipality which directly comes under the control of the Deputy Commissioner of Shivamogga District.

The employees of the Old Town and Notified Area Municipalities are governed by Karnataka Municipal Service Conditions Rules. The sanitary staff of the factories are governed by the 'Factory Act'. The following tables gives the picture of the wages of the employees of the four different organisations in Bhadravathi.

Salary Scales

1. Old Town—Rs. 65-2-95+ Government allowances of nearly Rs. 180.

2. Notified Area—Rs. 65-2-95+Government allowances of nearly Rs. 180.

3. Paper Town—Rs. 90-3½-118-4-126+allowances totaling Rs. 238.50.

4. New Town—Rs. 300-6-348+allowances totalling Rs. 270.00.

Whereas the sanitary staff of the Paper Town and New Town are getting many other benefits such as medical reimbursement, quarters, attendance bonus, service bonus, and profit bonus, the Pourakarmiks of the Old Town and Notified Area Municipalities present a sorry state of affairs that is prevailing here. The most glaring indiscrimination can be seen in the Old Town and Notified Area Municipalities. In these two Municipalities a few Caste Hindus have been employed on sweepers cadre, but they are not even sweeping the floors of offices of the Municipalities, but assigned to work as malis, attenders, etc. Pourakarmiks belonging to the Scheduled Castes are made to do sweeping and scavenging work. These Scheduled Castes Pourakarmiks, much against their will are also made to carry and burry the dead bodies of destitutes.

Even today a few Scheduled Castes people are removing night soil in Old Town area as in the past.

Belakavadi

Belakavadi is a small town in Malavalli Taluk of Mandya District having 5 male and 2 female Pourakarmiks to maintain the town's sanitation. As in other many parts of Mandya District, here too the Pourakarmiks are treated as 'untouchables' by the general public. An ex-councillar of Belakavadi Municipality belonging to this section complained that even he is not allowed entry into hotels and barber shops.

Bidar

The anomaly in our State's administration setup came to the notice of the Committee at Bidar City Municipality. Here the Committee learnt that the Pourakarmiks of Bidar are entitled and getting both the pension and gratuity. These Pourakarmiks of Bidar come under the erstwhile Hyderabad Civil Service Rules.

When the State was reorganised in 1956 parts of Hyderabad State comprising Bidar, Raichur and Gulbarga Districts came into the fold of the then Mysore State. Bellary District from the erstwhile Madras Province had already joined the Mysore State. For administrative purposes the State was divided into four divisions, namely Bangalore, Mysore, Belgaum and Gulbarga Divisions, and the district of Bidar, Raichur, Gulbarga and Bellary formed Gulbarga Division. Though the Bellary District was in Karnataka State for many years, the Pourakarmiks employed in the Local Bodies of that district are still governed by erstwhile Madras Civil Service Rules and because of that they are not entitled for retirement benefits. Whereas the Pourakarmiks employed in the Local Bodies in the District of Bidar, Raichur and Gulbarga get full benefits of retirement. The service conditions of the Pourakarmiks in the same division vary from region to region. It is high time the State Government adopted a

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common code of service conditions for all the Local Bodies in the State.

The Bidar City Municipality for a population of 50,670 people has employed 108 Pourakarmiks, of whom 43 are women. Though the Municipality claims that its employees are not doing scavenging work after the Government order banning the removal of night soil in any form, carrying of night soil as headloads is still being done in Bidar by the private scavengers employed by the citizens themselves. Apart from this, scavenging work in one form or the other by the Municipal employees is still in vogue in Bidar.

In Bidar Pourakarmiks assigned to sweeping work do not remove night soil deposited on the pavement and streets, but sweep around such night soil. The farmer scavengers who are now on sweepers cadre are assigned to clear such night soil from the pavements and streets.

Though the Bidar City Municipality has withdrawn the scavenging service officially, there are 150 private scavengers in the city, who are even today are clearing the human excreta from the residential lavatories and carry the same as headloads. These private scavengers belong to Hindi speaking Balmiki community of North India and have migrated to Bidar from Haryana and U.P. long back.

When the members of the Committee visited the residential locality of the private scavengers, the members were surprised to find them residing in the midst of other castes, and in a clean enviornment. They live in well built, spacious houses and possess modern comforts such as cots, radios and cycles. The Committee observed that off-duty these private scavengers were difficult to be recognised as such because they, as well as their family folk were dressed in clean garments and cheerful looking. The Committee learnt that each of these private scavengers' monthly income was between Rs. 400-600, depending on number of houses he is servicing.

These private scavengers of Bidar assured the members of the Committee that they would give up the profession

of carrying night soil if they were provided alternate and remunarative employment as at present. (The total monthly emoluments of a Class IV employee of Government in the State is only Rs. 249.40).

The members of the Committee noticed that the residences of these Balmiki scavengers were well maintained and clean as good as that of any Caste Hindu's, and did not hesitate to sit and eat breakfast with them in one of such houses.

The Committee also observed that the Balmiki scavengers were keen on educating their children and nearly a dozen of their children have passed the S.S.L.C. examination.

But the Pourakarmiks employeed by the Bidar City Municipality present a contrast. They live in a separate colony called 'A. K. Colony' away from other communities of the city. They have put up their huts and mud houses on the land belonging to the Municipality. The Municipality has not provided any basic civic amneties in this colony of its own employees. There is only one water tap in the colony and it is submerged in a pool of dirty water. The residents use stagnant and polluted water even today. No wonder the majority of the residents of this colony complined of suffering from various kind of diseases.

Belgaum

The Belgaum City now as before a bone of contention between Maharastrians and Kannadigas, is a historical city with a salubrious climate. It has two parts namely, the City and the Contonment. Sanitation Problems in Cantonment is looked after by the military authorities. There is a population of nearly 2 lakhs, and the City Municipality earns a total revenue of Rs. 95 lakhs per annum. There are 239 sweepers and 272 scavengers working in this city. There are as many as 108 women workers belonging to both the categories.

The City Municipality has built only 84 quarters for the use of Pourakarmiks, and the rest live in three separate

colonies. The Municipality has not granted any house site to its employees.

The workers here narrated a number of their grievences to the Committee. The workers are not given leave at their credit and made to work even on holidays without any overtime payment or compensatory leave. The women workers are given only one month of maternity leave. Although the Municipality is running its own hospitals, the Pourakarmiks are not getting any preferential treatment in those hospitals.

Bijapur

Bijapur, once, the seat of the Adil Shahi Sultan's is today presenting a desolate appearance. During their reign there was a great spurt of architectural activities and even today the Gol Gumbaz, and Ibrahim Roza stand as great monuments of not only architectural skill but also as a feat of mediaeval engineering dexterity. Such a great city today has been reduced to a sorry state of appearance and outlook.

Bijapur City is the headquarters of the district of the same name, and is the biggest district in the State. The Bijapur City Municipality has employed 146 Pourakarmiks in all, of whom 81 are men and the rest are women. Unfortunately their conditions are most miserable and heartrending. The Committee observed the Municipal authorities have not taken any steps to improve their conditions. Many of the Government orders that have been passed from time to time for their welfare have not been implemented at all. The Municipality has built only 56 quarters and they are also not of a satisfactory type.

The Committee was astounded to observe that many of the Pourakarmiks are suffering from one of the deadliest scourges of the modern age namely Leprosy. The Pourakarmiks are coming into contact with the general public in the course of their duties and there is every possibility of spreading this disease to others as the Leprosy is considered now contagious.

There are many reasons why these Pourakarmiks contact and become victims of Leprosy. They are employing very crude and uncivilised methods of removing night soil by using their bare hands. The Municipal authorities have made no arrangements either for medical aid or for periodical medical checkups. The Committee strongly feels that Government should take immediate steps to appoint a Committee of Medical experts to go into question of examining the wide prevelance of diseases like Leprosy, Hookworm, Tuberculosis etc., among Pourakarmiks and suggest measures to erradicate the same on a war footing.

Chikkamagalur

Headquarters of the district of the same name, it has a population of 43,000. The Town Municipality has an annual revenue of Rs. 16 lakhs, and has employed 102 Pourakarmiks to maintain the sanitation of the town.

This was the first Municipality in the State to convert all service lavatories in the town to flush out lavatories and stop the scavenging service altogether in time as per Government orders in this regard. But unfortunately those very people who co-operated with the Municipality to convert their lavatories have now practiced the habit of diverting the human excreta from their lavatories to open street gutters with the result that the Pourakarmiks have again forced to do scavenging work in another form.

Channapatna

There are 58 Pourakarmiks employed by the Channapatna Town Municipality, of whom 26 are men and 32 women workers. Two non-Scheduled Castes people are borne on sweepers cadre, but they are assigned to duties other than sweeping. Though Channapatna is very near to the Capital of the State, in this town too, the Pourakarmiks complained to the Committee that they are not allowed to enter hotels and barber shops. In this town not only the Caste Hindus practice discrimination, the other sections of Scheduled Castes also who have taken up to other professions look down upon the section of people who

have taken to the profession of sweeping and scavenging. The children of Pourakarmiks are not admitted in the school meant for Scheduled Caste children. The Pourakarmiks also represented that their salaries are paid very irregularly and they are not granted sick leave even for a day or two unless a medical certificate is issued by a Government Hospital Doctor.

Chamarajanagara

Taluk headquarters of the same name in Mysore District has a population of 31,000 people. The Town Municipality earns an annual revenue of nearly Rs. 6 lakhs and has employed 63 Pourakarmiks, among whom five are still on Nominal Roll. There are six scavengers.

All these Pourakarmiks are of Madure Madiga community and have migrated from the Coimbatore District of Tamil Nadu. The colony where these Pourakarmiks live lack basic civic facilities including drinking water facility. Though there is a water tap provided in the main road, the Muslims residing near the tap are not allowing the Pourakarmiks to use the water tap and the Pourakarmiks have to depend on a dirty and polluted water well nearby for water. These Pourakarmiks are not only allowed entry into the hotels owned by Caste Hindus, they are also not allowed into the hotels owned by Muslims. When this glaring discrimination was observed by the Chairman and commented upon, he was informed by the Municipal authorities that they would take necessary action to amend the same, but nothing has been done hitherto in the matter and the same conditions prevail in Chamarajanagara.

Chikkanayakanahalli

One of the taluks of Tumkur District, Chikkanayakanahalli is situated at a distance of 160 k.m. from Bangalore. The Town Municipality has employed 28 Pourakarmiks for a population of 13,063 people. It is sad and regrettable that the Pourakarmiks are not getting their salaries regular and they have to wait till the third week of each month

to get their salaries though the Municipality earn an annual revenue of Rs. 2 lakhs. Tis is a very deplorable practice because the Pourakarmiks belong to lowest rungs of the economic structure in the country. Further, here the workers get only one half day as a weekly holiday.

Chitradurga

Chitradurga situated at a distance of 165 kms. from Bangalore is also the headquarters of the same district. With a population of more than 59,000 this Municipality earns an income of nearly Rs. 20 lakhs per annum. There are 130 Pourakarmiks working in this Municipality among whom 70 are women. As many as 118 Pourakarmiks belong to Madiga community and the rest to other castes like Nayaks, Kumbars, Muslims etc. The Pourakamiks who do not belong to the Madiga community have been assigned to work other than their legitimate duties of sweeping.

These Pourakarmiks live in four different places and they live in the midst of other Harijans. These colonies lack in basic amenities. The Pourakarmiks belonging to Madiga community are experiencing a special difficulty here, because they are not allowed to bury their dead in the burial grounds used by other castes. In the event of death these Pourakarmiks have to carry the dead to a distance of more than three miles from town limits and burry the dead bodies along the roadside.

Davanagere

Davanagere is an industrial as well as commercial city in Chitradurga District. The City Municipality has employed 356 Pourakarmiks for a population of nearly 2 lakhs. Of the total number of Pourakarmiks 126 are female and the rest are male workers. The Pourakarmiks belong to Madiga community speak both Kannada and Telugu languages.

The Colony where the Pourakarmiks are residing with other Scheduled Castes is called A.K. Colony and is reputed to have been visited by Mahathma Gandhi when he visited Davanagere, but lacks all basic civic amenities. Further,

the houses built by the Pourakarmiks themselves are most haphazardly constructed.

Deodurg

Deodurg Municipality in Raichur District have employed 19 Pourakarmiks, of whom 12 are women. The Pourakarmiks of Deodurg reside on the slope of a hillock outside the town as they have not allowed to live anywhere inside the town limits. These people suffer a lot during the rainy season because of marshy area around the hillock. They are forced to drink impure water of a tank as there is no water-well nearby. The Pourakarmiks complained of irregularity in disbursement of their wages. The Pourakarmiks also complained that their children are not welcomed in the schools.

Doddaballapura

A Commercial Town in Bangalore District is famous for its silk, and fine granite slabs. The Town Municipality employ 56 Pourakarmiks, of whom 24 are women and 32 are men belonging to Telugu speaking Vodda Community. The colony of these Pourakarmiks is situated in the middle part of the town, and attempts were made to relocate them away from the town. However the plan was spoiled and the Pourakarmiks have been granted ownership rights for the plots they have built their houses in which they have been living for the past few decades.

Gadag

The Gadag—Betageri City Municipal Council has employed 321 Pourakarmiks, of whom 173 are women and 148 are men. As many as 114 are on Nominal Roll in contravence of the Government orders. Of these, 104 are Telugu Madigas, 133 are Kannada Chalawadis, 76 are Kannada Madar and 8 are from Kannada Sikkaligar community. The Telugu Pourakarmiks have migrated from Bellary District. These Pourakarmiks are grouped in two Colonies called (1) Chalawadi Oni and (2) Madar Oni. The Municipality has built 57 quarters for the use

of Pourakarmiks. Most of the Pourakarmiks of this Municipality consume beef.

Gundlupet

The population of Gundlupet Town is nearly 15,000 with an annual income of Rs. 3 lakhs. Of 26 Pourakarmiks employed 18 are male and the rest female workers. The Municipality has constructed only 16 quarters for the use of Pourakarmiks. Though the efforts of the Municipal authorities to grant sites measuring 30'×40' to all the 26 Pourakarmiks are a laudable one, it is saddening to learn that these sites are on the old compost yard.

The Committee was informed by the Pourakarmiks themselves that they are made to work nearly 8½ hours every day. It was also brought to the notice of the Committee that the entry to hotels and barber shops for Pourakarmiks in Gundlupet is prohibited. The Committee also learnt that the dead cattle are given to Pourakarmiks, who after removing the skin consume the meat of the dead cattle.

Gulbarga

Gulbarga has historical glamour. Four centuries back a muslim dynasty was established at this place and the Sultanate who ruled over this area were great lovers of art and architecture. There was a large measure of communal amity and good will. A great spurt of architectural activities came into being during the regime of these muslim kings. Gulbarga actually means "Path way of roses". Even today it has maintained its importance as a commercial centre and also a place for educational activities. It is also the Headquarters of the Divisional Commissioner and other Divisional offices.

It is a matter for regret to note that this historical city with a population of 1½ lakhs, has a Pourakarmik strength of only 290. On an examination of official records it became clear that no Pourakarmiks have been recruited afresh during the last one decade. The city has also like

all modern cities has gone on expanding by leaps and bounds. New Industries have been established. On the whole, the City has assumed very big proportions without corresponding civic amenities. Even today the private scavenging is going in full swing although carrying of night soil as head loads has been abolished by Government.

Another unfortunate aspect which was noticed during the visit of the Committee is that all the Service latrines have not been converted into flush-out types as specifically directed by the Government. The private scavenging is still being carried on by the people belonging to the Balmiki sect of Haryana who have migrated to this area long back. The Chairman and members of the Committee met all these private scavengers and discussed frankly their problems and difficulties. The Committee was glad to note that these Balmiki scavengers are willing to give up the profession provided they are given alternate jobs to make a living. The Committee accordingly made a strong recommendation to Govenrment to provide suitable jobs to these pepole who are anxious to open a new chapter in their lives. It is regrettable that Government have not taken any action for the last two years.

The Municipal authorities have not evinced any great interest to provide suitable amenities to the Pourakarmiks. They live in three different and far flung areas which are not provided either with water taps or street lights. Moreover no lavatories have been built in their localities with the result that even women folk have to go to far off fields to attend to calls of nature. This is a very inhuman state of affairs.

The Committee was glad to notice that in one particular locality known as Jagat Colony, the children of Pourakarmiks have been properly educated and nearly hundred of them have taken University Degrees in various subjects.

Gangavathi

Gangavathi in Raichur District is an expanding township of nearly 40,000 with great agro-based industrial potential.

There are 80 Pourakarmiks in all, among whom 46 are women.

This is one of the Municipalities in the State where the Pourakarmiks have been suffering for want of an imaginative approach and proper management on the part of the officials. The Pourakarmiks have to work for more than 8 hours without any compensatory allowance. Their Service Registers are not properly maintained and also the birth dates of Pourakarmiks have been entered in a most hapazard manner with the result that the Pourakarmiks are always put to trouble at the time of their retirement. The Committee has noted with deep regret that this state of affairs is prevailing in mos of the local bodies in the State.

What is more distressing is that the Pourakarmiks of this place have not been provided with suitable equipment and tools. The Committee was astonished to witness that the Pourakarmiks actually clean the gutters with their bare hands, a habit which is not only dirty but extremely hazardous.

The colony where they live is named and called as "Harijanwada", which is an appellation opposed to all tenets of secularism. Such names wehrever found should be immediately changed. To make matters worse a Toddy shop is also located in the midst of these Pourakarmiks much against the directive of the Government prohibiting the location of liquor shops near the areas where the Scheduled Castes and Scheduled Tribes live.

The Pourakarmiks, when the Committee visited this place, brought their grievances to the notice of the Chairman and Members that they are actually strangulated by economic depression. The Committee advised the Pourakarmiks that they should stand on their own feet by forming Co-operative Societies on an independent basis. After some time a Co-operative Society was formed by the concerned efforts of Pourakarmiks. Unfortunately the local branches of Nationalised Banks at this place did not adopt a helpful attitude although the local Municipal

Council came forward to stand guarantee for Pourakarmiks as far as Salary Deducations were concerned.

Gubbi

The Pourakarmiks of Gubbi Town Municipality in Tumkur District brought to the notice of the Committee, that they are treated as 'Untouchables' in the town. They have represented to the Chairman of the Committee that they are not allowed entry into temples, and hotels of the town.

Gudibande

The Town Municipality of Gudibande in Kolar District had only 2 Pourakarmiks at the time of the visit of the Chairman of the Committee to Guidbande. It was brought to the notice of the Chairman that the strength of the sanctioned staff was 5, and three were employed on temporary basis for some time. When the Government Order No. IIMA 47 MLR 72, dated 29th April 1973 was issued regularising the services of all temporary employees of Local Bodie,s this Municipality instead of regularising the services of the temporarily appointed Pourakarmiks, dispenced with their services.

The Pourakarmiks in Gudibande are allowed only one half day weekly holiday.

Hassan

There are 85 Pourakarmiks employed by Hassan Town Municipality, of whom 34 are women and the rest are men workers. As in most parts of the State in Hassan also the Pourakarmiks' colony is in most pitiable state. There are no basic civic amenities in their colony, and to attend to calls of nature, the family members of the Pourakarmiks will have to go into nearby fields.

At the time of the visit of the Chairman of the Committee to Hassan it was brought to the notice of him that out of 3,500 service type laterines only 1,500 latrines were converted as per Government directive, and though the scavenging service by the employees of the Municipality was discontinued, some of the Pourakarmiks themselves

were doing the work of cleaning the latrines of the public slyly for extra income. The Chairman also learnt that at Police Quarters Lines the clearing of night soil was still being continued by the scavengers employed on contingency basis for that purpose by the Police Department.

Hosakote

In Hosakote Town most of the latrines are of pit type and accumulated night soil is being cleared by farmers for use in their lands as manure. Therefore the implementation of Government Order banning the removal of night soil by Municipal employees was easy. The Municipality has employed 17 Pourakarmiks, belonging to Bovi community. Of them 10 are men and 7 are women.

In this town the Pourakarmiks are supplied with long handled brooms which enable them to sweep the street standing and thus avoid raising dust. Whenever a worker falls sick and request leave, before such leave is granted the worker himself has to arrange a substitute to work in his place during his leave period.

Hunsur

The curse of untouchability is still on the Pourakarmiks, especially on those in the districts of Mysore and Mandya. As in other parts of these two districts, Hunsur Pourakarmiks are also not entertained in the hotels and barber shops. To get a cup of tea or coffee, the Pourakarmiks themselves have to carry their own cups or use the cup kept outside of the hotel for the use by them. To get a face-shave or a haircut the Pourakarmiks will have to go to nearby towns. When this glaring discrimination was brought to the notice of the concerned authorities the following was their reply.

".....all Pourakarmiks Harijans of Hunsur were secured and their grievances were heard. The local hotel keepers about 20 in number and 6 shaving saloon owners of Hunsur Town were also secured and an enquiry was made regarding the complaints about the Sweepers and Scavangers not being admitted to the local hotels and shaving saloons.....a leader of the Harijans stated that the hotel owners and barbers had so far not objected to any of

them going to the hotel or saloon. Since the rates changed by the shaving saloons were also high, with the object of getting the rates reduced, whenver any authorities visit their colonies they are said to complain that the hotel-keepers and shaving saloon owners are not allowing them. However, all the hotel-keepers and barbers of Hunsur Town were suitably advised in this behalf."

Hungund

Out of 22 Pourakarmiks employed by Hungund Town Municipality in Bijapur District three are assigned to scavenging work. Of these, 17 are women and 5 are men. The Pourakarmiks are on part-time basis, and those doing sweeping work get Rs. 25 per month, and the scavengers get Rs. 70 per month. Another peculiar system that exist in Hungund Municipality is that the part-time workers are divided into groups and work on rotation for a month or two depending on the moods of authorites.

Hubli-Dharwar

The Hubli-Dharwar Corporation for a population of 3,79,166 pepole has employed 862 Pourakarmiks, of which 248 Pourakarmiks are working in the Dharwar unit of the Corporation. The annual revenue of the Corporation is Rs. 2,32,30,700.

Of the 862 Pourakarmiks of Hubli-Dharwar Corporation 452 are women and 410 are men. Of these 28 are employed on temporary basis.

The Pourakarmiks of the Corporation are governed by erstwhile Bombay Municipalities Rules and as such getting the retirement benefits unlike their counterparts elsewhere in the State.

The Corporation has extend the following benefits to its Pourakarmiks.

(1) Festival Advance and Pay Advance

(2) Rs. 100 in cash paid to those undergoing tubectomy operation.

(3) Special Nutrition Programme

(4) Free medical aid and maternity facility.

The Corporation has built 354 houses and has allotted them to Pourakarmiks on hire-purchase basis. Cost of each house being Rs. 1,800, a monthly instalment of Rs. 18 only is collected from the allottees and on clearing the cost of the house, the ownership of the houses will be transferred to the allottees.

The Pourakarmiks of Hubli reside in five different colonies.

In Chanpet Colony the Corporation has built 72 houses for the use of Pourakarmiks, of which nearly 40 houses have been sublet to outsiders.

Another colony of Pourakarmiks is called 'Bhangi Colony' to proclaim the caste and profession of the residents in the area. A factory by outsiders have come up in this locality causing residents great discomfort.

In regard to their living and working conditions, the Pourakarmiks of Hubli-Dharwar Corporation represented as under :

That many Pourakarmiks even after serving for 10-15 years still borne on Nominal Roll in contravence to Government Order HMA 47 MLR 72, dated 29th April 1972.

That towels, chappals, and soap not supplied regularly as per Government Order No. HMA 48 TMM 72, dated 7th March 1973.

That basic civic amenities not provided in the localities where Pourakarmiks residing.

That full benefit of National and Festival holiday's not extended.

That whenever vacancies in permanent cadre arise outsiders are appointed instead of those who have been working on temporary cadre for a number of years.

Hospet

Hospet in Bellary District, adjacent to the famous Ham Ruins has a population of 65,00 people. The City Mun cipality has an annual revenue of Rs. 33 lakhs, and h empolyed 176 Pourakarmiks to maintain the sanitati of the city. There are 84 female Pourakarmiks employ by the Municipality.

The Municipality has provided quarters to 18 worker and the rest reside in mud houses built by themselves o Municipal land. The colony of Pourakarmiks is name 'Indira Nagar'.

The Pourakarmiks represented to Committee that thoug they too are classified on a par with other Class IV offici of the Government they are deprived of Surrender Leav benefit as extended to other Government servants of th same grade.

Harihar

A Taluka headquarters in Chitradurga District has population of 33,888 pepole with an annual revenue of Rs. lakhs. The Municipality has employed 41 Pourakarmik of whom 4 are women workers. The Municipality ha stated that the workers who were doing scavenging wor have been absorbed on sweepers cadre after Governmen order banning scavenging service by Municipal employees But the Pourakarmiks have represented to the Chairma that the former scavengers were retrenched from the servic after the ban on scavenging in any form was promulgate by Government.

The Pourakarmiks of Harihar also represented that the are made to carry and burry the dead bodies of destitute much against their will.

Honnavar

Honnavar Municipality of North Kanara District coul be easily cited as an example where expolitation of Pour karmiks by the officials is still going on. When the Com mittee visited this Municipality it learnt that the Pourakar

miks are being given only one half-day weekly holiday instead of one full day or two half-day holidays in a week. The officials of the Municipality assured the Committee that they would allow two half-day weekly holidays, and thereafter it was reported to the Committee that it was done so for sometime. At the same time the Pourakarmiks were informed that they would lose the privileges of National and Festival Holidays if they insist upon two half day weekly holidays.

Hiriyur

There are 32 Pourakarmiks, of whom 16 are on Nominal Roll in the employment of Hiriyur Town Municipality. In this town, like its neighbouring town Sira, discrimination among Pourakarmiks themselves prevails. The sweepers consider themselves superior to scavengers and does not associate with them socially.

In this town too Pourakarmiks live seperately away from other castes in a colony of their own called "A.K. Colony". There are no drainages and latrines in the colony. The Municipality has provided a water tap which is situated in a drainage. The Pourakarmiks are allowed only one half-day as weekly holiday.

Humnabad

Humnabad in Bidar District has a population of 16,357 people, and the Town Municipality has an annual revenue of Rs. 3,50,00. Fourteen male and 6 female Pourakarmiks are employed by the Municipality. The Pourakarmiks of Humnabad represented to the Committee that they are unnecessarily harassed by the supervisory staff, and that they are forced to work more than 8 hours per day. They also complained of inferior quality of uniforms supplied to them.

Indi

The Pourakarmiks of the Indi Town Municipality have been put to hardships, because this Municipality still employs them on a part-time basis in direct contravention

of Goverment orders not to do so. These poor workers get a pittance of Rs. 65 only per month. Similarly all other Government orders aimed at the welfare of Pourakarmiks have been completely ignored. When questioned about these short comings, the spokesman of the Municipality pleaded financial stringency as the main cause for not improving the conditions of Pourakarmiks.

There are only 9 Pourakarmiks in Indi for a population of 14,000 and with an annual income of Rs. 2 lakhs. It is unimaginable how Government can go about upgrading small Town Panchayats to the status of Municipalities simply because the population has expanded. Such Municipalities have sprung up into existence mostly in North Karnataka area due to various political consideration.

Kolar

Kolar, headquarters of the district of the same name is one of ancient seats of Hindu Kingdom. The Gangas ruled over this tract for a long time. Kolar is on the National Highway No. 7 leading to Madras and other important cities of South India.

The Pourakarmiks of this town belong to Telugu speaking Bovi community and reside in a colony named as "Bovi Colony". During the visit of the Chairman to this Colony many Pourakarmiks represented that this name of the colony changed to "Antharganga Nagar". This desire on their part indicated a change in their outlook for better things and cleaner surroundings. The Municipal Council have not provided minimum basic facilities in this colony of Pourakarmiks. Even those quarters built by the Municipality are not properly maintained and not even white washed ever since they were constructed decades ago.

The workers are sadly neglected and most of the Government orders aimed at their welfare have not been implemented at all. The Pourakarmiks, especialy the women are treated with utomost contempt, foul and abusive language is being used against them.

Although there is no scavenging as such in the town, it is really unfortunate that there should still exist private scavenging in Police Quarters.

Kamalapur

A small town in Bellary District adjacent to Hampi proudly calls itself a Municipality, but is reluctant to extend any kind of facility to its employees. Even the Pourakarmiks' monthly salaries are not paid regularly. At the time of the visit of the Chairman in the month of September 1973 to this Municipality the Pourakarmiks' salaries had not been paid for nearly eight months. The reason ut forth for non-payment of Pourakarmiks' salaries for nearly eight months was that the Municipality's revenue was not adequate.

Kamalapur Municipality is a standing example of what any Municipality should not be. Here the Pourakarmiks are most exploited by the Municipality itself.

The Pourakarmiks live admist most wretched conditions. No civic amenity has been provided in their residential area. No doubt the Municipality has attempted to construct quarters for the use of Pourakarmiks, with financial assistance from the Social Welfare Department. After raising foundations for 12 houses the work has been abandoned.

At Kamalapur the Committee also learnt that the children of Pourakarmiks are not allowed admission in the schools.

Here, none of the Service Benefits are allowed to the Pourakarmiks. Only one half-day holiday per week is given. Even other leaves are not sanctioned to Pourakarmiks. Nowhere else the Pourakarmiks are abused and exploited as in Kamalapur.

Karwar

The Coastal Town of Karwar has played a historical role in the annuals of Karnataka history. There are three different localities where the Pourakarmiks live, all the three

localities are stigmatised with the caste name. These are called : Harijans Chala, Hosa Harijan Chala and Hale Harijan Chala. The Committee noted that no action has been taken to change these names.

One striking factor that was noticed prominently was that in all these three Pourakarmiks' colonies even basic facilities have not been provided. However, the Committee was glad to observe that the Municipality has opened a Women and Child Welfare Centre in Hosa Harijan Chalo, although the same Municipality has failed to extend normal civic facilities to these colonies.

It was brought to the notice of the Committee that 14 Scavengers employed by the Municipality were thrown out of employment as a result of the Government Order abolishing all types of scavenging. The interpretation of this Government Order was not correct on the part of this Municipal authorities.

Here the Pourakarmiks represented that no kind of leave is given with good grace and the work load is disproportionately high. The women Pourakarmiks complained that the maternity leave is not given in full as per rules.

Molakalmuru

A small taluka on the borders of Chitradurga District, Molakalmuru has a small contingent of 12 Pourakarmiks. There are no lady Pourakarmiks.

It was noticed here that none of the Government Orders such as sanctioning issue of Uniforms, Chappals, Soaps and towels was implemented. The Pourakarmiks are not getting leave at their credit whenever they need it.

In this small town, it was heartening to find that at least one boy of Pourakarmiks was studying in P.U.C., and another young man of this community has become a School Teacher.

Manvi

Manvi Town in Raichur District has a population of 14,000 and an annual revenue of nearly Rs. 3 lakhs. Of the 18 Pourakarmiks employed 3 are women and 15 are men. Majority among Pourakarmiks are Mahthars, a community which has migrated from Rajasthan who claim superiority in caste over the Kannada speaking Pourakarmiks.

The Municipality has granted sites to 21 Pourakarmiks. The Committee was happy to learn that these sites to Pourakarmiks have been mixed among other 4,000 sites distributed to economically backward people of all castes and creeds.

The Pourakarmiks of Manvi are given only one half day as a holiday in a week.

Mudhol

The Pourakarmiks of Mudhol Municipality in Bijapur District are not aware of any Government orders sanctioning facilities and benefits to Pourakarmiks employed in Municipalities. The Pourakarmiks of Mudhol start their work early in the morning at 5-30 A.M. and work for more than 8 hours a day. The Mudhol Municipality has not implemented any of the Government orders and the Pourakarmiks are deprived all benefits.

Magadi

Magadi Municipality in Bangalore District have 20 Pourakarmiks of Adi Karnataka Community. There are no women workers in this Municipality. The Pourakarmiks live far away from the town. The few quarters built by the Municipality are not even fit for animal dwelling. Many of Government orders yet to be implemented.

Melukote

Even today in some streets of Melukote Town in Mandya District, the Pourakarmiks dare not walk before a section of caste Hindus. When this brought to the notice of

concerned authorites, the Administrator of Melukote Town Municipality admitted practice of untouchability in Melukote. His reply is worth quoting: "The Pourakarmiks are not considered untouchables by all sects of Melukote. It is ascertained that they themselves do not attend the barber shops, but take self shave and get the haircutting done by the members of their own community. There is no prohibition for entry of Pourakarmiks to the public Temples at Melukote. *It is true to some extent that some particular sort of caste Hindus even today shout away the approaching Pourakarmiks off the main roads.* No specific complaints are received in this behalf. If written complaints are received suitable action will be taken in the matter".

The Administrator of the Town Municipality has admitted that a particular sort of caste Hindus even today object the Pourakarmiks going near them. But still he or other officials are unwilling to take necessary action in the matter.

Mangalore

District Headquarters of South Kanara has a population of 1,65,174 people. The City Municipal Council has an annual revenue of Rs. 60 lakhs. The Municipality has employed 266 Pourakarmiks, of whom 183 workers were former scavangers. There are 188 women workers. It was brought to the notice of the Committee that as many as 70 workers employed temporarily on daily wages of Rs. 5-30. The Municipality has provided only 16 quarters and the rest live in huts and mud houses built by themselves in various parts of the city. It is reported that at one time when the Municipal authorities tried to locate all the Pourakarmiks in a single colony in the midst of the city, the local caste Hindus objected the location of Pourakarmiks among them, and the scheme was reluctantly dropped.

The Committee also observed the workers assigned to rubbish carrying lorries working without any protectives such as gum-boots, tools etc. The workers in Dumping

yard are forced to clear rubbish using their bare hands. The Committee also learnt that carrying of night soil by private and by sly arrangement still in existance in Mangalore.

Mandya

The City Municipality of Mandya has employed 135 Pourakarmiks for a population of 72,058 people. The Municipality has an annual revenue of Rs. 24 lakhs. Majority of Mandya Pourakarmiks are migrated from Coimbatore District of Tamil Nadu and belong to Telugu speaking Madure Madiga community.

The Pourakarmiks belonging to Vodda community live in the middle part of the city, and the others live in a colony called 'Sweepers' Colony on the outskirts of the city. The Municipality has constructed 20 quarters in this colony.

The area where the Pourakarmiks belonging to Vodda community reside is known as 'Kalamma Temple Colony. The land on which the Vodda Pourakarmiks have put up their huts belong to the Municipality. As this area is right in the middle of the city, a few caste Hindus are trying to evict these Pourakarmiks from the place so that the land could be commercially developed. The Pourakarmiks are also willing to vacate the land if alternate arrangement is provided to them. Few years back a separate plot was developed for this purpose and the Vodda Pourakarmiks represent that they have even paid the cost of the land to the Municipality long back, nothing has materialised so far because of objections from another sections of caste Hindus.

Mysore

For a population of 3,55,636 people, the Mysore City Municipality has employed 845 Pourakarmiks, of whom 479 are men and 366 are women workers. The Municipality has an annual revenue of Rs. 1,50,21,304-00.

The Pourakarmiks of Mysore live in four different colonies. As in other parts of the State, in this world

famous city too the Pourakamiks reside under most deplorable conditions. Though the Municipality has provided 436 quarters for the Pourakarmiks, all of them are in dilapidated condition without any sort of maintenance and repairs. It was brought to the notice of the Committee that a few quarters built by the Municipality for the use of Pourakarmiks in Gandhinagar area have been forcibly occupied by outsiders, who are indulging in the manufacture of illicit liquor. The Committee observed the practice of scavenging service by the Pourakarmiks themselves by private arrangement with some residents of Mysore who have not converted their lavatories.

Navalgund

In Navalgund Municipality of Dharwar District part-time scavengers are employed on a monthly pittance of Rs. 25. During the past few years some Pourakarmiks have been retired on superannuation and their retirement benefits are yet to be settled.

Pavagada

Pavagada Town Municipality has employed 16 Pourakarmiks for a population of 9,002 people. The Municipality has an annual revenue of Rs. 2,50 000. The Pourakarmiks of Pavagada represented to the Committee that they are treated as untouchables and not allowed entry into temples, hotels etc.

The Municipality has not attempted to improve the living conditions of Pourakarmiks in any way.

Ramanagara

There are 18 male Pourakarmiks and 16 female Pourakarmiks employed in Ramanagar Municipality in Bangalore District. At the time of the visit of the Chairman it was brought to the notice of him that chappals, soap and towels are not supplied to Pourakarmiks as per Government Order. The Pourakarmiks belonging to Telugu speaking Vodda and Madiga communities live in most unhygienic spot of the town. No attempts have been made to build quarters or

grant sites for them in a well laid out locality. At the time of Chairman's visit to Ramanagar the Pourakarmiks represented that they are being threatened of eviction from their present residental locality as some influential persons of the public are trying to get the land sold to them from the Municipality. Such attempts to buy out the places of Pourakarmiks colonies are taking place in many towns because in such cases the land on which the Pourakarmiks have put their huts happen to be in central locality of the town and as such commercially valuable.

Raichur

In Raichur City even today carrying of night soil as headloads could be seen, because the Municipality has failed in converting all the service type latrines in the city. So far the Municipal authorities have converted only 815 latrines out of a total number of 2,385 latrines in the City. Hence, the scavenging is still being continued in Raichur City. This scavenging service is rendered by about 150 private scavengers belonging to Balmiki community of North India, who have private arrangements with the residents of Raichur.

The City Municipality for a population of 79,630 people has employed 231 Pourakarmiks, of whom 39 are former scavengers now assigned to other duties. The Municipality has constructed only 28 quarters for the use of its Pourakarmiks. Other Pourakarmiks reside in their own houses in a colony called 'Harijanwada'.

Shorapur

Shorapur in Gulbarga District has a population of 21,056 people. The Town Municipality has employed 26 Pourakarmiks. It was brought to the notice of the Committee that the Pourakarmiks are made to work more than 8 hours per day and that one half day is given as a weekly holiday. At the time of the visit of the Committee to Shorapur none of the Govenrment Welfare Orders were implemented by the Municipality. There is private scavenging still in vogue in Shorapur.

Sindhnur

There are 23 Pourakarmiks employed in the Town Municipal Council of Sindhnur of Raichur District, for a population of 14,306. During its visit to Sindhnur the Committee learnt that the Pourakarmiks are not allowed entry into hotels and temples of the place. It was also represented that the Pourakarmiks are made to work more than 8 hours per day, and allowed only one half day as a weekly holiday. The Pourakarmiks of Sindhnur unlike their counterparts in the neighbouring district of Bellary are eligible for both pension and gratuity. The Government has sanctioned Rs. 16,800 under a Centrally sponsored scheme for construction of houses for Sweepers and Scavengers, and the amount is being utilised by the Municipality to construct 16 houses for the use of Pourakarmiks.

Shimoga

In Shimoga City Municipality 414 Pourakarmiks are employed. Of these 132 are women and the rest are men workers. The City Municipality for a population of 1,02,703 earns an annual revenue of Rs. 89 lakhs.

In this city scavenging work is still done by private scavengers numbering nearly 200.

The City Municipality has allotted 258 sites at nominal cost and free of cost to some Pourakarmiks and taken up the construction work of 14 houses for Pourakarmiks. The Pourakarmiks of Shimoga are eligible for gratuity only at present.

Sira

In this town the untouchability curse prevails. The caste Hindus and Muslim hoteliers do not allow the Pourakarmiks enter their hotels. The sweepers of this Town's Municipality consider themselves superior to those engaged as scavengers by the same Municipality and do not allow the scavengers come anywhere near them. The Town Municipality with assistance from the Social Welfare Department, constructed few houses for the use of Pourakarmiks, and allotted houses to some scavengers. The sweepers who consider themselves superior to those scavengers, though both of the groups belong to the same caste, have threatened scavengers against entry into their midst. The Chairman and other members of the Committee tried to advise the sweepers to live amicably with the scavengers, but the sweepers adamantly refuse to mix with the scavengers on the basis of their superiority in the caste hierachy.

Yadgiri

The private Scavengers of Yadgiri Town in Gulbarga District sought court order staying the ban on removal of night soil in any form. They had claimed that it was their birth right to continue in that profession of carrying of night soil as head loads. Today they are continuing the same profession in Yadgiri Town.

The Municipality for a population of 32 760 people has employed 57 Pourakarmiks, of whom 9 are former scavengers now doing sweeping work. The Municipality has not extended any sort of welfare facilities to its Pourakarmiks.

YELANDUR

In rural parts of Mysore and Mandya Districts, even today the Pourakarmiks and members of their families suffer degradation from the so-called superior castes of society as well from other sections of Scheduled Castes themselves. Yelandur is not an exception. But whereas in other places the hoteliers keep separate cups for the use of Pourakarmiks, in Yelandur it is not so. The Pourakarmiks themselves have to bring their own cups to get coffee or tea from the hotels. In Yelandur, one could see the Pourakarmiks always carrying aluminium cups with them.

For a population of 5129 people, the Yelandur Town Municipality has employed only 8 Pourakarmiks, of whom five are men. They belong to Telugu-speaking Madiga community. The Municipality has granted house sites to the Pourakarmiks.

BANGALORE

The credit for maintaining Bangalore as one of the cleanliest cities in India should go to the Pourakarmiks of Bangalore City Corporation. But it is a disgrace to find that in some localities of Bangalore night-soil is still being removed by hands by the Pourakarmiks, though the Government has banned the carrying of night-soil in any form.

For a population of nearly 20 lakhs, the Corporation has employed 2435 male and 2090 female Pourakarmiks only. Nearly 95 percent of them are from Telugu-speaking Madiga and Vodda communities. There are some belonging to Vokkaliga, Lingayath and Muslim communities also. Not only of because of acute unemployment problem but also because of good service conditions and benefits at present available for Pourakarmiks in the Corporation many Caste Hindus are also coming forward to take up the profession of Pourakarmiks.

Though there are very few belonging to the Tamil-speaking Scheduled Castes, people belonging to Kannada-speaking Scheduled Castes have kept themselves away from the profession and also away from those who have taken up the profession. Hence the Pourakarmiks of Bangalore reside in separate and exclusive pockets of their own.

There are nearly 30 such pockets of Pourakarmiks in Bangalore. Majority of Pourakarmiks reside in Goripalya, Kumbara Gundi, Bore Bank Road, Murphy Town, Shanti Nagar and Old Sawar Lane. Goripalya is now renamed as 'Jagjivanram Nagar'. These Pourakarmiks are from the districts of Chittur, Anantpur and Nellore of Andhra Pradesh, and also from Bellary district. Even after decades

of living in Bangalore they still maintain their individual regional traits.

The Bangalore City Corporation has provided only 1000 quarters, and the rest live in mud houses and huts built by themselves on land belonging to the Corporation. The Corporation has taken up the work of rehabilitating the Pourakarmiks living in the slums. The Corporation has distributed 450 house sites to the Pourakarmiks residing in Bakshi Garden, and is planning to distribute 650 house sites to the Pourakarmiks residing in Jagjivanram Nagar. It has also been decided to sell 108 quarters in Jagjivanram Nagar at upset prices to the present residents themselves. Apart from this, the Corporation has not attempted in any way to improve the localities where the Pourakarmiks are residing. So far the Corporation has not started any Nursery or Primary Schools in the localities of Pourakarmiks. However, a few Creches have been opened in some localities..

Many of the Pourakarmiks are suffering from T.B. and other chronic diseases, and they are not subjected to periodical medical examinations. No Special leave is extended to those suffering from T.B.

There are no Promotional opportunities to the Pourakarmiks, though quite a number of them have passed the S.S.L.C. examinations. The Pourakarmiks of Bangalore City Corporation are not yet entitled to pensionary benefits.

The female Pourakarmiks of Bangalore are getting towels also *unlike* their counterparts elsewhere in the state. The Corporation has constructed few Muster Shelters where the attendance of Pourakarmiks are taken and where place provided to deposit their tools etc. However, it is unfortunate that the Corporation has not provided any transportation facility to the Pourakarmiks who have to go to far-off work spots from their residential localities.

The Pourakarmiks of Bangalore City Corporation are well organised, and have proved that 'self-help is the best help'. There are three Trade Unions of Workers namely,

the Bangalore City Municipal Corporation Workers' Federation, the Bangalore District Corporation and Local Bodies Employees' Union, and the State Corporation and Municipalities Workers' Association. There are also registered associations in every Colony of Pourakarmiks which look after the improvement of their respective areas.

The Bangalore Municipal Corporation Scheduled Castes Workers' Co-operative Society is rendering great service in improving economic conditions of its members. The Society has promoted many welfare schemes and its 'Pourakarmiks' Children Education Fund' scheme is a laudable one. An Education Fund of Rs. 2 lakhs is reserved for starting a Residential School for the children of Pourakarmiks. The Society has also launched a "Family Relief Fund" scheme by which the dependents of deceased Pourakarmiks and retired Pourakarmiks get immediate relief. The Society also extends loan facilities to its members.

The Corporation itself has promoted a scheme called "Bangalore Muncipal Corporation Pourakarmiks' Welfare Fund" and a sum Rs. 1,000 will be paid to the dependents of deceased Pourakarmiks as immediate relief. The same benefit is given to the retiring Pourakarmiks also. The fund is managed jointly by the representatives of the Corporation as well as that of the Trade Unions.

To encourage and honour the services of the workers, the Corporation annually celeberates a day as the Corporation Day, which is called 'Kempe Gowda Day' after the founder of the City. Prizes and awards are distributed to the winners of Games and Sports.

Recently the Corporation celebrated the Karnataka Rajyothsava Day and the Prime Minister's Birth Day and awarded prizes to the Pourakarmiks excelling in games and sports, as well as in work, attendance etc. The Committee requests other Local Bodies in the State to emulate the example of the Bangalore Corporation to further the interests in their workers.

CONDITIONS OF SWEEPERS AND SCAVENGERS EMPLOYED OUTSIDE KARNATAKA

To find out whether the sweepers and scavengers employed in place outside the State enjoy any special privileges and to ascertain their living and working conditions for comparision with their counterparts in Karnataka, the Committee was permitted by the Government to visit Bombay, Delhi, Calcutta and Bhuvaneshwar and make a spot study of the living and working conditions of sweepers and scavengers in those cities. Accordingly, the Committee visited Bombay in the month of July 1974 and Delhi, Calcutta and Bhuvaneshwar in the month of September 1975. The following are the observations of the Committee on the conditions of sweepers and scavengers outside the State.

Bombay

The jurisdiction of the Greater Bombay Municipal Corporation is 437 Sq. Kms. and has been divided into 15 wards. For a population of 65 lakhs there are 13.000 sweepers and scavengers who are called 'the Conservancy Staff'.

The Conservancy Staff of the Greater Bombay Municipal Corporation are categorised as Scavengers, Motor Loaders and Halalkores.

The Scavengers attend to sweeping and depositing of refuse in the refuse bins, sheds etc.

The Motor Loaders attend to the work of lifting the refuse from the refuse bins etc. and depositing the same in the vehicle which carry the collected refuse to the disposal ground sites.

The Halalkores attend to collection and removal of refuse from privies, cesspools etc.

All these three categories of conservancy staff work for 7 hours a day in two sessions 6-30 a.m. to 10 a.m. and from 1-45 p.m. to 4-45 p.m. The Motor Loaders are given weekly holidays by rotation and the scavengers are given two half day leave. The workers get half day leave only on festival and national holidays.

Pay Scales

The Conservancy Stag of the Bombay Municipal Corporation are placed in a time scale of Rs. 48-2-66-3-90. Their Dearness Pay and Dearness Allowance is linked up with the Consumer Price Index and is variable.

Special Allowances

The Motor Loaders and Halalkores get an Unclean Work Allowance of Rs. 10 per month, and also Rs. 3 per month as Washing charges.

Quarters

Six thousand of the Conservancy Staff are provided with free quarters in 5,500 tenements sperad over the city. Those who have not been provided with free quarters are paid a House Rent Allowance of Rs. 10 per month.

Leave

The Conservancy staff of Bombay Municipal Corporation are entitled to the following leaves :

(1) Earned Leave—1/11th of the period spent on duty, subject to a maximum of 120 days. Thirthy Day's leave can be encashed during a block period of 2 years.

(2) Half Pay Leave—20 days per year which can be commuted on medical grounds to the extent of 240 days during one's entire service.

(3) Injury Leave.

(4) Maternity Leave—3 months from the date of commencement or 6 weeks from the date of confinement, whichever is earlier.

(5) T.B. Leave— One year at a time.

Pension and P.F. Benefits

The workers are entitled to family pension-*cum*-gratuity scheme.

Uniforms

The male staff is provided with 2 shirts, 2 trousers, a pair of chappals, either a Kambli or Umbrella, annually. The female staff get 2 sarees of nine yards with petti-coats and two Polkas, annually.

Welfare activities

The Greater Bombay Municipal Corporation has a separte fully pledged department to look after the welfare of its staff and workers. It has opened 44 Welfare Centres and is headed by a Labour Officer who is assisted by well trained assistants.

Apart from finding redressal for the grievances of the workers, the Labour Department of Greater Bombay Municipal Corporation conducts various welfare programmes for the benefit of the workers and their families.

In the Welfare Centres Gymnasium facilities are provided. Facilities for indoor and outdoor games such as Carrom, Table Tennies, Volley Ball, Foot Ball, Cricket and Kabaddi have been provided in the Centres. All the Welfare Centres have been provided with Radios.

In these Welfare Centres, the womenfolk of the workers are given facilities for learning sewing, tailoring and handicrafts.

The Labour Department also organise picnics and excursions. Adults are taken to places of historical importace in India, and the cost of these tour programmes is borne by the department. To wean away the workers from the

habit of drinking, and at the same time to provide recreation to them, the department organises film shows daily in the various centres.

Apart from providing Nursery Schools in the colonies of the workers, the department also grants scholarships to the children of workers. According to this scheme, Rs. 120 and Rs. 300 are awarded to the scholars obtaining 50 per cent marks in Secondary Education and 2nd Class in College education respectively. Any number of children of a Municipal employees, irrespective of his pay, can avail of this facility.

Under another scheme, only one child of the wroker whose pay is upto Rs. 150 is awarded scholarships of Rs. 60 per annum for the Secondary Education and only one child of the worker whose grade is upto Rs. 500 is awarded scholarship of Rs. 250 per annum for the College education.

There is not much difference in the service and working conditions of our Pourakarmiks and of those in Bombay. But it must be said that the economic and social conditions of the Bombay Municipal workers are far better then compared with those of our Pourakarmiks. The reason is not far to seek either. Because their conditions were very much improved by the ceaseless efforts of a dynamic personality like that of late Dr. B. R. Ambedkar. He waged a relentless battle for improving their living and working conditions. Dr. Ambedkar knew where the lacuna lay. It was obvious to him that without proper education the children of these workers would not make any headway in life. Therefore he laid great stress on opening schools and colleges for the benefit of this oppressed community. Secondly, in a cosmopolitan city like Bombay there is no scope for rigid caste distinctions. With the result the children of sweepers and scavengers enjoy good social contacts in the wider cosmopolitan society at this place.

Delhi

The Capital of Indian Republic is split up into three zones namely Old Delhi, New Delhi and the Contonment.

The ill-planned and thickly populated area of Old Delhi comes under the jurisdiction of the Delhi Municipal Corporation, whose civic body is an elective one. The well-planned and well laid out New Delhi is governed by the New Delhi Municipal Council, which is a nominated body. The sanitation work in the Contonment is looked after by yet another separate body called 'the Contonment Board'.

The Committee was shocked to learn that in many parts of Delhi the abhoring practice of carrying night soil as head loads by the Municipal workers is still in vogue. The authorities put forth various reasons for the continuance of this practice in the Capital City of India.

The Delhi Municipal Corporation's jurisdiction is divided into 8 zones of 100 wards. It employs 14,000 sweepers and scavengers, who are called as 'Safai Mazdoors', and whose pay scales and allowances are on a par with Class IV officials of the Government. Their minimum total emoluments are Rs. 315 per month. The Corporation also employ workers temporarily on daily wages of Rs. 5.25 per day.

The Safai Mazdoors of Delhi Municipal Corporation are given free medical aid, and they are also entitled to medical reimbursement as and when the need arises.

The Delhi Municipal Corporation has a fully pledged Labour Welfare Department which apart from looking after the welfare schemes for the workers also enforces the Compulsory Education Act among the children of the workers. The Welfare Centres and Community Halls in the colonies of the workers possess recreation as well as educational facilities for the benefit of the workers and their families. The Labour Welfare Department has also promoted Consumer Co-operative Societies and Co-operative Banks for the benefit of the workers.

The Safai Mazdoors are from the Balmiki Community, who, in North India, are considered Harijans and they belong to the Scheduled Castes.

The New Delhi Municipal Council popularly called "New Delhi Municipal Committee" employs 2,700 workers who are called 'Safai Karmacharis'. The pay scales of these workers are as follows:

The Sweepers, Lorry Workers and Anti-Malaria Gangmen's pay scale is Rs. 196-3-22-EB-232, and that of Sewermen is Rs. 200-250. In addition to the basic pay they are entitled to a Dearness Allowance of 36 per cent, C.C.A. of 6½ per cent and H.R.A. of 15 per cent of thier total emoluments.

The Sweepers are given a dirt allowance of Rs. 5 per month. The Sewermen and Lorry workers besides the dirt allowance get an extra allowance of Rs. 10 per month in *lieu* of soap and oil. All categories get Rs. 3 per month as washing allowance.

The workers are entitled for payment of over-time allowance in accordance with the provisions of Minimum Wages Act.

The workers apart from other leave benefits are also entitled for Leave Travel concession once in four years for travel anywhere in India.

The Safai Karmacharis of New Delhi Municipal Committee also get the benefit of grant of advances such as Festival Advance, Provident Fund Advance, House Building Advance, Conveyance Purchase Advance, etc.

The New Delhi Municipal Committee has many welfare schemes for its employees, of which the following are important.

1. A Compassionate Fund scheme is being operated under which an ex-gratia assistance not exceeding 12 month's emoluments is sanctioned to the employees who are retired due to physical disability before their actual date of retirement, or to the dependants of the employees in case of death while in service. Besides, an *ad-hoc* grant of Rs. 250 is also paid for performance of last rites of the deceased employee, or in the event of long illness of the

employee, and his being on leave without pay and allowance.

2. Scholarships are awarded to employees' children for execution of studies in technical education at the rate of Rs. 60 per month for degree courses and Rs. 40 per month for diploma courses.

3. The employees of New Delhi Municipal Committee are given the benefits of Provident Fund, as well as of Gratuity. The pension scheme has also been introduced on an *ad-hoc* basis.

The Committee was singularly fortunate in meeting the Vice-President of India, Sri B. D. Jatti and in having solicited his valuable opinion and advice for improving the lot of these unfortunate people of our society. The Vice-President evinced keen interest in the recommendations of the Committee with regard to the improvement of the living and working conditions of sweepers and scavengers in Karnataka. *He was also pleased to suggest that necessary follow-up action should be taken to implement these recommendations in letter and spirit.* He was also pleased to advise the members of the Committee to devote themselves wholeheartedly for eradication of untouchability in a spirit of dedication and humility. He was further pleased to say that the country cannot make any tangible progress unless all distinctions of caste and creed are abolished once and for all. He also commended the work of the Committee.

The Committee was particularly lucky in being able to secure an interview with the Prime Minister of India, Smt. Indira Gandhi. The Prime Minister was graciously pleased to remark that the urgent need of the hour was to improve the conditions of all sweepers and scavengers in the country, and she highly commended the action of the Government of Karnataka in taking all necessary measures to improve the living standards of the neglected communities. The Chairman and members of the Committee took this opportunity of appealing to the Prime Minister

to abolish the carrying of night soil as head-loads all over the country as it has already been done in Karnataka. In reply to this request of the Committee, she was pleased to say that such a thing cannot be done without devising alternate methods and at the same time making separate arrangements for absorbing them in other suitable avenues of employment. However, she wished all good luck for the work of the Committee.

The Chairman and members of the Committee also met the Union Minister for Food and Agriculture, Sri Jagjivan Ram to seek his advice and suggestions. Sri Jagivan Ram was pleased to suggest that the Committee should strive hard to see that these workers get due justice by way of economic and social rehabilition. He also said that the question of improving their living standards cannot be solved without proper education and economic stability. He advised the Committee to concentrate its attention on these two aspects.

The Committee expresses its deep gratitude to Sardar Bhuta Singh, the Union Deputy Minister for Railways for helping the Committee in more ways than one. For a number of years he was the Chairman of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes, and is very well acquainted with all the problems of the sanitary workers. He was kind enough to give very valuable suggestions based on his rich experience as how to ameliorate the conditions of sweepers and scavengers in the conutry.

Calcutta

As everywhere else, in Calcutta too, the sweeping and scavenging work is done by the Harijans. Very few Bengali Harijans have taken up this profession. The majority of sweepers and scavengers employed in the Corporation of Calcutta are Harijans from Uttar Pradesh and Bihar States.

The Corporation of Calcutta, the oldest Civic Body in India employs 19,000 sanitary workers. The total monthly

emoluments of a sanitary worker is only Rs. 250. Neraly fifty per cent of these workers have been provided with rent free quarters. These workers work for 6 hours only per day.

There are some special features about the service conditions and facilities of sanitary workers of Calcutta Corporation. For instance, even if a sweeper or a scavenger works only for one day in a year, he is entitled to all leave privileges that a permanent employees enjoys. The workers can take active part in political activities.

One of the Deputy Directors of Conservancy in the Corporation of Calcutta is a labour leader appointed on contract basis. These innovations have been made to tone up the administrative efficiency of the Corporation as a whole.

Apart from using a mechnical gadget to clean and clear choked manholes, the Corporation of Calcutta has not introduced any modern implements.

Bhuvaneshwar

Bhuvaneshwar, the Capital of Orissa Government is a new city. The Bhuvaneshwar Notified Area Council looks after the civic affairs of the city, and has employed 370 sweepers and scavengers. These workers belong to Mehtar caste and live in the neighbouring villages of Bhuvaneshwar. The pay scale of sweepers and scavengers is Rs. 200-2-3-250, and they do not receive any allowances apart from their basic pay. Over-time wages are being paid to those who work on holidays and on other important occasions.

The Committee utilised the opportunity at Bhuvaneshwar to visit the neighbouring city of Cuttack, which was formely the capital of Orissa. Here the Committee was able to see for itself what man can achieve by his own efforts than when he depend upon others which are always superior to the external help that he gets. In Cuttack the Committee visited two colonies of workers, the one, constructed and maintained by the Municipality, and the other, which the workers themselves have constructed where they are living.

These two colonies are quite apart from each other and present a contrast.

The Colony, where the Municipality has built free quarters for some of the workers was congested and ill-kept. As a glaring contrast to this, the area, where the workers themselves have constructed their houses and are residing, looked neat, much better in cleanliness and beauty.

In Bhuvaneshwar, the Committee held discussions with the officials of Urban Development Department and the Municipal Directorate. The Chairman and members also met the Chief Minister of Orissa, Smt. Nandini Sathpathi and explained to her the work that has already been done by the Committee. She appreciated the work so far done and suggested that concerted efforts should be made to abolish untouchability which is a curse on humanity.

Conclusion

The Committee, has the satisfication of making a comparative study of the living and working conditions of sweepers and scavengers in many parts of the country where they play an important role in maintaining the sanitation and public health of the place. The Committee was very much benefited by the valuable suggestions and advice given by such eminent personalities as the Vice-President of India, the Prime Minister, the Union Minister of Food and Agriculture, the Deputy Railway Minister etc.

Wherever the Committee went, it become evident that cent per cent of these Municipal workers, by whatever nomenclature they are called, all belong to a single community namely Harijans. It is suprising that only Scheduled Castes people throughout the country should hafe taken to this unwelcome profession as though they are destined only to do this kind of work. The Committee members also discussed this question with the various officers and officials of the local bodies and one inescapable conclusion was that this scavenging work was not going to be done by any other community except the Scheduled Castes people. The Committee has come to the conclusion

that every measure should be taken to bifurcate the profession and the caste which have been unfortunately linked together all these years.

With regard to the conditions of Sweepers and Scavengers, they are better in some places, tolerably good in some other places and quite unsatisfactory in a few other places. *As far as the Pourakarmiks of Karnataka are concerned, the Committee has come to the conclusion that their conditions would have been far better than those of their counterparts in other places, if only the State Government had implemented the various provisions of the Karnataka Municipalities (Conditions of Service of Officers and Servants) Rules,* 1972. Even now the Committee fervently appeals to Government to take immediate action to enforce the provisions of this Act in the larger interests of the Pourakarmiks throughout the State.

Part - III

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Part - III

Subject.—Improvement of the living and working conditions of sweepers and scavengers working in the Municipalities in the big towns in the State—Constitution of a Committee to go into the question of—

Preamble—

The Estimates Committee in its 48th Report Recommended to Government as follows :

(a) The Ministry of Home Affairs should take a more lively interest and should impress upon the State Municipalities and local bodies that it is of utmost urgency that the practice of carrying night soil as head loads be eliminated within the shortest possible time ;

(b) Such Municipalities and local bodies who for various financial and other reasons, may not be able to immediately change over completely from the practice of carrying night soil on head to that of removing it in hand carts or wheel barrows, but may be ready to introduce the scheme gradually, shoud be encouraged and allowed financial aid.

2. These recommendations came up for discussions before the Central Advisory Board for Harijans Welfare held on 12th October, 1957 under the Chairmanship of late Sri G. B. Pant, Home Minister, a Committee under the Chairmanship of Sri N. R. Malkani, Member of Parliament was constituted. This Committee, after going round the entire counrty, submitted a report to the Government of India on 26th December 1960 for acceptance and implementations of recommendations. There has not been any attempt to improve the living and working conditions of a class of people known as "Sweepers and Scavengers" working in all the Municipalities and big towns in the State. As a result, apart from the Municipalities *suo-moto* taking some interest in this problem, there has not been any physical or visible attempt to eradicate this system of scavenging or improving the living and working conditions of this unfortunate section of the society.

3. All these years, there have been attempts to exploit the ignorance of this section of the society with uncertain unemployment and inconceivably low wages. Never at any time there has been an attempt to improve their conditions and to make them to live a life

with human dignity and honour. It may be recalled here the statement of the late Sri G. B. Pant then Home Minister, who while addressing the conference of Chief Ministers on 3rd April 1959, said that he was very anxious to see that the human practice of carrying night-soil as head loads, should be abolished completely and immediately.

4. The recommendations of the Estimates Committee at its 48th report do not cover all the needs of the problems facing these people. Probably those recommendations were made about 20 years ago and that could not have foreseen the growing needs of the society. Therefore, necessity has arisen now at the present moment, for taking comprehensive view of the entire problem facing this class of people. It is now imperative to think on these lines and to consider questions, along with the recommendations of the estimates committee, the questions like improvement of the living and working conditions, improvement of the environmental conditions, training and education the children of these people, starting of nursery and other schools, establishing the Consumers and Banking Co-operative Societies and the services more attractive and remunerative for any class of people to take up to such services.

5. We are now celebrating the 25th Independence Jayanthi and in this connection the Government of India have decided to celebrate the same by carrying out certain accepted programmes. One of the programmes of the celebrations is of putting an end to the carrying of night-soil by human beings. In pursuance of this direction the Government of Mysore have decided to constitute a committee to go into the question of the living and working conditions of Sweepers and Scavengers all over the State working in all big Municipalities and towns for taking further action by Government to realise the objective. The Committee will tour round the State and collect information, data, etc., and make specific recommendations to Government for taking action.

Order No. HMA 152 GGL 72, Bangalore, dated 23rd September 1972.

Under the circumtances mentioned above, Government of Mysore hereby constitute a committee consisting of the following members with Shri I. P. D. Salappa as Chairman, thereof to go into the question of the living and working conditions of the sweepers and scavengers all over the State working in all the Municipalities and big towns and make a

report to Government for realising the objective mentioned above.

Chairman

Sriyuths—

1. I. P. D. Salappa, No. 79, Goripalya, Bangalore-18.

Members

2. P. N. Ramachandra, Old Sawar Line, Seshadripuram, Bangalore-20.

3. Mrs. Lakshmi Subba Rao, No. 84, Gayathridevi Park, Bangalore-3.

4. S. A. Mulla, Merchant, Subhas Road, Dharwar.

5. K. Sriramulu, M.L.A., Vyalikaval Main Road, Bangalore-3.

6. P. D. Bangera, M.L.A., Mangalore.

7. T. R. Shamanna, M.L.A., 32, IV Main Road, N.R. Colony, Bangalore-9.

8. Narayan Singh, M.L.A., Hospet, Bellary District.

9. S. C. Venkatesh, President, Bangalore City District Congress Committee, No. 78, 15th Cross, Malleswaram, Bangalore-3.

10. A. K. Ananthakrishna, Corporator, Shantinagar, Bangalore-27.

11. G. P. Ganjigatti, care of Scheduled Caste Cell, No. 6, Edward Road, Bangalore-1B.

12. Konandur Lingappa, M.L.A., Lala Lajpath Roi Road, Shimoga.

13. M. Raghupathi, Youth Leader, Yeshwanthapur, Bangalore.

2. The terms of reference of the Committee are appended hereto.

3. The Travelling Allowance, C.A., and D.A., to the Chairman and the Members of the Committee shall be paid as per rule 4 of the New Mysore Travelling Allowance Rules, 1957 published under Notification No. Cod. 1168-57, dated 23rd August 1957.

4. The Chairman of the Committee shall receive an honorarium of Rs. 500 per month (Rupees five hundred) only.

5. This order isues with the concurrence of Finance Department vide their No. FD 3135/SII/72, dated 18th August 1972.

By Order and in the name of the Governor of Karnataka,

N. RAMACHANDRA RAO,
Deputy Secretary to Government,
Health and Municipal Administration Department.

To—

1. The Accountant General in Mysore, Bangalore
2. All Secretaries to Government
3. The Controller, State Accounts Department, Bangalore
4. The Commissioners of Divisions
5. The Deputy Commissioners of Districts
6. The Chief Officers and Municipal Commissioners of Municipalities.
7. The concerned members of the Committee
8. The Weekly Gazette
9. Press Table

APPENDIX

The terms of reference of the Committee shall be as follows:

(1) Investigate the living and service conditions of all the sweepers and scavengers working in various Municipalities, Town Panchayats and other places and make recommendations to Government as to the Special provisions which may be made by Government for their advancements;

(2) To investigate into their social, economical and educational conditions and to make recommendations for taking steps to accelerate the progress in those fields;

(3) To consider the recommendations of the Committee of Parliament in its 48th report and to make recommendations for gradually putting an end of the inhuman and unhealthy practice carrying night soil as head loads or by physically handling.

N. RAMACHANDRA RAO,
Deputy Secretary to Government,
Health and Municipal Administration Department.

Subject.—Service conditions of Class IV Employees working in Local Bodies Instructions regarding.

No. HMA 47 MLR 72, Bangalore, dated 29th April 1972.

CIRCULAR

Government have gathered particulars from many places that the Municipalities have not been paying the salaries of the Class IV employees of the Municipalities on the basis of Tukol Commission Report which has been accepted by the Government. Many of the Municipalities have been keeping these Class IV Employees on part time basis for many years, without regularising their appointments. The services of these employees have been continued on *ad hoc* basis resulting in uncertainty of service as well of the benefits that should have been made available to such employees. Even the recruitments have been made on *ad hoc* basis and are continued as such indefinitely and without following the provisions of Recruitment Rules.

In many Municipalities, the pension schemes are not introduced. Even the Welfare Scheme like, Insurance and Gratuity for these employees have not been thought off. Government is of the opinion that non-introduction of the welfare measures like Insurance and Gratuity schemes, pension scheme and non-regularisation of the services with the service benefits attached thereto, non-recruitment to the services of the Municipalities as per Recruitment Rules are on account of the fact that the previous Governments in power did not care to give attenion to such humane problembs such as these.

After the advert of the present Government which has determined to establish social justice in this country, has to give priority attention to restore justice to people who deserve most. The traditional habit of paying half pay to these Class IV servants and to exploit them to the best advantage of the rest of the community have got to be put to an end without allowing any Municipality to continue such injustice on any reason whatsoever.

The principles enunciated in the judgement of the Supreme Court in M/s. Aluminium Company *vs.* their Workmen in A.I.R. 1958 S.C. 30 should be made the basis for governing the service conditions of the employees of any concern more so of the Municipalities or Boards. To quote the relevant portinon of the judgement: "there is, however, one principle which admit of no exceptions. No industry has a right to exist unless it is able to pay its workmen at least a bare minimum wage. It is quite likely that in under developed countries, where unemployment prevails on a very large scale, unorganised labour may be available on starvation wages, but the employment of labour on starvatain his enterprise without cutting down the wages of his democratic Welfare State. If an employer cannot maintain his enterprise wthout cutting down the wages of his employees below even a bare subsistence or minimum wage, he would have no right to conduct his enterprise on such terms. In considering the *pros* and *cons* of the question this position must be borne in mind". The judgement makes it clear that the employees should be paid well and if the concern is not able to pay it has no right to exist. This principle will have to govern in respect of all employees of the respective Municipalities. And as far as possible the exploitation of labour without paying fair wages and service benefits to them have to be avoided.

In the circumstances, all the Municipalities, Notified Area Committees, Sanitary Boards and New Town Boards in the State, are directed to regularise the appointments of the Class IV employees forthwith giving them retrospective

service benefits with effect from the dates of their appointments. The Service Registers of these employees should be opened immediately and retrospective entries made therein, if it has not been done already.

It is further directed that the scale of pay of Rs. 65-2-95 which has already been sanctioned in G.O. No. HMA 92 MLR 71, dated 29th February 1972/7th March 1972 (Annexure 1) the following categories of posts should be paid with effect from 1st January 1970.

1. Peons
2. Orderlies
3. Watchmen
4. Pound Keeper
5. Octroi Peon
6. Sweepers
7. Scavengers
8. Tom Tom Walas
9. Gangman
10. Ayas
11. Trench digger
12. Caretakers
13. Cleaners
14. Helpers
15. Gardners

They should also be paid Additional Dearness Allowance at the rate of Rs. 10 p.m. with effect from 1st January 1972 as already sanctioned in G.O. No. HMA 31 MNA 72, dated 29th March 1972 (Annexure II). The benefits of the revised rates of City Compensatory Allowance and House Rent Allowance and counting of Special for Dearness Allowance, as sanctioned in G.O. No. HMA 9 MLR 71, dated 16th September 1971 (Annexure III) should also be implemented forth with, if not already done. Strict compliance of these instructions shall be deemed to be one of the

obligatory duties imposed on the Municipalities, Notified Area Committees, etc., and the Divisional Commissioners as Chief Controlling Officers under Section 303 of the Mysore Municipalities Act and the Deputy Commissioners are requested to see that the above directions are implemented immediately without giving room for any complaints. In case, the above directions are not implemented, it will be viewed seriously and disciplinary action taken as per the provisions of the Mysore Municipalities Act, 1964 besides resorting to the provisions of Section 313 thereof.

Separate orders, will, however, be issued with regard to pension scheme, insurance and gratuity schemes etc., applicable to the employees including Class IV employees of the Local Bodies.

A report of the action taken in the matter should be sent to Government within a period of three months positively.

N. RAMACHANDRA RAO,
Deputy Secretary to Government,
Health and Municipal Admn. Dept.

To—

The Divisional Commissioners of the Divisions
The Deputy Commissioners of the Districts
The Presidents of City/Town Municipalities/Notified Area Committees New Town Boards/Sanitary Boards.
The Accountant General, Mysore Bangalore
The Controller, State Accounts Department, Bangalore
The Monthly Volume

GOVERNMENT OF MYSORE

MYSORE GOVERNMENT SECRETARIAT,

No. HMA 150 GGL 72, Bangalore, dated 24th July 1972

CIRCULAR

Subject :—Celebration of the 25th Anniversary of Independence Day—distribution of Clothes to Sweepers and others.

The Independence Day celebration this year has got a special significance in the sense that we are completing 25 years of independence on the 14th August 1972. This unique occasion should be celebrated by all the people rich as well as poor, and their participation should be wholehearted and spontaneous. Befitting this unique occasion, Government consider it desirable that all the local bodies should take immediate necessary action to distribute clothes to the sweepers and their children the cost thereof not exceeding Rs. 20 per head. The expenditure in this behalf may be met from the Municipal Funds of the concerned Local Bodies.

G. SIDDANANJAIAH,
Under Secretary to Government.
Health and Municipal Admn. Dept.

To—

1. The Divisional Commissioners of Divisions
2. The Deputy Commissioners of Districts
3. The Municipal Commissioners/Administrators of City March 1972 resolved to supply the following articles to the
4. The Presidents of Municipalities/Sanitary Boards/and Town Boards.
5. The Weekly Gazette
6. Standing Guard File
7. Press Table

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GOVERNMENT OF MYSORE

MYSORE GOVERNMENT SECRETARIAT

No. HMA 229 GGL 72, Bangalore, dated 30th March 1973

CIRCULAR

In the conference held at New Delhi on 7th and 8th September 1972, it was decided that the nomenclature of sweepers and scavengers should be discontinued. This subject was also discussed elaborately in the conference and it was decided that the nomenclature of sweepers and scavengers all over India should be changed. In this connection, the Minister for Municipal Administration, has issued a press statement after his return from New Delhi stating *inter alia* that the nomenclatue of sweepers and scavengers be changed into "POURAKARMIKARU" i.e., Municipal Workers. It is, therefore, directed that in all the Municipalities and Local Bodies including City Improvement Trust Boards in the State, the nomenclature of sweepers and scavengers should be changed to "POURA-KARMIKARU", *i.e.*, Municipal Worker and they should be called accordingly.

G. SIDDANANJAIAH,
Under Secretary to Government,
Health and Municipal Admn. Dept.

To—

1. The Divisional Commissioners of Divisions
2. The Deputy Commissioners of Districts
3. The Commissioners of Corporations
4. The Chairman, City Improvement Trust Board, Bangalore/Mysore.
5. The Presidents, City Municipal Councils/Town Municipal Councils/Sanitary Boards/Town Boards and Notified Area Committees.
6. The Weekly Gazette

PROCEEDINGS OF THE GOVERNMENT OF MYSORE.

Subject :—City Municipal Council, Bellary—Supply of Towels, Bar Soaps etc., to the conservancey workers—sanction regarding.

Order No. HMA 48 TMM 72, Bangalore, dated 7th March 1973.

Read—

Letter No. MUN/BCM/SNB/10/72-73, dated 28th June 1972 from the Divisional Commissioner, Gulbarga Division, Gulbarga.

Preamble—

It has been reported by the Divisional Commissioner, Gulbarga, that the City Municipal Council, Bellary in its meeting held on 30th March 1972 resolved to supply the following articles to the 453 Municipal Conservancy workers on permanent basis and to incur necessary expenditure for the purpose. Accordingly he has solicited orders of Government in this behalf.

(i) One half Bar of 501 make soap to each worker for every month;

(ii) One pair of towels to every male worker per year;

(iii) One pair of Chappals to every worker per year;

(iv) Gumboots, Sunhats and gloves to the (30) Compost yard workers.

ORDER

After examining the matter in detail Government considers that the articles proposed to be supplied by the City Municipal Council, Bellary are also equally required by the other conservancy workers in the other Municipalities, notified areas and Corporations. Accordingly sanction is accorded to the supply of the following articles to the conservancy workers, *i.e.*, both men and women by the respective municipalities, notified areas and Corporations on permanent basis subject to the condition that the Municipality being required to follow the usual procedure of

obtaining competitive tenders, before incurring expenditure and the articles to be supplied should be at the scales sanctioned by the Municipal Council. The Municipality should also make necessary provision every year in the Budget for the expenditure in this behalf.

(1) One half Bar 501 make soap to each worker for every month.

(2) One pair of towels to every male worker per year.

(3) Two pairs of Chappals to every worker per year.

(4) Gumboots, Sunhats and gloves to the Compost yard workers per year.

(5) Two sets of uniforms to men and women workers per year.

Necessary amendment to the Mysore Municipalities (Powers of expenditure) Rules, 1961 will be issued separatly and pending issue of the said amendment, the Municipalities, Notified Area Committees etc., will incur expenditure on supply of the articles other than uniform for which there is a provision already in the said rules.

By Order and in the name of the Governor of Mysore,

K. NARASIMHAIAH,
Under Secretary to Government,
Health and Municipal Admn. Dept.

To—

1. The Divisional Commissioners of Divisions
2. The Deputy Commissioners of Districts
3. The Chief Officers of all Municipalities in the State
4. The President, Notified Areas
5. The Commissioners of Corporations
6. The Controller State Accounts Department, Bangalore

Copy to—

Municipal 'A' section of Health and Municipal Administration Department for taking further necessary action.
2. Weekly Gazette
(3) Standing Guard File

GOVERNMENT OF MYSORE

MYSORE GOVERNMENT SECRETARIAT,
VIDHANA SOUDHA, BANGALORE.

No. HMA 21 GGL 73, Bangalore, dated 21st March 1973

CIRCULAR

Subject :—Human Dignity Year 1973—

1. Government is very keen that, the age-old, unclean and morbid practice of carrying night-soil, as head-load or the mannual handling thereof in any manner is eradicated by August 15th, 1973.

2. During the 25th Independence Jayanthi in 1972 certain programmes which are required to be given top-priority for being implemented in the course of the year had been suggested in Circular No. HMA 151 GGL 72, dated 26th July 1972. Emphasis was laid on (i) the Convertion of existing service latrines into flush latrines and (ii) the prevention of future construction of service latrines, as it constituted a very important fact of the programme.

3. Some of the local bodies in the State have made commendable efforts. But it is neither adequate nor the tempo achieved is such as to meet the gravity of the situation. In this connection, the Divisional Commissioners of Divisions and the Deputy Commissioners of Districts were *inter alia* directed to see that not only the above instructions were given effect to but also to see if any provisions were to be made in the existing bye-laws of the Municipalities concerned to achieve unhindered progress. No tangible efforts seem to have been made so far, in this behalf.

4. With a view to accelerate this programme from the point of view of human dignity and decorum, it is imperative to give the programme the required impetus not only by the officers concerned but also the non-officials running

in the Municipal Administration. In this context, the following guide lines are issued for faithful and zealous implementation with a view to see that the programme is made popular in which participation is ensured in a large measure. The index of a well administered municipality could rightly be assessed in the manner in which it maintains sanitation in its area, particularly the work relating to provision of sanitary privis with sewerage system and in the absence of such sewerage system, provision of cess pools.

(i) Every Sanitary privy shall be of the water closet type and should be connected to the sewerage system in the local area, wherever it is available, by the owner or the occupier of a dwelling house. All of them should be directed by issue of notice that such connections shall be made within a reasonable period to be specified;

(ii) If the owner or occupier of the house fails to make the connection, the Municipal Commissioner/Chief Officer may get the connection carried out at the cost of the Municipal Council and recover the cost thereof from the respective owner or occupier of the house as the case may be, as arrears of tax;

(iii) Where underground drainage system exists, the daily removal system should not be resorted to. It should be made compulsory for the individual house owners to contact their latrines to the underground drainage system. In such places it should be made a precondition before granting building licence. Failure to comply with the instructions by any person, should be penalised as per law;

(iv) Wherever sewerage system is not available, it should be made compulsory for the individual house owners to convert, within a specified time, dry latrines to water borne latrines by providing septic tanks. Failure to comply with on the part of any, should be penalised by enforcing law strictly;

(v) No building licence should be issued for construction, alteration or addition to a building, if it is not provided with water borne closet.

(vi) If the owner/occupier fails to do it by himself within a reasonable specified period, it should be got done by the Municipal Commissioner/Chief Officer at the cost of the Municipal Council and recover the cost thereof from the respective owners/occupiers as arrears of taxes. Wherever the Municipality so desires to provide porcelain conncetion with connecting pipes to poor and deserving persons, who have no adequate income it may incur expenditure for this purpose free of cost this being limited to Rs. 50 (Rs. Fifty) each case.

(vii) Sullage water should not be allowed to these cess pools.

5. The above guidelines are equally applicable in respect of public institutions maintained by the several departments of Government in the local area. Any failure on the part of those institutions in providing sanitary privys or cess pools as the case may be, will be considered and dealt with as in the case of the other owners/occupiers of residential houses and the officers in-charge of the maintenance of these institutions will be personally held responsible for default.

6. The above objective may be achieved by Public Works Department in respect of all Government buildings wherever the action contemplated above are necessary. It is the avowed object of Government and their firm determination that this revolting practice of carrying night soil as head load, be eradicated at any cost by 15th August 1973.

7. The Divisional Commissioners of Divisions in respect of City Municipal Councils and the Deputy Commissioners of Districts in respect of Town Municipal Councils should concentrate their attention on this very important aspect of the question and see that the goal is achieved within the stipulated period, and this should be done with a missionary zeal. If any municipality fails to raise up to the occasion and fails to implement these instructions fully by 15th August 1973, Government will not hesitate to take a stringent action against the erring municipatity including supersession.

8. They shall forward to Government monthly progress reports, on or before 10th of each month in respect of implementation by each Municipality of the above instructions for information of Government.

N. RAMACHANDRA RAO,
Deputy Secretary to Government,
Health and Municipal Administration Department.

To—

The Divisional Commissioners of Divisions
The Deputy Commissioners of Districts
The Commissioners of City Municipal Councils/Town Municipal Councils.
The Controller of State Accounts Department, Bangalore
The Presidents of City and Town Municipalities/Town Boards and Sanitary Boards.
The Weekly Gazette

GOVERNMENT OF MYSORE

MYSORE GOVERNMENT SECRETARIAT
VIDHANA SOUDHA, BANGALORE.

No. HMA 237 GGL 72, dated 22nd June 1973

CIRCULAR

Subject.—Reservation of 18 per cent of the budget of Municipalities for providing civic amenities for Scheduled Castes and Scheduled Tribes in Urban areas.

Instructions have been issued from time to time from Government to the Divisional Commissioners of Divisions and Deputy Commissioners of Districts and Presidents of Municipalities in the State in the matter of providing civic amenities for Scheduled Castes and Scheduled Tribes under their respective jurisdiction. Government however, consider that the welfare measures so for provided to the persons belonging to the Scheduled Castes and Scheduled Tribes have not been implemented to the extent desired. It is needless to say that Government are committed to bring up Scheduled Castes and Scheduled Tribes to the level of other

educationally and socially advanced communities by 1970, as contemplated in the Constitution of India after which time the constitutional safeguards provided in the Constitution will cease to exist. If past experience is any guide, it is seen that the municipalities have not been giving adequate attention to the localities where poor people live and the development grants sanctioned by Government are being utilised for providing more amenities in the localities where well-to-do and influential people live in utter disregard to the instructions of Government that adequate amenities to the poorer people should provided for. But there has not been a considerable response from the Municipalities in this regard.

In the above circumstances, it is hereby directed that the following measures be adopted forthwith.

(1) 18 per cent of the total budget of the Municipalities earmarked for civic amenities and other obligatory functions be reserved for the welfare of Scheduled Castes and Scheduled Tribes and schemes which are beneficial to them may be implemented for their welfare in their respective local areas ; and

(2) any amount remaining unutilised during a particular year for some reason or other be carried forward in the subsequent years for its full utilisation in addition to 18 per cent of the budget of that year.

Further such of the funds as are meant for the general benefit of the community as a whole should also be spent in such manner as to accord priority to the welfare of the Scheduled Castes and Scheduled Tribes. Besides, general assets of the Municipalities like protected water supply, underground drainage, lighting, educational institutions, roads and other civic amenities of the like should be located and used as to provide substantial advantage to the Scheduled Castes and Scheduled Tribes.

G. SIDDANANJAIAH,
Under Secretary to Government,
Health and Municipal Admn. Department.

GOVERNMENT OF KARNATAKA

KARNATAKA GOVERNMENT SECRETARIAT,
VIDHANA SOUDHA, BANGALORE.

No. DPC 24 BTX 73, dated the 21st November 1973

CIRCULAR

Subject.—Serving of food and drinks to the Harijans in the Hotels.

The Joint Committee of Parliament during its visit of the Karnataka State to study the problems of Untouchability has suggested that eatables and drinks should be served to Harijans customers also in hotels and that a condition should be laid while issuing licences to Hotels.

The licencing authorities of Taluk Development Boards and Panchayats are instructed to insert the condition while issuing licences to Hotels and enforce that eatables and drinks are served to Harijan customers also in hotels and eating houses.

J. B. CHAUGULE,
Under Secretary to Government,
D.H.P.C. Department.

OFFICE OF THE EXCISE COMMISSIONER IN KARNATAKA, BANGALORE.

No. EXE EXS I 293/73-74, dated the 14th March 1974

To

The Deputy Commissioner (Excise),
..... District.

Sir,

Subject.—Disposal of the lease of the right of retail vend of liquors in Karnataka State for 1974-75.

I am enclosing herewith a copy of the D.O. Letter No. HD 62 ELC 74, dated 7th March 1974, received from the Commissioner for Home Affairs and Secretary to the Government of Karnataka, Bangalore, in connection with the location of liquor shops nearer the houses of Scheduled Castes and Scheduled Tribes. Hence, you are requested not to allow any liquor shop to be situated nearer to the houses of Scheduled Castes and Scheduled Tribes residential a reasons desire.

Yours faithfully,

Sd./-

For *Excise Commissioner,*

Enclosure :—

D.O. Letter No, H.D. 62 ELC 74, dated 7th March 1974 of the Commissioner for Home Affairs and Secretary to the Government of Karnataka, Home Department, Bangalore, to the Excise Commission in Karnataka Bangalore.

The Chief Minister has accepted in principle the suggestion that toddy shops should not be located in residential areas particularly near the houses belonging to the members of the Scheduled Castes and Scheduled Tribes. He has also assured that action would be taken to deal with this matter when excise auctions for 1974-75 are conducted. I request you therefore to keep in mind the assurance given by the Chief Minister when fresh excise auctions are conducted during 1974-75

Notification No. EXE. EXS. 1. 341/73-74, dated 19th March 1974 from the Excise Commissioner in Karnataka, Bangalore.

Procedure of Auction and Terms and Conditions of Lease of the Right of Retail Vend of Liquors

... shops nearer to a Railway Station, Railway Workshops, other workers colonies, Religious and Educational Institutions, Harijan Colonies, National and other Highways may be ordered to be either closed or shifted to some other site as the competent authority may deem necessary.

GOVERNMENT OF KARNATAKA

KARNATAKA GOVERNMENT SECRETARIAT,
VIDHANA SOUDHA, BANGALORE.

No. DPC 59 BAQ 74, dated 1st July 1974

From :

The Secretary to the Government of Karnataka,
Dev. Housing P. Raj and Co-opn. Department.

To

The Divisional Commissioners of all Division,
The Deputy Commissioners of all Districts.

Sir,

Subject.—Providing burial grounds to Scheduled Castes and Scheduled Tribes people.

I am directed to state that Government are receiving numerous representations from the members of the Scheduled Castes and Scheduled Tribes that Government lands which are used for their burial grounds are being either unauthorisedly occupied by the people belonging to other sections of the society in the village and they are actually cultivating such lands for their personal benefits, thus wounding the feeling of Scheduled Castes and Scheduled Tribes people. There are many instances where the Local Officer of the Revenue and Police Departments are also reportedly encouraging such encroachments of Government lands with the result that Scheduled Castes and Scheduled Tribes people are not only put to unnecessary embarasement but their sentiments also get wounded.

Government therefore consider it necessary to protect and promote the social and civil rights of these classess people as provided under the constitution and therefore hereby direct that all Government Officers of the concerned departments and local bodies like Town Panchayats and Village Panchayats shall take special care to protect the burial grounds belonging to Scheduled Castes and Scheduled Tribes and affect clear entries in the records of the Village Panchayats and in the office of the Revenue Departments. Proper amenities in their burial grounds like putting up compound wall, barbed wide fencing, providing light and water facilities should also be arranged out of 18 per cent of the budget earmarked for the welfare of the Scheduled Castes and Scheduled Tribes. If the people belonging to Scheduled Castes and Scheduled Tribes are not having burial grounds, in their respective village, the government officers of the Revenue Department and Social Welfare Departments should see that in all villages where the government lands or plots are available, such lands are earmarked for providing burial ground to them. In case, where government lands or Panchayat lands are available, they must be given free of cost for purposes of burial grounds and in cases where there are no government lands or panchayat lands, the panchayat authorities and the concerned officers should take steps to see that the suitable lands for these purposes are acquired and provided to the members of the Scheduled Castes an Scheduled Tribes in all the villages.

The Divisional Commissioners are requested to take action accordingly.

Yours faithfully,
(Sd.) N. Muddaraj Urs.
Under Secretary to Govt. D.H.P.C. Dept.

GOVERNMENT OF KARNATAKA

KARNATAKA GOVERNMENT SECRETARIAT,
VIDHANA SOUDHA, BANGALORE.

No. DPC 16 VAC 74, dated 21st June 1974

CIRCULAR

Subject.—Removal of communal name boards displayed at places of public resorts etc.

It has come to the notice of Government that owners of places of public resorts like hotels, restaurants, tiffin rooms, cafetarias, refreshment rooms where the food articles are served display communal names boards. This is not conductive to the promotion of secular spirit and casteless society. Government have decided in the interest of promoting secularism and socialism based on the harmony of different sections of Society, to discourage display of such name boards. The Deputy Commissioners of Districts are therefore requested to direct the Panchayats under their jurisdiction to induce the owners of public resorts who have displayed communal boards to remove them.

(Sd.) JAI RAO,
Under Secretary to Government,
D.H.P.C. Department.

GOVERNMENT OF MYSORE

MYSORE GOVERNMENT SECRETARIAT,
VIDHANA SOUDHA, BANGALORE.

No. HMA 180/MNM/72, dated 9th July 1973

CIRCULAR

Subject.—T.M.C. — Ranebennur — Clarification regarding the word Sweeper.

Government in their order No. PLM. 258/TET/62/ dated 9th June 1966 have prescribed that there should be

atleast one sweeper for every 1000 of resident population or one for a distance not exceeding one mile.

The Dharwar District Municipal Komagar Union, Ranibennur contend that the work of sweepers is only to sweep the roads and not gutter cleaning for which separate category of "Gutter Cleaners" to be appointed. The Administrator, the Deputy Commissioner, Dharwar and the Divisional Commissioner, Belgaum Division do not contribute to this view and opine that 'Sweeper' is meant both for Gutter cleaning as well as sweeping the roads in the local area.

Government while agreeing with the view of the Divisional Commissioner, Belgaum Division, consider it reasonable that 10 per cent of the pay may be paid as extra allowance to such sweepers who are allotted the work of gutter cleaning also and direct all the Municipalities in the State to follow the above instructions.

By Order and in the name of the Governor of Mysore,

S. SIDDANANJAIAH,
Under Secretary to Government,
H.M.A. Department.

To—

The Divisional Commissioners of Divisions, (2) The Deputy Commissioners of Districts. (3) The President/Administrators/City Municipal Council/Town Municipal Council/Notified Area/The Controller, State Accounts Department, Bangalore.

GOVERNMENT OF KARNATAKA

KARNATAKA GOVERNMENT SECRETARIAT
VIDHANA SOUDHA, BANGALORE.

CIRCULAR

No. DPC 11 BAC 74, dated 26th March 1974

Subject.—Amelioration of Scheduled Castes/Tribes—Instructions regarding utilisation of funds.

Reference—

1. Circular No. DPC 147 BAC 71, dated 15th February 1972.
2. Circular No. DPC 69 BAC 72, dated 24th July 1972.
3. Circular No. DPC 65 BAC 75, dated 28th August 1973.

Attention of the Divisional Commissioners and Deputy Commissioner is invited to the instructions issued under the Circulars cited in the reference. According to the instructions contained in the above circulars, 18 per cent of the total budget of each of the Taluk Development Boards is required to be utilised for the welfare of the Scheduled Castes/Scheduled Tribes.

Government after careful consideration in consultation with the Director of Social Welfare have come to the conclusion that 18 per cent of the amount provided in the budget of the Taluk Development Board should be utilised on the scheme mentioned below :

I Education—

(i) Incentive scholarships at the rate of Rs. 5 p.m., to the children studying in first to fourth standard for the purchase of books wherever such facility is not provided by the Education Department.

(ii) Starting of Nursery Schools-*cum*-Balwadies for the benefit of children in the age group of 3 to 6 years to be run by the women welfare organisers, subject to the following conditions :—

(*a*) The organiser to be paid remuneration on par with the pattern prescribed by the Social Welfare Department.

(*b*) Centres to be started at places where such facility is not available ;

(*c*) Children to be supplied mid-day meals at 0.25 p. per children to 50 children at each centre ;

(*d*) Rent to be paid at the rate of Rs. 30 p.m., where accommodation to house such centres is not available.

II. Economic—

(i) to provide tools and equipments to Scheduled Castes, Scheduled Tribes families trained in various skills for starting the avocations independently after their training.

(ii) to give actual to and fro charges by bus or III class railway fare to the Scheduled Castes/Scheduled Tribes candidates who are called upon by the recruiting authorities to appear for interview.

(iii) to provide transportation charges of timber to be supplied by the Forest Department for the construction of houses.

III Cultural

(i) contribution to the Community Centre Buildings to be constructed by the Social Welfare Department.

(ii) for repiars to the existing community centre buildings constructed by the Department, or by the people themselves.

(iii) contribution for the construction of kitchen blocks to the community centre buildings constructed by the Social Welfare Department.

(iv) the contribution may range from Rs. 3,000 to Rs. 5,000 contribution for construction of community centre buildings where they are not exisiting or taken up by the Social Welfare Department (contribution may range from Rs. 5,000 to Rs. 10,000.)

IV General

(i) Sanction of financial assistance to poor Scheduled Castes/Scheduled Tribes who suffer from chronic diseases like Tuberculosis, Cancer etc., so as to enable them to go to the hospitals situated at distant places for treatment and also for purchase of costly medicine which are not given free of cost.

(ii) Building materials such as tiles, bricks, timber upto Rs. 1,000 to each individual belonging to Scheduled Castes and Scheduled Tribes according to the needs.

(iii) Fire, accident relief upto Rs. 1,000 in the case of people belonging to Scheduled Castes and Scheduled Tribes.

3. To avoid over lapping of expenditure from more than one Department, on one and the same purpose or for the benefit of one and the same individual or village, it is directed that the schemes mentioned above should be implemented with the prior approval either of the Deputy Commissioner or the Director of Social Welfare.

4. The Divisional Commissioners and the Deputy Commissioners are requested to instruct the Taluk Development Boards in their jurisdiction to see that funds provided are utilised on the items of work indicated under para 2 above. The Deputy Commissioners who are *ex-officio* Presidents, District Development Councils, should make it a point to see that the funds provided in the budget of each Taluk Development Board are utilised fully and no amount is allowed to lapse. These instructions will be applicable for all for 1st April 1974.

5. The Divisional Commissioners are requested to send a report on the action taken by Taluk Development Boards in their Division to Government by the end of 31st March of every year. It is stressed that the instructions issued in this behalf are adhere to scrupulously.

6. The above instructions supersede all the instructions issued in this behalf previously.

J. B. CHAUGULE,
Under Secretary to Government,
D.H.P. Raj and Co-operation Department.

Part - IV

PART IV
ANOTHER PLAGUE SPOT

The reader may remember that some months ago I drew public attention to the disgraceful condition of the bastis of Allahabad. Professor Malkani has now sent me his impressions of the Delhi bastis. They are published in the Hindustan Times. These impressions show that the Delhi bastis are not much better than the Allahabad ones. There is the same tale of indescribable filth and consequent degradation. The scavengers, on whose careful labour largely depends the health of the inhabitants of Delhi, are housed in cells which are windowless and lightless holes. I cannot to better than reproduce Professor Malkani's closing sentences:

"It had been raining very hard and several basis had become quagmires inside and pools outside. One could not walk, but only skip over stones placed to order or be lifted up by sportive scavengers. We were a party-including some Delhi notables. One entered and returned reeling, as he walked over unnameable filth. Another returned, and would not go again, for the bowels of his compassion had been moved and he felt like vomiting for ease. A third wondered how "these people living in filth had become filth-like". One brave soul living in Easy Street, blurted out 'Oh! my house is leaking, where is the house in Delhi that is not leaking? Why worry?' His opinion is on all fours with the opinion of many Bhangis, who think, poor soul, that born in filth the must live and die in filth. Why worry?..Living in a world of smells and sight, day and night, the Bhangi himself becomes a smell and sight, a human waste-heap. Life in these bastis is ugly, almost hideous. It is too terrible for over-statement."

So long as we tolerate such plague spots and so long as we continue to treat most useful servants of Society as if they were beyond the pale of humanity, there need be no wonder that we have more than our fair share of diseases

which are due to filth and insantitation. Even as a rotten limb affects and corrupts the whole body, so does the condition of scavengers representing a rotten limb of society corrupt the whole of it. Unless, therefore, we wake up betimes and adopt summary measures to improve the condition of scavengers, God's judgment must overtake us. This question of providing decent habitations for the scavengers is not merely for Hindus to tackle but it is for the society at large to deal with. In this matter, therefore, there need be no distinction between reformers and the orthodox, or between Hindus and non-Hindus. Let us hope that the Delhi Municipality, now that its attention is drawn to the disgraceful condition of its bastis, will waste no time in taking energetic measures and removing the disgrace.

M. K. GANDHI,

(From 'Harijan'; September 23, 1933).

Extracts from Jawaharlal Nehru's Speech in a Public Meeting of Sweepers held at Ramlila Maidan, on 2nd January, 1964.

When you asked me to address your meeting I felt some hesitation, though I like the invitation. I had heavy work to do which I could not easily leave behind. But I could hardly refuse to attend this special gathering of *Safai Mazdoors*. So here I am before you this evining. Now it is embrrassing for me to find words for speaking to you. In fact in this matter I feel somewhat ashamed. I visited several times, several years back, the places where you live. Seeing your huts I felt unhappy and ashamed. I therefore hesitated to appear before you now and then and yet be reconciled to your miserable conditions. This is our Government and we have our own Constitution which provided that our worker comrades and those who are considered as "low" should receive special care and protection. It is our duty to abolish this evil of high and low by birth and specially to improve the condition of those who do sanitation work.

You know very well what Gandhiji said in this connection and how he lived accordingly to what he said. Frequently he used to live where you people live. Of course he could as well live in big and palatial houses but he preferred to live with those who lived in distress and who are considered low by our society. He thought that by doing so he would be able to focus people's attention to your miserable conditions and thus perhaps help to improve them. In this big city of Delhi we see big and luxurious houses and huge offices being built but the real test of the progress of a city is the living conditions of the common man—where he lives, what amenities he enjoys, what are his inconveniences and whether these are being removed or not. Where you have great palatial buildings on one side and filthy bastis on the other it is not a sign of progress. This city is full of slums and efforts are being made to clear them step by step. I live on the hope that they shall be cleared, though it is rather taking a long time. Unfortunately, even those who live in them put in obstacles in removing them and in moving to other places. But it is not right that there should be slums. All of us should have clean places to live in, more specially those who do sanitation work. However we have been so entangled in this matter that there is delay and old conditions persist. We and our Constitution desire that every Indian must have minimum milk and food, a decent house to live in, education for his children, and health for all. These are all primary needs that have to be met. It is not proper that some should have stately houses to live in, as I have, and the rest should face inconveniences and discomforts. These are the failings of our society that such things yet continue. I hope these will improve by and by. I would like to know that all our children are in schools, because nothing uplifts a community so much as the imparting of education. Children who are educated, fashion their lives in a different way and can do much work. They cannot tolerate those conditions of living which were endured by their parents. I, therefore, give my highest priority to education. It is only thus that progress is made, otherwise a community is considered back-

all should have equal opportunity.

You are doing Safai work, which is considered an essential service. It is not right that those who do sanitation work should be considered low. Of course your methods of work should change, so that you have the least inconvenience and discomfort. I would request the Delhi Municipal Corporation to give special attention to this matter—how sanitary workers serve, how they live, what are their difficulties and how these can be removed. I think it is the primary duty of the Corporation to build for you proper houses, which are neat and are supplied with water, light, schools, playing grounds and other amenities.

I want to tell you that it is now possible to improve your ways of cleaning by scientific methods. Traditional ways will not do. Unclean work can be done in a clean way and need no more be done in an unclean way. There are other occupations also besides sanitation work which you can take up. It is not obligatory on you to cling to a hereditary occupation. All Indians should be able to live decently and work honourably and receive regard for doing it. Only then we shall be able to hold that our nation is making progress. It gives me pain to see that although we achieved independence 16 years back, during which we did much, started big industries, gave attention to agriculture and improved it, yet the weaker sections did not receive proper attention and they did not make sufficient progress. If we had given them more consideration, then, by uplifting them, others also would have been lifted. More than that the canker of high and low within our minds would have been cured. Caught up in the meshes of caste and its distinctions of high and low our people have suffered much. We have to raise our nation to higher levels. You too can do much in helping yourselves to rise and along with you our nation. I have often seen that the places you live in are not kept clean. In fact these connot be kept clean without your efforts. If decent houses are put up for you and you live in them decently, then you not only

benefit yourselves but the whole nation. Some of your customs are sometimes too old and wrong. By abolishing such useless customs and by adopting good ones you can benefit yourselves and your families. This is not a point for me to be labour but it is obvious that even those who are your well wishers cannot achieve success unless they receive your full co-operation.

OBSERVATIONS OF THE ELAYAPERUMAL COMMITTEE AND ITS RECOMMENDATIONS

The Committee during its tour in various States had the opportunity to visit some of the colonies constructed by the State Governments for sweepers and scavengers. In most of the colonies there is no lighting arrangement. Surroundings are very dirty, without any sanitary arrangements. It is a pity that the surroundings are usually used by the municipalities as dumping grounds for night soil. No water tap is provided in the flats and in most cases only one tap is provided for the whole colony. Some of the flats are found to be leaking in rainy season. No repair has been made in some cases even for 15-20 years.

In view of the above facts the Committee suggest the following measures for consideration :

(i) It should be ensured that in all colonies adequate arrangements are made for lighting, sanitation approach roads, medical facilities, water-taps, etc.;

(ii) It is observed that localities in which the housing colonies have been built by most of the State Governments, are very dirty, unhygienic and in several cases near to Nalas' flowing dirty water emiting bad smell. It is, therefore, recommended that the State Governments should ensure that the colonies for sweepers and scavengers are constructed in neat and hygienic localities ;

(iii) In case more than one member of a family is employed in the Local Body rent should not in any case be levied from more than one employee ;

(iv) In no case the beneficiery should be asked to contirbute towards the cost of contruction either in the form of free labour, supply of materials, etc.;

(v) As the intention of the scheme is to provide permanent shelter to the Scheduled Castes it is not proper on the part of the local bodies to force their employees to vacate the quarters after their retirement from service. It is, therefore, suggested that where the local bodies are not willing to confer ownership rights to the allottee, no fund out of the Backward Classes Sector should be given to them for construction of houses for Scheduled Caste employees. In such cases the fund should be pooled from the housing scheme under the General Sector of the plan.

Public life must be spiritualised."

—G. K. Gokhale

"Let us not instruct the public out of the abundance of our .. IGNORANCE."

—Rt. Hon. V. S. Srinivasa Sastri.

P. KODANDA RAO
Telephone

"Aloha"
26, *Sri Krishna Rao Road,*
Basvangudi, Bangalore-560004.

Dated December 14, 1974.

Dear Friend,

Cordial Greetings and Best wishes for Xmas and New Year from Mrs. Rao and myself to you and family and colleagues. We trust you are all well.

Many thanks for your kind letter of the 5th inst. to me for my suggestitons for the improvement of the living and working conditions of sweepers and scavengers. I am honoured by the kind invitation.

In my opinion, the very first improvement is the abolition of carrying night-soil in baskets by scavengers. I am glad

that this reform has already been ordered by Mr. B. Basavalingappa when he was Minister. I shall be grateful to be informed of the extent of the implementation of this reform.

If my information be correct, almost all the able-bodied members and even children of the families of scavengers and sweepers work and earn wages, but much of their wages are dissipated in the consumption of toddy and arrack and not in the improvement of their living conditions and in education and healthy recreation. It is extremely anti-social that Government should nurse these alcoholic drinks as sources of revenue and auction liquor-shops to the highest bidders annually. Prohibition is the best policy; the next best is individual Rationing, as in the case of Opium, of all liquors, including the so-called foreign liquors, like whisky, Above all, there should be no revenue to Government or profit to the private liqour dealers. But as long as foreign liquors are not prohibited or rationed individually, consumption of arrack and toddy by the sweepers and scavengers, connot be controlled or prevented. If prohibition of whisky, etc., involves some scarifce, if it be a sacrifice by the better-to-do, they must make it in the interest of the poor.

Gambling, I gather is prevalent among the sweepers and scavengers, and involved loss of their earnings. I gather that it is prohibited by law, but I am not aware how effective is the prohibition. In so far as horse-racing and other forms of gambling are not prohibited, it is not morally possible to prohibit gambling by the poorer classes. In the interests of the latter, horse-racing must be abolished.

Children of school-going age of sweepers and scavengers are, I understand, working for wages. They should be compelled to attend school. It may be possible to combine work and education of the children by compelling them to attend evening or night schools where under personal supervision of experienced teachers they can study in a calm atmosphere. They should also be provided with healthy

recreation like games, trips to places of historic and other interests. In this respect, the experience of the Deena Seva Sangha * may be most useful.

The sweeps used by sweepers should have handles of bamboo or other material of about 5 feet in length so that the sweepers need not bend because of the short sweep they use which rise the dust, at least part of wheih falls on their clothes and enters their eyes, noses and ears. Also sweeping should sweep the dust to a side on the floor, and not flick it above ground.

If either you or one of your colleagues will honour me with a visit after notice, I will show you the sweep we have and how we use it.

If I can think of any other suggestions, I shall be glad to submit them for your consideration.

With kind regards,

Yours sincerly,
P. KODANDA RAO.

Sri I. P. D. Salappa, Chairman,
Committee on the Improvement of Living and Working Conditions of Sweepers and Scavangers,
Manikyavelu Mansions, Palace Road, Bangalore-52.

* 5th Main, Srirampuram, Bangalore-5640021. (Tel. 8962).

Part - V

GOVERNMENT OF KARNATAKA

COMMITTEE ON THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS OF SWEEPERS AND SCAVENGERS

Chairman :

1 Sri I. P. D. Salappa—Bangalore

Members :

2 Smt. Lakshmi Subba Rao—Bangalore
3 Sri P. N. Ramachandra—Bangalore
4 Sri S. C. Venkatesh—Bangalore
5 Sri M. Raghupathi—Bangalore
6 Sri A. K. Ananthakrishna—Bangalore
7 Sri T. R. Shamanna, M.L.A.—Bangalore
8 Sri K. Sriramulu, M.L.A.—Bangalore
9 Sri P. D. Bangera, M.L.A.—Mangalore
10 Sri Sathyanarayana Singh, M.L.A.—Hospet
11 Sri Konandur Lingappa, M.L.A.—Shivamogga
12 Sri S. A. Mulla—Dharwar
13 Sri G. P. Ganjigatti—Dharwar

GOVERNMENT OF KARNATAKA

(G.O. No. HMA 152 GGL 72, Bangalore, dated 23rd September 1972).

COMMITTEE ON THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS OF SWEEPERS AND SCAVENGERS.

No. 5, Infantry Road, Bangalore-1.

Sir/Madam,

As you are well aware the Government of Karnataka appointed sometime back High Level Committee *vide* G.O. No. HMA 152 GGL 72, dated 23rd September 1972 under the Chairmanship of Sri I. P. D. Salappa to suggest ways and means of improving the living and working conditions of sweepers and scavengers all over the State. It is necessary to give all encouragement to Harijans in general comprising of Scheduled Castes and Hill Tribes. This Government of India have also been using suitable directives from time to time in this regard.

The Committee has drawn up a comprehensive Questionnaire. I am directed to enclose herein a copy of the same with a request that you will kindly offer your valuable suggestions and furnish replies to the questions at an early date.

The Committee shall be grateful if you will kindly send your reply so as to reach this office by 25th February 1974.

I shall also be grateful if you will kindly make it convenient to send 13 (thirteen only) copies of your reply so as to facilitate its consideration by the Commission.

Yours faithfully,
K. R. LAKSHMANA RAO,
Secretary.

PREFACE

The question of improving the lot of sweepers and scavengers all over the country has been engaging the attention of both of the Central and State Government for some years past. As far back as 1957, the Home Ministry of the Government of India set up a Committee with Professor N. R. Malkani as Chairman to go into the question. The Committee undertook extensive tours to many important cities and collected valuable evidence in this regard. The Committee has also made very valuable recommendations in the matter of improving the Living and Working Conditions of Sweepers and Scavengers.

Sometime later, the Government of India again appointed a National Commission on Labour which in turn appointed a Committee to study the working and living conditions of sweepers and scavengers in the changed circumstances now obtaining in the country. Sri B. P. Gajendragadkar, retired Chief Justice of the Supreme Court of India was the Chairman for the National Commission on Labour. This Commission has also produced a very valuable report and has made recommendations of a far-reaching nature in the direction of improving the living and service conditions of sweepers and scavengers.

In spite of these measures taken by the Central Government, much remains to be done to improve the sad and pitiable lot of the sweepers and scavengers who have been neglected by the society for generations past and who still constitute the lowest strata of society. It is therefore necessary that effective and immediate measures have to be taken to improve the living and working conditions of the unfortunate people.

Fully alive to the urgency of this problem, the Government of Karnataka under the dynamic leadership of its

Chief Minister Sri D. Devaraj Urs and Hon'ble Minister for Municipal Administration, Sri B. Basavalingappa have been taking very timely and effective steps to improve the lot of this unfortunate section of the Society. The Government of Karnataka was the first to abolish the inhuman practice of carrying nightsoil on human heads and hence they deserve all credit and commendation for this noble action. In order to improve the living and working conditions of these unfortunate people the State Government have been taking many beneficial measures from time to time, in the light of the constitutional safe-guards and guarantees provided in the constitution for this specific purpose. In spite of the constitutional guarantees and safeguards and untouchability laws, it has to be said with regret that much headway has not been made in this direction of offering a better deal, to these people who are still suffering many handicaps in their lives.

For the first time the popular Government of Karnataka appointed a high power Committee under the Chairmanship of Sri I. P. D. Salappa to go into this question in all its various aspects and make suitable recommendations in the matter of improving the living and working conditions of sweepers and scavengers all over the state. The Committee is actively engaged in investigating and collecting all relevant facts and figures before submitting a final report to the Government in the matter.

I have the honour now to solicit your kind co-operation in answering the enclosed questionnaire and is furnishing all relevant details to the Committee in their endeavour to prepare a comprehensive and useful report.

K. R. LAKSHMANA RAO,
Secretary.

QUESTIONNAIRE

A

1. Name of Local Body (Corporation/City Municipality/Town Municipality/Panchayat) .....
2. Population.....
3. Area.....
4. Revenue per annum.....
5. Major Source of Revenue.....
6. Expenditure on Sweepers and Scavengers establishment.....
.....

B

1. Mayor/President.....
2. Administrator.....
3. Number of Councillors.....
4. Reserve Seats.....
5. Commissioner/Chief Officer.....
6. Health Officer.....

C

I

1 Total Number of Sweepers ..
Men Women ...
2 No. of Sweepers on Permanent Roll ..
on Nominal Roll ..
3 To which Community and sub-caste the Sweepers belong to ...
4 Mother tongue of the Sweepers ..
5 In which year the present strength of Sweepers was sanctioned ?
6 Have you made efforts to increase the staff according to present population and extended area of jurisdiction to reduce the workload ? (please give full

7 What is the method of recruitment of workers? Is it hereditory? ..

8 For how many generations past have they been in Sweepers' profession? ..

9 Are there any caste Hindus borne on Sweepers' establishment? How many? Are they actually doing Sweepers' duties or assigned to other duties? (Please give details) ..

10 Under which Service Rules the Sweepers are covered (KCSR/MSR/Industrial Dispute Act)? ..

II

1 *Salary*—(Please fill in complete details) ..
Pay D.A. A.D.A.
H.R.A. C.C.A. ..

2 *Leave*—(in days) ..
Sick Leave Casual Leave ..
Maternity Leave ..

3 What are the daily hours of work? ..

4 Are they allowed weekly, full-holidays or two half-holidays? ..

5 Are they allowed Government holidays? Do they get wages on these holidays?

6 What types of leave are they entitled to with full pay or half pay? ..

7 What are the safety measures that are in vogue ..

8 Has any survey been made on occupational hazards of Sweepers? ..

9 Have you made efforts to give pay scales to them in view of the risks involved in their profession? (Please give details)

10 Do you agree with the proposition that if higher and decent wages are given to these Sweepers, people from other communities of the society would come forward to do this work and in this process untouchability would disappear? ..

III

1 Have you extended Gratuity and Pension benefit to the workers? Please furnish full details ..

2 Is there Provident Fund Scheme for the Workers? Please give details ..

3 Are the workers provided with free uniforms, footwear, towels, soaps etc.? (Please furnish complete details) ..

4 In the past has any worker been paid accident compensation? (Please give details) ..

IV

1 What are the medical facilities or aid provided to the workers? Have you started any dispensaries in the colonies of workers? (Please give details) ..

2 What are the social security measures adopted for the welfare of the workwers?

3 Are the workers provided with quarters? If so, how many quarters? ...

4 Did you take financial aid from the Social Welfare Department to construct the quarters for the workers? ..

5 Are the quarters rented or rent-free? ..

6 Will the workers be allowed to stay in the present quarters after their retirement? If not, please give reason ..

7 Have you granted any house sites to the workers? (Please furnish complete detatils) ..

8 Have you advanced loans to the workers to construct houses? ..

9 Have the worker started any Housing, Credit and Consumer Co-operative Societies? If so, what assistance you have provided to them? ..

10 Is there any Trade Union of the workers? Please furnish complete details of the Union, Office bearers, etc. ..

V

1 Please furnish details of the number of children of the workers. Total No. Boys Girls Average age group ..

2 How many of the children of workers attending schools? Total No. Boys Girls ..

3 How many children of workers have become graduates? (Please give full details) ..

4 Have you started Creches and Nursery Schools in the colonies of the workers? If so full details may be given ..

5 What are the amenities provided to the children of the workers for their education, health and upbringing? ..

VI

1 Have you provided civic amenities such as Community Hall, Radios, Bath Rooms, Lavatories, etc., in the Workers Colonies? ..

2 How many Sweepers' colonies are there in your town? Please give names of the Colonies ..

3 How many houses are in each colony and please furnish total number of residents Male Female Children ..

4 How many water taps are there in each colonies? ..

D

1 Has action been taken to ban the carrying of night-soil after the 15th of August as ordered by the Government? If not, please give complete details ..

2 If so, what steps have been taken to provide alternate employment to scavengers? ..

3 How many scavengers were employed by you? ..

4 If the scavenging work is done by scavengers privately employed by the citizens, please furnish complete details of the number of scavengers thus employed such as their caste, sub-caste, origin, mothertongue etc. ..

5 How many private service latrines were in your town? ..

6 Have all the Srevice Latrines been converted as per Government directive? If not, please furnish complete details for failure to comply with Government directive ..

7 If the scavenging work was done by the privately employed scavengers, and if they are still doing that work, what action have you taken to stop them carrying night-soil? ..

8 How many citizens have you prosecuted after 15th August, 1973 for not complying with the Government directive to convert their Service Latrines before 15th August, 1973? ..

E

1 Please furnish any other relevant details pertaining to the Living and Working Conditions of the workers ..

2 What are your suggestions to improve the existing conditions of the Workers? ..

SURVEY ON SOCIO-ECONOMIC CONDITIONS OF POURAKARMIKS

I Town District

II Pourakarmiks Employed—Male Female Total

III *Caste Groups—*

Name of Caste	*Male*	*Female*	*Total*	*Mother Tongue*
1. Madiga				Telugu
2. Madiga				Kannada
3. Mala				Telugu
4. Holeya				Kannada
5. Vodda				Telugu
6. Vodda				Kannada
7. Bovi				
8. Mahar				
9. Madar				
10. Mochi				
11. Chalawadi				
12. Muslim				Urdu
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				

IV. Original Native place of Pourakarmiks (Where they came from?) —

V. Since how many generations they are in this profession :

1 Are the houses of Pourakarmiks' scattered in various parts of the town, or are they grouped in a colony? ..

2 If grouped in a colony, what is the name given to the colony? ..

3 Are the Pourakarmiks living among other Scheduled Castes sections, or are they living separately by themselves .. —

4 If the ourakarmiks are living separately what is the reason for it? .. —

5 How far away the Pourakarmik's colony is situated from the main part of the town? —

6 Has any attempt been made to relocate them among other sections of society? If not, what is the reason for it? .. —

7 If free sites given, are the Pourakarmiks willing to give up their present locality and settle with other castes? If they are unwilling to do so what is their reason for it? .. —

8 Are the Pourakarmiks allowed entry into temples, hotels, barber shops, etc.? If not, how are they getting barber, dobi services? .. —

9 Are the other sections of Scheduled Castes allowed entry into temples, hotels, etc.? —
If so, what is the reason for not allowing Pourakarmiks? ..

10 Has any one complained to the authorities in this matter, if not what is the reason for not complaining? .. —

11 Are the Pourakarmiks permitted entry into the hotels owned by Muslims/Christians? —

12 Has any from the Pourakarmiks' families married outside the caste? If so, with which caste and what is the social position of that person after marrying outside the caste? —

13 Is any official from the Social Welfare Department visiting the Pourakarmiks' colony? ..

VII Houses in the Colony

1 *Types of houses*

Total No. of Houses	*R.C.C. roofed*	*Tile roofed*	*Thatched Huts*

2 Are the above houses owned by the Pourakarmiks themselves, or are they quarters built by the municipality? ..

3 If these houses are owned by the Pourakarmiks, do they possess ownership rights over the houses? Do they also possess ownership rights over the land on which these houses built? ..

4 Is the locality well laid out, or hapazardly encroached upon? ..

5 (*a*) How many water wells in the locality?
(*b*) How many water taps in the locality?
(*c*) How many latrines in the locality? ..
(*d*) If any one of the above not existing how are the residents managing? ..

6 How many temples are in the locality and what are the dieties? ..

VIII *Individual House Census*

(Please use separate sheets for each house. *Getting data for this is very Important for Social conditions study*).

1 Head of the Family (Name) ..

2 *No. of residents in the house*: ..
Men Female Boys Girls
Total ..

3 Caste and Sub-Caste Mother tongue

4 *Details of Literacy in the family*:

	Adults	*Boys*	*Girls*
(*a*) Primary School	..		
(*b*) Middle School	..		
(*c*) High School	..		
(*d*) P.U.C.	..		
(*e*) Degree Course	..		
(*f*) Technical Course	..		

5 How many members of the family employed as Pourakarmiks? ..
If so, what are their relationship with the head of the family? ..

6 Is any one of the family employed outside the municipality? If so, what is the job and how much he is earning? ..

7 What is the total monthly income of the family? ..

8 Is the family income subsidised by rearing Pigs, Milchy Cows, Poultry, etc.? If so, what are the earnings? ..

9 What type of staple food the family is using? (Rice/Ragi/Jola/Wheat) ..

10 How many times a week mutton is cooked? And at a time how much meat purchased? ..

11 How many times in a week chicken cooked? The chicken so used, purchased or reared at home? ..

12 Is Beef consumed? If so, is it, freshly butchered or from the dead cattle? ..

13 Is milk used in the family? If so, in what form? Used in the coffee or consumed whole? ..

14 Is coffee used by the family? If so, how many times a day coffee, tea used? ..

15 Does the family own *Radio/Fan/Cot/Chairs*, etc.? ..

16 Does the family own *Cows/Poultry/Pigs*? *If so*, number of such animals ..

17 Is any member of the family suffering from incurable or chronic diseases? (In full details) ..

18 Present indebtedness of the family. (In amount) ..

19 Why the loan was taken—for what purposes? ..

was taken? (From the Municipality/ Bank/Society/Private Money lender) ..

31 How many persons in the family take alcoholol? And how much spent on it per day? ..

32 How leisure and holidays spent? ..

33 How many times in a week bath is taken?

34 What is the family diety ..

35 Which is the important festival and how much spent on it?

36 If any member of the family falls sick, do you get medicine from Doctor/Hakim/ Native Doctor or submit "Mudupu" to God?

IX Marriage Customs

1 Is any male member possess more than one wife? If so, reason for marrying second time? ..

2 Is any widow in the family permitted remarriage?

3 Has any one in the family divorced his or her/wife/husband? Why ..

4 How much money is spent to celeberate the marriage of a daughter? Is dowry given or money taken from the groom side?

5 How many days the marringe celebrated?

Part - VI

PART VI

INTERIM RECOMMENDATIONS TO BE INCORPORATED IN THE PROPOSED COMMON ACTS FOR THE CORPORATIONS AND MUNICIPALITIES IN KARNATAKA STATE WITH REGARD TO IMPROVEMENT OF LIVING AND WORKING CONDITIONS OF POURAKARMIKARU.

The question of improving the living and working conditions of Sweepers and Scavengers who are now renamed as "Pourakarmikaru" does not brook any delay. In the interest of all concerned this question has to be tackled on *Top Priority Basis.*

The proposed common Acts for Corporations and Municipalities in Karnataka State should incorporate comprehensive proposals for economic, social and educational advancement of "Pourakarmikaru" in addition to the various Service Benefits provided for other Government servants of the same categories. To this end the following recommendations are made :

1. *Classification and Recruitment*

Apart from the general and special benefits to be provided to the Pourakarmikaru in their Service Conditions, they should be governed by the privileges and rights under "the Industrial Dispute Act" and "the Workmen's Compensation Act".

In order to safeguard their interests more effectively, there should be framed cadre and recruitment rules applicable to all the Pourakarmikaru in the State. In the quota of the statutory reservation providing for 18 per cent to the Scheduled Castes and Scheduled Tribes, provision should be made in the act to give preference to the children of "Pourakarmikaru" in making recruitments to fill up the vacancies in the various cadres.

The recruitment to the cadres of "Pourakarmikaru" should be open to all castes and communities.

Other things being equal, the dependants of retired and deceased employees should also have preference over others in the matter of recruitment.

Appointment of Labour Welfare Officers should be made mandatory wherever the strength of Pourakarmiks is not less than 200 in any Municipal body.

2. *Recruitment of Leave Substitute*

Recruitment of Substitute Labour should be only for the purpose of filling temporary vacancies caused by workers going on leave. Such recruitment of persons should be made only from out of persons already registered in the Municipal registers for the purpose. All such registration of persons for filling leave vacancies should be made along with persons' photographs duly affixed in the said registers (photos to be attested by authorised officials). An identification card should be issued to such registered person with his photo duly attested.

For all fresh recruitments, only the registered persons should be considered for substitute labour. And in all such cases, they need not be sponsored by Employment Exchanges. Further, age restrictions should be relaxed in case of such registered persons.

3. *Part-time Employment*

No person should be employed on part-time basis in any municipality. If such employment exists in any municipality the practice should be done away with and such employees should be absorbed in regular appointments immediately.

Every Pourakarmika temporarily employed but having one year's service shall be confirmed as a permanent employee.

In regard to salary structure of the "Pourakarmikaru" the Committee recommends that the "Pourakarmikaru" who perform such functions as sweeping, cleaning, clearing and disposal of human waste and rubbish, etc., should be regarded as *Skilled Workers* of the last grade as their work involves such job factors as disagreeableness and constant health hazard. In accordance with modern thinking (For instance, as broadly accepted by the III Central Pay Commission) the last grade "Skilled Workers" should be treated for the purpose of pay fixation on par with IInd Divison Clerks.

In the present circumstances, the "Pourakarmikaru" should be given a starting total salary of Rs. 300 in Corporations, Rs. 250 in City and Town Municipalities and Rs. 200 in Town and Village Panchayats.

Since the "Pourakarmikara" engaged in clearing, conveyance and disposal of human waste, the work on the sewage disposal, manholes, chambers, gutter cleaning, rubbish dumping yards and open drains of any kind are subjected to serious health hazards, a Special Additional allowance of 20 per cent of their gross emoluments shall be paid to them.

Since all pay revisions etc., granted by the State Government to its own employees also apply to all "Pourakarmikaru" of Corporations, Municipalities and Panchayats, automatic and simultaneous implementation of the relevant Government Orders by the Corporations and councils should be made mandatory and failure to implement such directions should attract disciplinary proceedings.

5. *Promotional Opportunities*

The "Pourakarmikaru" should be eligible for promotion to higher posts such as Daffedars, Octroi Mutsadis, Attenders, Drivers, II Division Clerks, Supervisors, Work-Inspectors, Junior Health Inspectors, Ayas, Mid Wives etc.,

if they are experienced and suitably qualified. For this purpose suitable programmes of "In-Service" training should also be devised and arranged. Promotional opportunities should be provided equitably for both men and women "Pourakarmikaru" for their respective higher posts.

Similarly, opportunities for inter transfer of employees once in every 3 years and further promotions in better placements of Service Conditions as in the case of other Government Servants shall also be extended to them.

Since the promotional opportunities to the "Pourakarmikaru" are likely to be few and far between, Selection Time scales to provide for promotion to the next higher scale after a service of 7 years in a scale should be laid down.

6. *Retirement*

The age of retirement of all "Pourakarmikaru" should be 58 years. Notice of retirement should be given 6 months in advance of the date of retirement.

7. *Pension and Gratuity*

Every employee, retiring on reaching the age of superannuation, should be entitled to a Gratuity equivalent to 15 months salary at the credit of the employee should be paid on the day of retirement. His nominee, heir or legal representative should be entitled to a like amount in case of his death while in service.

The processing of Pension and Gratuity papers should be completed sufficiently in advance of the date of retirement of the employee, *i.e.*, at least 6 months in advance. Failure to comply with this stipulation by the concerned authority should entail disciplinary action.

In case of every retiring employee, pension papers should be completed so as to make payment of his first pension before the last working day of the month succeeding his

retirement. Similarly, in the case of death of an employee, while in service, the first family pension, if any, should be paid before the last working day of the month succeeding his death.

8. *Leave Benefits*

The manner in which leave should be granted and availed of should be as follows :

(i) Three days sick leave at a time without the need to produce a medical certificate ;

(ii) All the "Pourakarmikaru" should avail of one month's leave in a block period of 2 years or 15 days leave in a year for rest and relaxation ;

(iii) In respect of women workers maternity leave of 2 months to be suitably spread over to suit the convenience of workers should be granted, without insisting that the maternity leave shall not extend beyond 6 weeks from the date of confinement.

9. *Weekly Working Days*

No Pourakarmika should be required to work for more than 5½ days in the week. They must be given all Government holidays (weekly, festival and National) admissible to other Government servants. If due to any emergency a Pourakarmika is called upon to work on an authorised holiday he should be given a compensatory holiday as and when he desires, or twice the wages for such day's work.

10. *Working Hours*

No Pourakarmika should be required to work for more than 7 hours a day. Such working hours shall be in two relays with a rest break of half an hour in each relay. The interval between the two relays shall be four hours.

In cases of night shifts, the employees shall work only for 6 hours with a rest break of half an hour.

11. *Uniforms and Protective Clothing*

(i) At present half sleeve shirts and nickers are supplied to male workers. This uniform does not look dignified. They should be given the following : Three sets of uniforms per year consisting of Bush shirts, full length trousers, two pairs of heavy duty *chappals or canvass shoes (at the option of workers)* and protective head gear such as Pea-caps.

(ii) For women workers the following may be given : Three cotton sarees of 8 yards, three blouses and two pairs of chappals per annum.

(iii) For all workers, one set of warm uniform should be given every year. This is necessary as they have to work during the cold seasons in the winter and in Hill and Malnad areas. In addition a pair of kamblies should be given to those working in the Hill and Malnad areas. All workers should be given one rain coat each every year.

(iv) One pair of rubber hand gloves, face mask and gum-boots in addition to the usual uniforms should be given to those who attend to clearing, cleaning and disposing of human waste, work in manholes, chambers, open drains, gutters and refuse dumping yards. Further all these facilities should be extend to those working in lorries and other vehicles which transport rubbish and human waste.

(v) To all men and women workers the following should also be given :

(*a*) One pair of big towels per year ;

(*b*) One full bar 501 or Mysore Government washing soap per month ;

(*c*) Two cakes of Lifebuoy soap per month.

12. *Medical*

As " Pourakarmikaru " are engaged in a hazardous occupation, they are likely to contract all kinds of infectious and communicable diseases. They should be subjected to thorough medical check-up once in three months and in case of any sickness detected, the concerned municipalities should extend free medical aid till they are completely cured and taken back to duty only when they are declared medically fit. The dependents of Pourakarmikaru should also be entitled to these benefits.

13. *Working Strength and Conditions*

At present the municipalities employ sweepers at the rate of one hand for a population of 1,000. This has resulted in heavy work-load on workers.

In order to ensure efficient and proper work from Pourakarmikaru, adequate number of employees should be recruited by every municipality and not less than one employee for every 500 population should be appointed. Similarly, proportionate recruitment of other related categories of employees dealing with the work of cleaning of main channels, gutters, drains, workers on lorries and dumping yards, etc., should be appointed.

Each vehicle carrying rubbish should have 6 workers as follows : two men to fill the basket, two men to carry the basket to the vehicle and two more on the vehicle itself to empty the basket into the lorry. No worker should be allowed to sit on the collected rubbish. A separate cabin should be provided for the workers to sit in the lorry.

An employee recruited to a specific post should not be assigned to work in any other post. This stipulation is necessary as persons of so called higher castes recruited as sweepers, etc., are assigned to work in other posts.

Attendance of " Pourakarmikaru " should not be taken in the open air as at present. It should be mandatory for

Corporations and Municipalities to construct "Muster Roll Shelters" in all divisions with suitable facilities for lockers, change of uniforms, washing and toilet purposes, etc. Attendance of workers should be taken only at such shelters.

It should be mandatory for corporations and municipalities to provide conveyance to workers to go to their assigned divisions and return to their residential areas if the distance of their work spot from their residences happen to be more than 2 kms.

The statute should also contain a provision to require each municipality to award a suitable prize annually to sweepers who keep their assigned areas exceptionally clean.

A provision should also be incorporated in the statute that those citizens who throw rubbish, litter or allow their children to commit nuisance on the streets should be subject to heavy penalty in accordance with the nature of offence committed and appropriate rules should be framed for the purpose.

14. *Social Security*

Every Pourakarmika should be required to take out Life Insurance Policy at the rate of not less than 5 per cent of his salary towards premium, under the salary deduction scheme.

In order to free the Pourakarmikaru from exploitation by private money-lenders, co-operative societies for "Pourakarmikaru" should be started. The Corporation or Municipalities should provide interest free loans towards initial and working capital to the society. In addition steps should be taken for opening individual accounts in nationalised Banks for raising loans for permissible purposes under salary deduction scheme and repayments duly-guaranteed

by the concerned Local Bodies. Instead of cash dispersal of salaries, arrangements may be made to make salary payments through their individual accounts in the banks.

Another scheme which has been introduced by the State Government known as 'Family Welfare Fund Scheme' may be also made applicable to "Pourakarmikaru". Under this scheme each Pourakarmika should contribute not less than Rs. 2 per month from out of his emoluments to this fund so that immediate relief may be afforded to the family members of any Pourakarmika who dies in harness. Other benefits of this scheme shall also accrue to the family members of the deceased.

15. *Environmental Living Conditions*

The State Government's direction, not to locate or licence liquor shops proximate to the residences of "Pourakarmikaru" should be strictly enforced. And all those in existence should be immediately shifted.

The Municipalities should construct Community Halls containing a reading room, a library and a handicrafts section. Arrangements should be made to impart instructions to wives and daughters of "Pourakarmikaru" in tailoring, matweaving, coir work etc. The Social Welfare Department should make arrangements for regular lectures every week-end on social and moral hygiene. Similarly lady social workers should be deputed every week-end to these areas so that they may train women folk of the Pourakarmikas and women Pourakarmikas for maintaining their houses and their surroundings in clean and tidy conditions.

16. *Obligatory Functions of the Local Bodies*

Housing

(*a*) It should be made a statutory obligation on the part of every corporation and municipality to provide satisfactory residential quarters to the "Pourakarmikaru" with

other basic facilities like lighting, water, sanitation etc., free of charges.

(*b*) As the "Pourakarmikaru" will have to vacate these quarters immediately after retirement, it is necessary to provide independent sites to them even while in service in mixed localities so that they may build their houses along side the houses of people belonging to other communities. This is one of the effective means of achieving social integration. These sites should be allotted to "Pourakarmikaru" at subsidised rates, which should be within their economic reach. "Own your own houses scheme" facility should also be worked out and provided.

(*c*) All vacant places, fit for conversion into dwelling sites within the jurisdiction of the local bodies should be made available to "Pourakarmikaru" on Priority Basis. Such sites should be disposed of by outright sale at upset prices and value to be recovered in easy instalments.

(*d*) All sites belonging to the Government or Corporation or Municipality or Panchayath on which the "Pourakarmikaru" have built their huts or houses should be sold to them at upset prices and khatas transferred in their favour. Cost of the sale value of such sites shall be realised from the "Pourakarmikaru" in easy insalments under salary deduction scheme.

(*e*) Under the Slum Clearance Act, every Pourakarmika who is a slum dweller shall be given preference in the allotment of a site or a tenement.

(f) Sites allotted or houses built thereon shall not be allowed to be alienated under any circumstances whatsoever.

Education

Children of Pourakarmikaru should be ensured free and compulsory education upto Higher Secondary stage with adequate free boarding and lodging facilities. In addition, scholarships, books, stationery, dress, sport and games

materials should also be provided. Wherever necessary, additional tuition benefits may also be provided. In case of children below the age of 5, appropriate Nursery and Creche facilities with proper medical and nourishment arrangements be made. As far as possible, such facilities should be situated proximate to the places of living of the workers.

The Pourakarmikaru themselves require educational facilities. Adult literacy campaign, the screening of educational and other social films may be arranged periodically for their benefit. Educational tours shall also be arranged by the concerned Corporations and Municipalities for these Pourakarmikaru once a year. It shall also be statutorily incumbant on these Bodies to make suitable budgetary provision to meet the expenditure.

Conversion of Existing Service Latrines

Municipalities should finance provision of latrines with flushing system connected directly to the municipal underground drainage or leading to private Soak Pits and Sceptic Tanks, where house owners' economic conditions do not permit such investments (for the change suggested). Such financial assistance should be in the form of subsidy, grants and loans to be repaid in easy instalments either without or with nominal interest. If necessary, the State Government should also extend financial assistance to the municipalities for the purpose.

17. *Miscellaneous matters*

(*a*) Suitable legislative provisions should also be made in the proposed Act for conferring all the rights, privilages and facilities to "Pourakarmikaru" as now recommended for implementation by the Local Bodies to be extended to the following cases : Railways and Industrial Colonies. Defence Colonies. Private Residential Colonies, Police Quarters and unauthorised private layouts falling

within the jurisdiction of the Corporations and Municipalities, Trust Boards, Housing Board, Sanitary Boards and all such other areas.

(*b*) All Pourakarmikas engaged in sweeping and scavenging etc., in unauthorised private layouts, villages etc., coming within the jurisdiction of the corporations, municipalities, village panchayats, etc., should be absorbed in the respective bodies with continuity of service.

(*c*) Government should nominate one representative of the 'Pourakarmikas' Employees Association wherever it exists or of the Pourakarmikas on the respective municipal body with the right to vote in the elections to committees and other offices.

(*d*) Disposal of Carcass: Citizens owning animals should notify the death of animals to the Corporations and municipalities which should make proper arrangements for disposal of carcasses. Proper guidelines should be laid down for disposal and for the prevention of misuse and unauthorised use of the carcasses.

(*e*) There should be a Special Squad of the local bodies to ensure effective implementation of the abolition of untouchability act, as Pourakarmikas continue to be harassed by observance of caste discrimination in the matter of entry into and service from the places of worship, wells, schools, eating places, barber shops etc.

(*f*) The degrading and traditional Basavi System which still exists in practice in parts of the State should be effectively abolished.

(*g*) Special efforts should be made to recruit the Pourakarmika's children in defence services and enroll them in industrial and technical schools on a preferential basis. Special incentives should be provided to the parents of the Pourakarmikas' children to encourage them to educate their children particularly at higher levels of education.

(*h*) Steps should be taken to abolish the debt burden on Pourakarmikas by reviewing their debt positions with private money lenders and making alternate arrangements for repayment suitably scaling down the debts and rates of interest.

(*i*) 'Gutedari' system (*i.e.*, the system under which scavenging jobs are entrusted to contractors) should be abolished and the contract labour should be absorbed in regular employment of the concerned municipalities.

(*j*) Special efforts should be made to educate the Pourakarmikas and their families on the importance of the Family Planning and to provide special incentives.

(*k*) Special agricultural land grants should be made to Pourakarmikas if they want to settle down as farmers after retirement or if they want their children to so settle down.

(*l*) Appropriate mechanization should be explored and introduced to minimise the health hazards, disagreeableness of the work involved in handling, transporting and disposal of the human waste and rubbish and to eliminate waste of energy.

(*m*) A uniform maintenance allowance at Rs. 7-50 per month should be granted to Pourakarmikas to enable them to maintain their uniforms in tidy and presentable conditions. This is caused in many industries and in some sections of Government service.

(*n*) A 'Pourakarmika Day' should be observed every year by all the municipalities to instill necessary awareness in the Pourakarmiks of their rights and responsibilities.

(*o*) Salary dispersal should invariably be made on the last working day of the month. Pay slips showing details of salary and deductions should be given to each employee at least 24 hours in advance.

18. *Financial Resources*

It shall be made mandatory that 5 per cent of the budgetary provisions of all local bodies should be set apart exclusively for financing the schemes aimed at improving

the educational, social and cultural conditions of Pourakarmikas.

In order to augment resources of Municipalities to meet the cost of providing the various facilities recommended above, it is suggested that apart from securing adequate financial assistance from the Central and State Governments a Special Cess on all taxable revenues of municipalities at the rate of 5 per cent may be levied.

19. *Pourakarmikas Welfare Board*

It is necessary to set up a permanent Board to secure the implementation of the various recommendations made by this Committee. It is unfortunate that the reports of the many committees appointed by the Central and State Governments in the past like the Malkani Committee, the Barve Committee, the Pandya Committee, and the Elia Perumal Committee, etc., have remained unimplemented so far. Even the orders passed by the State Government with regard to put an end to carrying night-soil as head loads has not been fully implemented by a number of municipalities including the Bangalore City Municipal Corporation. The lot of the Pourakarmikas will not improve unless there is a Statutory Board to secure the implementations of the various measures to ameliorate the lot of 'Pourakarmiks' in the State. It is, therefore, strongly recommended that the present Committee for the improvement of living and working conditions of Sweepers and Scavengers may be redesignated as 'Pourakarmiks Welfare Board' from the redesignated as 'POURAKARMIKS WELFARE BOARD' from the date the term of the present Committee comes to a close and continued with suitable terms and conditions for its functioning.

Part - VII

PART VII

SUMMARY OF RECOMMENDATIONS

Subject :

RECOMMENDATIONS

General

1. Today, the position of sweepers and scavengers *vis-a-vis* the Hindu Society is very uncomplementary. The caste Hindus have come to the conclusion that this profession is reserved only for these 'untouchables'. The only way of removing such a misconception and at the same time eliminate the stigma attached to the profession of Pourakarmiks is to encourage other caste Hindus also to take up this profession.

It has come to the notice of the Committee that in many Municipalities the caste Hindus who have been recruited as Pourakarmiks are allocated not their legitimate work of Pourakarmiks but some other work such as Peons, Malis etc., with their appointments as such. The Committee deplores this attitude and strongly recommends that wherever and whenever a non-Scheduled Caste person is appointed as a Pourakarmik he must do his work like other sweepers and scavengers. All the Pourakarmiks irrespective of caste distinctions should be treated on a par with others.

2. The Committee has observed during its visit to various Local Bodies in the State that the supervisory staff are in the habit of hurling very obscene and vulgar expressions at the Pourakarmiks in general, and to lady Pourakarmiks in particular. The Committee strongly recommends that stringent measures should be taken against those officials, as well as the members of the public who use foul, abusive and vulgar language towards the Pourakarmiks.

3. In the Government Order on banning night soil carrying, it is specifically mentioned that wherever the house owner is unable to convert his lavatory into flush out type, the concerned Municipalities should themselves undertake this work and recover the cost from the house-holder in instalments. The Committee notes with regret that in many parts of North Karnataka, Municipalities have failed to convert old type lavatories and have allowed private scavenging. The Committee strongly urges upon the Government to issue specific directives to these erring Local Bodies that they should convert all the old lavatories to flush type within a specific time limit failing which they are liable to disciplinary proceedings.

4. The Committee also suggests that the Education Department should introduce the subject of public sanitation in the curriculam of studies to be compulsorily taught to all the students from the primary class to the secondary standard, at least one period, per week, to inculcate a sense of civic consciousness and public sanitation.

Service Conditions

1. The Committee strongly recommends that the Pourakarmiks should be classified as *Skilled Workers* under a separate cadre rules and that they should be given the privileges under the 'Industrial Disputes Act, 1947'.

Recruitment

1. It is necessary that for every population of 500 there should be one sweeper.

2. The Committee recommends that after reserving 18 per cent of Pourakarmiks' posts for Scheduled Castes and Scheduled Tribes, the remaining posts should be filled up by recruiting people from other communities.

3. The Committee recommends that preference should be given to the dependants of deceased and retired Pourakarmiks while filling up the vacancies of Pourakarmiks.

4. The Committee recommends that each Municipality should maintain regular registers of persons eligible for appointment as Pourakarmiks in leave vacancies. Even for regular appointments and fresh recruitment, the persons who have registered for leave vacancies should be given preference over others. There is no need to refer these cases to the Employment Exchanges. In deserving cases age restrictions also should be relaxed.

5. The Committee strongly recommends that all Pourakarmiks who are temporarily employed and who have put-in a service of not less than one year should be confirmed forthwith.

6. The Pourakarmiks may be given the minimum pay of the II Division Clerk with the usual allowances to which they are entitled to along with the other special allowances as recommended by the Committee The pay scales may also be suitably revised from time to time based on the cost of Living Index figures.

7. Since the Pourakarmiks assigned to clearing, conveyance and disposal of human waste, the work on the sewage disposal, gutter cleaning, rubbish dumping yards and open drains of any kind are subjected to serious health hazards, a Special Additional Allowance of 25 per cent of their gross emoluments shall be paid to them.

8. The Pourakarmiks should be eligible for promotion to higher posts such as Daffedars, Octroi Mutsadis, Attenders, Drivers, II Division Clerks, Supervisors, Work Inspectors, Junior Health Inspectors, Aayas, Mid Wives, etc., if they are experienced and suitably qualified.

9. Since the promotional opportunities to the Pourakarmiks are likely to be few and far between, Selection Time Scales to provide for promotion to the next higher scale after a service of 7 years in a particular scale should be laid down.

10. As doing the same kind of work for a number of years would both be hazardous and monotonus,, the Committee recommends that Pourakarmiks who are doing sweeping work may be transferred to gutter cleaning, and helpers in lorries carrying city's rubbish and *vice versa*. This change of work assignment should not involve posting them out of their present divisions.

11. The age of retirement of all Pourakarmiks should be 58 years. Notice of retirement should be given 6 months in advance of the date of retirement.

12. Every employee, retiring on the age of superannuation, should be entitled to a Gratuity equivalent to 20 months salary at the credit of the employee, and should be paid on the day of retirement. His nominee, heir or legal representative should be entitled to a like amount in case of his death while in service.

13. In case of every retiring employee, pension papers should be completed so as to make payment of his first pension before the last working day of the month succeeding his retirement. Similarly, in the case of death of an employee, while in service, the first family pension, if any, should be paid before the last working day of the month succeeding his death.

14. Three days sick leave at a time without the need to produce a medical certificate.

15. All the Pourakarmiks should be made to avail of one month's leave in a block period of 2 years or 15 days leave in an year for rest and relaxation.

16. In respect of women workers maternity leave of 2 months to be suitably spread over to suit the convenience of workers should be granted without insisting that the maternity leave shall not extend beyond 6 weeks from the date of confinement.

17. The Committee has come to the conclusion that the Pourakarmiks should not be asked to work at different periods of the day. The best course would be that the Pourakarmiks should work 6 hours a day at a stretch and thereafter they should be free.

18. The first shift should commence at 6 A.M. and close at 12 NOON with half an hour's break for rest. The second batch should commence work at 12 NOON and close at 6 P.M. with the same half an hour break for rest. Those who are assigned work in the first shift should change over to the second shift after one month. Similarly, those in the second shift should go on to the first shift after one month's work.

19. If due to exigencies of service, the Pourakarmiks are called upon to do extra hours of work, it is necessary to pay them an extra allowance which is equivalent to double their usual pay and allowances. Invariably no lady worker should be asked to do extra work after 6 P.M.

20. The Committee feels that it should be made statutorily mandatory on the part of Local Bodies to grant one full weekly holiday to Pourakarmiks under their jurisdiction.

Working Conditions

1. The Committee recommends that they should be supplied with long-handled brooms in order to enable them to sweep standing without bending their bodies.

2. No sweeper should sweep a length of more than 15,000 sq.ft. of road in a densely populated area. Likewise, those assigned to clean the gutters should not be made to clean a gutter length of more than 1,000 feet of normal dimensions.

3. Each sweeper should be given the assistance of one assistant. It will be that assistant's exclusive duty to

remove the rubbish and put it into the dustbins placed at regular intervals.

4. It is necessary to have completely closed type dust-bins to prevent overflowing of rubbish.

5. The sweeping work and scavenging work are done by different individuals. The Committee recommends that the sweeper is not called upon to do any kind of scavenging work other than sweeping.

6. The Committee is of the opinion that a separate and independent staff should be appointed to attend to the work of cleaning the gutters and manholes and transporting the garbage in lorries from dust-bins to the dumping yard. Workers so employed should not be included in the recommended ratio of 2 : 1000 strength of Pourakarmiks.

7. Each vehicle carrying rubbish should have six workers assigned to it. It is recommended that two men should fill the basket, and two men should carry the basket to the vehicle and two more on the vehicle itself should empty the basket into the lorry. No worker should be allowed to sit on the rubbish put into the lorry. It is necessary to provide a separate cabin for the workers to sit.

8. These people engaged in this kind of hazardous work should be provided with one pair of rubber hand gloves, face protection and gum-boots in addition to the usual uniforms given to all other categories.

9. The Committee strongly recommends that these Pourakarmiks who are engaged in the cleaning of the manholes should be given a special allowance of 30 per cent of their salary in addition to the following uniform.

10. A leather-tunic covering the entire body fitted with a gas-mask as illustrated alongside should be given to each Pourakarmik. This leather-tunic will give him complete protection so that he will not be subject to the inhalation

of any poisonous gases that exist in the manhole. Secondly, he will not touch human excreta, nor will his body come into contact with the same. The gas-mask will also help him to avoid suffo-cation and also breathing in many poisonous gases inside the manholes.

11. The Committee recommends that citizens owning animals should notify to the respective Local Bodies about the death of animals in their custody. It would then be the responsibility of the Local Bodies to give a proper disposal to these dead animals. At the same time they must see to it that these dead bodies are not consumed by the Pourakarmiks. It is also suggested that proper guidelines for the disposal and prevention of misuse, as well as unauthorised use of carcasses should be given.

Living Conditions

1. The Committee strongly recommends that all the sweepers and scavengers should be given free sites in well laidout mixed localities and be helped with loan and supervisory facilities to build their houses while they are still in service.

2. The Committee strongly recommends that it should be one of the obligatory functions of the Local Bodies as employers to provide quarters to the Pourakarmiks, even if at present they are living in their so-called own houses.

3. Strict supervisory control by the Commissioner or the Chief Officer is necessary to check the proper sanitary maintenance of the colonies of sweepers and scavengers.

4. These localities should be provided with street lights, lavatories and community bath rooms and sufficient number of water taps. Once a year the Local Bodies themselves at their own cost should repair and whitewash the existing houses of Pourakarmiks even if they are owned by the Pourakarmiks hemselves.

5. The Committee recommends that Community Halls containing a radio set, a handicraft section for women and girls, and a gymnasium are constructed in or near the existing localities of Pourakarmiks.

6. The Committee also strongly recommends that Government should take proper and definite steps to see that no liquor shop is located near the residential localities of Pourakarmiks.

7. It should be the duty of the Local Bodies to arrange periodical cultural programmes in the localities of Pourakarmiks to provide not only entertainment but also instruction in the evenings so that the Pourakarmiks will be gradually weaned away from their present mode of life.

8. The Committee recommends that multi-storyed flats or single tenements should be constructed. In each flat or tenement there should be a spacious hall, a room, one kitchen and a bath-*cum*-lavatory. Every house should be fitted with water taps.

9. These quarters or multi-storyed buildings should have lung space all round. Wherever single tenements are constructed, the residents should be encouraged to grow a kitchen garden, and where multi-storyed buildings are constructed cattle sheds should be provided behind the buildings to enable the residents to maintain cows or buffaloes.

10. The Committee also feels that the quarters should not be exclusively for Pourakarmiks alone. In these residential complexes other cadres of Municipal employees should also be encouraged to live. The Pourakarmiks should not live side by side and as far as possible the quarters of each Pourakarmiks should be adjacent to the quarter where a Municipal employee of a higher caste or other cadre lives.

11. The Government themselves should construct such residential complexes for all Government servants in all towns and cities and see that the Pourakarmiks mixfreely that among other Government servants.

Economic Conditions

1. To eradicate the evil of exploitation the Committee suggests that the salaries should be disbursed by the Accounts staff instead of the Health Inspectors. A day previous to disbursement of salary, 'Pay Slips' should be issued to Pourakarmiks indicating clearly their Gross salary, Deductions and Net Amount payable to them. The salaries of Pourakarmiks should be put into sealed covers on which the details of their salaries and deductions are clearly noted and be given to them as in vogue in all factories.

2. The Government should pass suitable legislation to impose a moratium on the present debts of Pourkakarmiks. Steps should also be taken to see that Pourakarmiks are not put to any harrasment by their creditors.

3. It should be made a punishable offence if any Government servant indulges in the exploitation of Pourakarmiks.

4. The Committee recommends that the Local Bodies should give a guarantee for salary deductions so that the Nationalised Banks may come forward to give loans on easy conditions to Pourakarmiks. These loans may be spread over a long period and the amount recovered in easy instalments.

5. The Pourakarmiks should also be persuaded to contribute to the Compulsory Insurance and other savings Schemes.

6. The Local Bodies should, themselves take the initiative in establishing 'Credit-*cum*-Consumer Socities' for the benefit of all Municipal empliyees including Pourakarmiks.

1. The Committee recommends that their working hours should be so adjusted as to allow them enough time to have a bath and change of clothes. It should also be made mandatory that they should not put on their uniforms after working hours. All Municipalities in the State should make provision for depositing their tools and uniforms in the Municipal Offices themselves before the Pourakarmiks go out of duty. They should put on their own clean dress and must present a neat picture of themselves as they walk into the street.

2. The Committee strongly urges upon Government to take stringent measures to put an end to "Basavi system" in the name of God and religion.

3. The Committee strongly recommends that the Social Welfare Department should see to it that the Pourakarmiks observe strict personal hygiene by taking daily bath, periodical shave and washing their clothes as often as possible.

Health

1. It should be made statutorily incumbent on the part of all Local Bodies to subject their Pourakarmiks to periodical medical check-ups once in three months by medical Officers not below the rank of an Assistant Surgeon. The concerned Local Bodies should bear all these medical expenses and make suitable provision in their annual budgets.

2. In addition to the Pourakarmiks their family members should also be subject to periodical check-up and free treatment because of the environmental factors.

3. In respect of these Pourakarmiks who fall ill, the concerned Local Bodies should extend free medical aid until they are completely cured. Till then the Local Bodies should pay full pay and allowances to Pourakarmiks during

certified medically fit for resuming duty.

4. The Public Health Department officials should visit the Pourakarmiks' colonies regularly to educate them on moral, physical and social hygiene. They should arrange lectures and film shows on diseases ill-health, infantmortality.

5. The Committee also recommends that Government should set up an Enquiry Committee by the Public Health Department consisting of medical experts to go into the question of occurance of occupational hazards and diseases connected with Pourakarmiks and make suitable recomendations to remedy the situation.

6. Those Pourakarmiks who have to enter the manholes are subjecting themselves to great physical as well as mental hazards. It is necessary that the concerned Local Bodies should insure their lives and pay the premium themselves.

Education

1. It should be made a punishable offence if the Pourakarmiks do not send their children to school upto the age of 14 years. The Education Department of the State should also be held responsible for non-implementation of this act.

2. Government should construct Creches, Nursery and Primary Schools in those localities where the Pourakarmiks live exclusively for the benefit of Pourakarmiks' children.

3. It is necessary and incumbent on the part of Government to extend all facilities to the children of Pourakarmiks upto the age of college going stage by way of giving free clothing, books and hostel facilities.

4. To complete their educational career successfully it is necessary to arrange periodical educational tours in and outside the State.

5. As a measure of incentive and encouragement to Pourakarmiks in this educational drive, for regular attendance of their children in schools they (the parents) should be awarded a special allowance of Rs. 5-10 per child. And in those cases where the children of Pourakarmiks excel other students in their studies as well as sports in an outstanding manner the parents should be given an extra increment immediately as a measure of appreciation and encouragement.

6. To infuse a fresh spirit of enthusiasm for higher education it is necessary on the part of Government to hold out specific assurances that the educated children of Pourakarmiks will be provided with suitable jobs in Government, Semi-Government and public undertakings.

7. It must be made mandatory on the part of the "Adult Education Council" to initiate suitable programmes for educating the Pourakarmiks.

8. It is obligatory on the part of all Municipal Councils to arrange periodical lectures, film shows and other cultural programmes in the Pourakarmiks' colonies in order to widen their intellectual horizon and to make them lead a better kind of life.

9. The Committee has also recommended that the Educational tours shall also be arranged for the Pourakarmiks themselves in batches by the Corporations and Municipal Councils at least once a year. It shall also be statutorily incumbent on the Local Bodies to make suitable provision in their respective budgets to meet this item of expenditure.

10. It is necessary to educate the people by publicity and effective educational campaigns because ultimately all evils are rooted in the mind. Therefore, the minds of the people should be disabused and they must realise that untouchability is a crime on social, moral, political and economic

grounds. It is also necessary to press into service all publicity media like the radio, films, posters, pamphlets and well-written books.

Political Representation

1. It is necessary that the interest of Pourakarmiks should be represented in all Local Bodies, State Legislatures as well as the Indian Parliament. As far as the States are concerned, certain number of seats in the legislature should be reserved for the representatives of Pourakarmiks either from the reserved constituencies or from the general constituencies on a demographic basis. In respect of those States where there are bi-cameral legislatures at least two representatives of the Pourakarmiks should be nominated to the Upper House. The same principle should apply in respect of the Loka Sabha and the Rajya Sabha in the Indian Parliament also.

Family Planning

1. After getting three children, every Pourakarmika should undergo a vasectomy operation. In addition to the usual reward paid by the Family Planning Organisation the concerned Municipalities should pay a reward of Rs. 500 to each Pourakarmika.

Old-Age Homes

1. The Committee strongly recommends that "Old-age Homes" for Pourakarmiks should be opened in all District Head-quarters where the ailing and disabled Pourakarmiks will be looked after in a satisfactory manner.

Trade Unions

1. The Committee opines that wherever Trade Unions of Pourakarmiks are formed the authorities should recognise them on merit and strength and extend all facilities to the Unions such as office accommodation, etc. At all times,

the splinter groups on political ideology should be discouraged to function. The Local Bodies themselves should undertake the responsibility of deducting the union membership subscriptions from the salaries of Pourakarmiks and remit the same to the account of the Union in any bank.

2. The Committee recommends that the authorised representatives of Pourakarmiks' Unions should be nominated to the Councils.

Public Sanitation Bye-Laws

1. People who throw rubbish on the public streets will be liable to a fine of Rs. 5 for the first offence. Three such repeated offences will entail a simple imprisonment for one week.

2. Those who allow their children to defile the public streets and foot paths will be liable to a fine of Rs. 5 for each offence and may be enhanced for repeated offences.

3. Those adults who commit public nuisance by answering calls of nature in the public will be liable to a fine of Rs. 5 for first offence and a fortnight's simple imprisonment for subsequent offences.

4. Those citizens who spit on the streets will be liable to a fine of Rs. 2 for each offence.

5. Those owners of all kinds of vehicles who park the vehicles in public thoroughfares and footpaths and foul the area by washing and repairing the vehicles will be liable to a fine of Rs. 25 for each offence.

6. Those who maintain Kalyan Mantapas and Hotels should make their own arrangements but if they do not do so, and allow the users to throw used leaves in the public streets will be liable to a fine of Rs. 50 for each offence.

7. The owners of buffalloes and cattle who tie them in public thoroughfares and footpaths and causing pollution of

the area will be liable to a fine of Rs. 25 for the first time and one week simple imprisonment for subsequent offences.

8. Those contractors of buildings who pile up their materials in public streets and footpaths causing obstruction to the normal activities of the public as well as Pourakarmiks will be liable to a fine of Rs. 50 for each offence.

9. The Shop keepers who throw rubbish on the streets which have already been cleaned by Pourakarmiks will be liable to a fine of Rs. 50 for each offence.

Financial Resources

1. In deserving cases the State Government should give financial assistance to those Local Bodies which are financially handicapped.

2. The Local Bodies themselves may levy an Extra Special Cess of 5 per cent on all taxable items within their jurisdiction.

3. The Local Bodies should enhance the levy on liquor shops which are located within Municipal limits.

4. The Local Bodies may enhance land assesment to an extent of 5 per cent all residential quarters, and 15 per cent in respect of non-residential buildings.

5. The Local Bodies may impose a Special Levy of 5 per cent of the income of all cinemas located in the Municipal limits.

6. The Local Bodies may levy an enhancement of 10 per cent on all restaurants and hotels.

7. The Local Bodies may enhance the octroi duty on cloth like terelene, rayon, silk etc.

8. The Local Bodies may consider the question of reimposing Professional Tax as before.

Pourakarmika Day

The Committee recommends that Government should declare that 23rd September, the day this Committee was constituted, or 22nd February each year as *Pourakarmika Day* throughout the State.

Welfare Board

1. It is necessary to set up a suitable machinery free from the clutches of official red-tapism to supervise the implementation of the various welfare measures. In order to achieve this objective there is no other way except to set up a fully autonomous and financially independent Board to be called "*Pourakarmika Welfare Board*".

Part - VIII

PART VIII

EXCERPTS FROM THE REPORTS OF VARIOUS COMMITTEES

I. The Barve Committee 1948-51

Government of Bombay in 1949 constituted "Scavengers' Living Conditions Enquiry Committee" under the Chairmanship of Shri V. N. Barve. The Committee in its report has made the following comments on the conditions of sweepers and scavengers.

1. The professional caste Bhangi despised on all hands and kept at a distance even by the other Harijans, has in cities and towns come to depend upon scavenging work, as the sole means of his livelihood, and considers the introduction of the flush system as a calamity and not as a deliverance. He has naturally no incentive to improve the quality of the work, and the curse which has befallen him and his caste, he considers as a privilege or a valued monopoly for his caste. Such is the effect of custom on man. He has little aspiration to enter other professions or occupations and attain a status of social equality. The new born independance of the country has not affected his way of life and method of his work. He has accustomed himself to take out trickling baskets and overflowing pans of night soil and carrying on his head the contents poured in a bigger basket or drum and is not complaining much about the condition of his work.

2. The caste in Hindu society is still the most powerful factor in determining a man's dignity, calling or profession. You will not find such a rigid caste system anywhere else outside India. The problem of night soil disposal exists in

every country, but it is in India alone that scavenging and sweeping are considered to be the exclusive occupations of particular castes. In India all kinds of work which involve some handling of dirt are allotted to some caste or other among Harijans *e.g.* (1) removal of carcasses and skining them, (2) tanning of hides, (3) manufacture of leather goods, (4) sweeping of streets and (5) scavenging. These are all occupations which are quite essential to the well being of the society, but as they involve the physical handling of dirty or quickly putrefying matter, no Non-Harijan, as a rule, will do any of the aforesaid jobs as a profession. That would be below his dignity. Even among Harijans there are 'high' and 'low', but the Bhangi is the lowest of all. Every caste has the privilege of regarding some other caste as inferior to it, but not so the Bhangi or his counterpart, the Halalkhor of Upper India, the Dom of Bhihar and the Madaru of Madras. So he does both scavenging and sweeping. People of some of the other Harijan castes will do the sweeping of streets or cleansing of gutters and drains, but not the night soil removal, *e.g.*, the Meghwals or the Nadias in Gujarat or the Mahars, Mangs or the Mang-garudis in Maharashtra and the Chalwadi in the Karnataka. There are a few exceptions in places which are distant from the original habitant.

3. The result of this unnatural arrangement has been tragic in all respects. The non-Bhangi people will not touch the work and will not even think of it. They have in general become callous about the Bhangis' lot and the nature of his work. They know that the Bhangi will manage to do the work somehow, and will not help the Bhangi in doing it in a more cleanly, more easy or more decent manner. The Bhangi knows that if he permanently leaves the job and takes so some other kind of work, the law will not prevent him from doing so! But by the force of habit, he has lost his self-respect to such an extent

that he regards his work to which his caste is condemned, not as a curse from which he should extricate himself but as a privilege or preserve, which he must protect. Thus when the flush system is newly introduced in a town, the Bhangis protested against the measure, as it would take away what they have come to look upon as the only source of livelihood. They have not much courage to seek another job in field or factory, they will not be prepared to do a piece of hard work and at the same time knowing full well that no person of another caste will do it, he has no fear of competition from people of other castes; he has become therefore lazy in mind and body and callous to his own condition; he wil' not educate his children, because their future employment as scavengers or sweepers, is almost assured. Thus both the work and the workers have suffered, insanitation prevails and for want of proper disposal of night soil, the country loses valuable manure also. Though the scavenger has been doing the most dirty job, which the others will not do, still the society is not grateful to him and is not prepared to pay him well. A kind of mutual slavery has arisen. The society has become a slave of the Bhangi, because they have to take from him whatever kind of service, good or bad, he renders and have to encourage him by small tips every now and then. If he refuses to work, some other person of his caste or a similar caste has to be procured from other places. The Bhangi on his part, has become a slave to the society, always despised and often ill-paid, but helplessly wedded to the work. He sticks to the work though his living conditions are bad, the condition of work is inhuman and the conditions of his service miserable.

4. As the scavengers and the sweepers have been a despised community, it is not surprising that the living conditions of these workers are, on the whole, at present very unsatisfactory, except in a very few places. As, however, the sanitation and health of the cities and towns depend

the law also (*vide* the Bombay Municipal Servants Act, 1890 and the Public Security Measures Act, 1947) it must be recognised as the obligatory duty of all Local Bodies to provide proper housing accommodation and to secure proper living condition to all conservancy workers.

5. The Commitee also found, that in some places there was a complaint on the part of the scavengers, that under the excuse of slum clearance they were being ousted from lands, which had been in their possession for a long time. It is not proper that such a thing should happen.

We, therefore, recommend that Municipalities should be alert in the matter and should not allow a scheme for slum clearance, to be made an excuse for turning out scavengers and sweepers from the land which they have long occupied as sites of their houses, but as many of the scavengers and sweepers as possible should be given plots of the same land for building houses, with a properly laid out new plan.

6. There are one or two things which remain to be considered in connection with the condition of work of the sweepers. It is found that some Local Bodies require the sweepers in their employ to bring their own brooms and baskets. This is unreasonable. Again the practice of sweeping with short brooms in a bending position is not conducive to health. Therefore we recommend that—.

(i) the Local Bodies should supply all the baskets and brooms required for work to the sweepers in their employ and

(ii) the brooms supplied should be longstick brooms, so that sweepers may not have to bend down while sweeping.

7. The first question is connected with the question of wages, because there is a tendency in Local Bodies to keep

a large number of scavengers and sweepers as temporary employees and there is also a tendency to engage part-time servants. The advantage in keeping temporary and part-time servants is that it is not necessary in that case to give the full pay or dearness allowance and other benefits of permanent service, such as earned leave, maternity leave, provident fund, etc. This tendacy is observable even in Government departments as appears from the replies received from the District Police Superintendents. Efforts have been made in recent years to reduce the number of temporary scavengers and sweepers. But still the number of temporary employees might be large and we recommend a rule that—

(i) A full-time scavenger or sweeper in the employ of a Municipality or a district local board ought to be made permanent after one year's approved service if the vacancy is permanent.

8. We found in our inquiries that the scavengers and sweepers complained at many places of harassment, by being fined for every small lapse and by being marked absent for the whole day for the delay of a few minutes and by frequent suspensions in the absence of sufficient cause. All these have a bearing on the payment of wages and require to be considered. It is true that there is another side to the picture, *viz.*, that the scavengers and sweepers are often irregular in attendance and remiss in their work. But we should take into consideration the fact that the present condition of their work and the status which has been assigned to them in society are largely responsible for the lapses in their behaviour. Efficiency cannot be raised merely by inflicting punishments but by making an allround improvement in the living conditions, conditions of work and conditions of service, so as to accord with a status of equality among the citizens of the country, and by proper education and raising the culture.

9. We are of opinion that the following measures should be adopted for raising the culture, broadening the outlook

on life and for increasing the efficiency of work, of the scavengers :—

(a) Provision of good housing, preferably of their ownership. The scavengers and sweepers should be encouraged to take advantage of P.W.R. Scheme No. 219 and have their own houses.

(b) Improvement in the condition of work.

(c) Decent conditions of service.

(d) Special efforts to spread literacy among adults and to advance the education of their children.

(e) Holding periodical classes in batches to teach principles of hygiene and methods of good work.

(f) Creating self-respect by holding physical drill classes for youngsters and youth, encouraging them to join common gymanacia and Home Guards etc., and making them to share the common life of the citizens.

(g) Encouraging them to take other occupations, which do not require a long training, such as motor driving, tailoring, carpentary, cycle repairs and motor mechanic.

(h) Awakening a sense of duty among the scavengers and sweepers, by making them realise that they ought to render "full work for full pay".

(i) Holding prize distribution ceremonies for rewarding good, regular and efficient work, as also progress in literacy, education and better living.

(j) By confining promotion to the selection grade or to the grade of mukadams, to the really deserving workmen.

II. The Malkani Committee, 1957-1960 :

Ministry of Home Affairs in 1957 constituted 'Scavenging Conditions Enquiry Committee'. Prof. N. R. Malkani was the Chairman of the Committee. The following are the excerpts from the Committee's Report.

1. In many other countries where such a problem existed, improved methods have been introduced but in India, night

soil is still removed in the most primitive manner. People in Western countries do not carry weights as head loads even if they consist of valuables or eatables. They always carry loads on some sort of a vehicle failing which they lift them on their backs or shoulders but not on heads which enjoy a pride of place. But in India, the tradition has been for the scavenger to carry night soil on head and if he is advised not to do so he comes out immediately protesting that as his ancestors had been doing that, he will continue to do it accordingly and so will his children and grand-children. The continuance of this practice of carrying head loads is due not because of society alone but because the scavenger has also been equally responsible. The doctor and the nurse also do dirty work and sometimes handle filth but yet their profession is one of the most dignified in sociey. Being so, why should not we strive to make the profession of scavenging at least as clean and dignified ?

2. The response to the questionnaire in the beginning was very slow and it was felt that the Committee would have to wait indefinitely for the replies. Moreover, from the replies already received, it was observed that the replies were too formal and in fact many of them did not give the correct picture on which the conclusions could be based. The Committee, therefore, decided to visit a few important towns in different States for studying on the spot the methods of scavenging. The physical study of the problem revealed that its magnitude was much greater than as originally anticipated at the time of the formation of the Committee. The conditions of scavenging have been found somewhat different from place to place but in almost all places, were indescribably insanitary. The conditions at some of the places seen were so nauseating that a few of the members, inspite of having become accustomed to visiting the filthiest spots in the towns, had vomitings. A few of the towns in the country were so filthy that they could as well be called 'Big Latrines'. The visits of the Committee to the various towns proved very useful in the sense that enough public opinion was aroused for compelling the authorities as well as the citizens to think seriously

ment of scavenging conditions.

3. The problems of improving the methods of scavenging and the conditions of scavengers have not so far received the attention they deserve. Every one seems to take it easy and attaches no importance to them at all. Since Independence, we have been making progress in every walk of life but in the field of improving scavenging conditions very little has been done. Even fringe of the problem has not been touched. Even the Planning Commission which has been formulating big schemes has not given this problem a serious thought it deserved. Had any specific allotment of funds for eradicating the inhuman practice of carrying night soil as head loads and for imporving the working conditions of the scavengers under the first two Five Year Plans been made, it would have brought in a lot of changes by now. We are near completion of the two Five Year Plans and the draft of Third Five Year Plan has also been approved by Parliament but yet no attempt is in sight for solving the most insanitary and inhuman problem which seems to have its roots in India alone.

4. As the Committee wishes to emphasize the abolishing of the inhuman practice of carrying night soil as head loads immediately and certainly not later than the end of the Third Five Year Plan and improve the conditions of work, the Committee suggests that the State Government/Union Administrations should appoint special officers exclusively to look after the problems of scavenging and scavengers. Much care should be taken in the proper recruitment of these officers. They should not only have a background of welfare work but also to understand the problem of scavenging and scavengers and have a zeal to improve their lot.

5. The Ministry of Home Affairs have been giving large grants to the States/Union Administrations for the purchase of wheel barrows/hand-carts. How these grants are being spent or utilised, has been discussed at length in a separate chapter. Here we would confine ourselves to the administrative set up only. At present, there is one officer at the

Centre to sanction grants or scrutinise proposals from the State Governments and the Union Administrations. This is done by him along with his other work connected with the welfare of Scheduled Tribes, Scheduled Castes, Denotified Tribes and other Backward Classes as a whole on All-India basis. There are so many other items of work which leave no ttme for him to concentrate on the scavenging problem. As has already been pointed out, the probelm has various aspects to be solved. Unless concerted and constant efforts are made, results are bound to be very poor. The State Governments and the Local Bodies take it very easy and do not pay much attention to this problem. The Officer from the Centre can be a very good and strong factor in this set up. He can, besides formulating policies and pressing the States to implement them, go on rounds in the States at periodical Intervals or on the spot study and inspection. His constant visits to different States would ensure the proper implementation of the schemes sanctioned by the Centre. His visits to the States would compel them to do something in this direction, make good use of Central grants, adopt a uniform policy, and his discussions with the Local authorities would bring in many desirable changes. His visits of inspection in the different States and advice to the local authorities to adopt better methods of working in use elsewhere will go a long way in the effective implementation of the programmes. He can prove to be a very good liaison between different State Governments and the local bodies. The Committee, therefore, suggests that the Central Government must appoint an officer having the necessary backgrounds knowledge of the various problems of scavenging and scavengers in the country at the Centre to deal with these problems and watch their day-to-day development.

6. The Co-operation Department of the Ministry of Community Development and Co-operation can also tender their advice and start some of their schemes, if possible, for the welfare of scavengers particularly those who may be affected due to abolition of customary rights, and also help

in the collection, preparation and sale etc., of manure on a co-operative basis.

7. It was generally complained by scavengers that creditors throng the places when the wages of the scavengers are distributed on pay-day. The Committee feels that wages should be distributed in the presence of a responsible officer of the Local Body who should ensure that no creditors are allowed to throng the premises and harass the scavengers. Such an officer should also keep an eye on the supervisory staff of the Local Bodies directly in touch with the scavengers and who are often alleged to accept illegal gratifications from scavengers.

8. Hours of work vary from 7 hours to 8 hours a day. Scavengers are required to work in the morning as well as in the evening. Whereas, the scavengers complain against long hours of work, the Local Bodies feel that they finish their work within two to three hours or so and go away to their homes. However, the Committee feels that for full time employees, the hours of work should not be more than 7 hours per day of which only 4 to 5 hours may be reserved for scavenging work. Part-time workers should not be asked to work both in the morning and evening as this deprives them of any other work and causes them hardship.

9. Women scavengers carry their children particularly small ones along with them and leave them at places of work which are full of filth etc. Creches should be sarted in the colonies of scavengers where a paid worker preferably a trained lady worker may be appointed to look after the childre. Children must be taught clean ways of living and habits so as to make them clean persons. Scavenging work is mostly done by women throughout the country and they, therefore, need much more attention.

10. What laws and regulations cannot achieve, educative propaganda can. Various processes of scavenging problems such as the use of defective and good latrines, methods of working at pail depots, dumping grounds, the system of carriage etc., can be filmed by the Ministry of Information

and Broadcasting in consultation with the Ministry of Home Affairs and the good and the bad spots in the country presented before the masses who in this country that the conditions of scavenging are bad but do not seem to realise that these are too bad and dangerous. These have to be brought home to masses to create a sense of shame and compel them to think in terms of their improvements. The documentaries, cinema slides etc., prepared by the Film Division of the Ministry of Information and Broadcasting would be of great help in creating public opinion for improving the conditions of scavenging and those of the scavengers.

III The Pandya Committee 1967-69

The National Commission on Labour appointed a Committee in 1967 under the Chairmanship of Dr. Bhanuprasad Pandya to study the Working and Service Conditions of Sweepers and Scavengers. The following are excerpts from the report of the Committee.

1. The question of working conditions of sweepers and scavengers is not merely a matter of employer-employee relations, but an issue that has figured prominently in the social and political thinking of the country for almost a generation. The question of untouchability, caste differentiation, the stigma and repugnance attached to this occupation, the age-long suppression, privations and afflictions, suffered by these communities of sweepers and scavengers, involve the social conscience of the whole nation. The uplift of this class of people requires breaking of traditional attitudes and a long process of education not only of the higher castes, but of sweepers and scavengers themselves, to pull them up from the state of despair to which they appear to have a fatalistic approach.

2. The sweepers and scavengers do belong to the working class. The principal employers of sweepers and scavengers are the corporations, municipalities and other Local Bodies such as Nagar and Gram Panchayats, Cantonment Boards,

State Government Departments and Semi-Government Institutions. They are covered under the Trade Unions Act, 1926 and majority of the sweepers and scavengers, especially in urban areas, have organised themselves into trade unions and quite often obtained better service conditions through their organised strength. Even though the sweepers and scavengers fall within the definition of "Workman" and Municipality within the definition of "Employer" under the Industrial Disputes Act, 1947, some State Governments have adopted the policy of non-intervention in disputes between the Municipalities and the sweepers and scavengers and thereby denying them the utilisation of the machinery provided under the Act for the peaceful settlement of disputes.

3. The Royal Commission on Labour had not touched the problems of sweepers and scavengers. It is gratifying to note that the National Commission on Labour has thought it fit to consider their problems in all aspects. The Committee feel that the sweepers and scavengers is an important section of the working class, which has been denied the benefits of various beneficial labour legislations such as Workmen's Compensation Act, 1923, Maternity Benefits Act, 1961, Employees' Provident Funds Act, 1952, Employees' State Insurance Act, 1948, etc. As the recommendations of various committees have no statutory force, the implementation thereof by various employing authorities is not uniform and generally poor. The Committee, therefore, strongly recommend that the Central Government should undertake a comprehensive legislation for regulating their working, service and living conditions which should also provide for adequate inspectorate and enforcement machinery. There should also be a saving clause in this legislation providing that those sweepers/scavengers who are enjoying better service conditions shall not be adversely affected. That legislation should be made applicable, in the first instance to all local bodies, big and small, including village panchayats. It should also provide that

gally of all of the provisions of that law can be made applicable, by notification, to any individual or establishment employing sweepers and scavengers. The observations and recommendations of the Committee on the various aspects of the working, service and living conditions of sweepers and scavengers are given in the subsequent Chapters of the Report. Which of these aspects should be incorporated in the proposed legislation has also been indicated at the appropriate places.

4. In the course of our tour, the Committee came across complaints regarding irregular payments of wages, arbitrary deductions and other irregularities in the disbursement of salaries. The Committee recommend that Local Bodies should entrust the supervision of distribution of pay to sweepers and scavengers to responsible officers and the provision of Payment of Wages Act, 1936 should be made applicable to the employers of sweepers and scavengers.

5. The Committee feel that a full weekly rest day is an absolute must, and can in no way be replaced by any partial half holidays or monetary compensation in lieu. It is true that on account of peculiar nature of the work of scavengers and sweepers, not all scavengers and sweepers can be allowed rest on the same day and a good number of them have to work even on holidays in view of the pressing requirements of sanitation and conservancy. The local bodies may, therefore, stagger the weekly rest day for different employees but ensure that every sweeper or scavenger gets regular weekly rest day after every 6 days of work. Similarly, in respect of public holidays, while some municipalities give full public holidays, a number of them in Bihar, Mysore, Pondicherry and Orissa do not give any public holidays. A large number of local bodies allow only half day's off on public holidays. The Committee recommend that public holidays that are given to Class IV employees of the State Governments/Union Territory concerned or compensatory holidays or compensation in lieu should be allowed to all sweepers and scavengers.

6. Numerous complaints were made to the Committee during the course of their study tours about the malpractices and corruption in matters of recruitment. The call letter that is sent through peon or sanitary jamadar is often not delivered to the right person or a wrong endorsement is made that he is not available. Employment is secured for persons, whose names may be much lower in the order of seniority through such dubious methods and substantial amount is alleged to be taken as bribe. At times, bribes are said to be extorted even at the time of the delivery of appointment order or otherwise appointment order would not be delivered. It was alleged that not only the petty officials but also others at higher level share the spoils, which, with a large work force, are likely to be quite substantial. The complaints were put forward with such vehemence and so frequently that the Committee could not help coming to the conclusion that recruitment must be strictly regulated by having a better and fool proof arrangement and maintenance of detailed records of seniority of substitute workers, registration of candidates and the issue of call letters and appointment orders. As soon as an application is received, it should be entered with full particulars and address in the register maintained for the purpose and the applicant informed about his registration number in the waiting list. Call letters and appointment orders should not be sent through peons or jamadars but by registered post. An officer of appropriate status should look after the recruitment of sweepers and scavengers and he should ensure that no malpractices are involved in the process. We emphasise this aspect on account of a variety of reasons. A prospective employee, who has to pay a big amount to secure employment, has to incur debt at a high rate of interest for it and he can hardly repay the debt he has been obliged to incur at the initial stage of employment from which he may never be in a position to extricate himself. A disturbing feature of this aspect of the matter is the fact that often the jamadar or supervisor is himself the money lender who uses his position to collect the instalments at a heavy charge. Such workers can afford to be

negligent because of the protection they get from their supervisors. As a result the work suffers.

7. The system of giving preference to the member of the family of the deceased, disabled or retired worker on compassionate ground, as mutually agreed, is in vogue in most local bodies. We do not think that there is any necessity to disturb this arrangement.

8. A number of complaints were made to the Committee regarding administrative matters such as a large number of workers not being made permanent even after years of service and taking of disciplinary action in an arbitrary manner etc. The State Governments have the powers to lay down rules for the confirmation of employees and the procedure for disciplinary action. Rules should be framed and duly enforced. Alternatively, we recommend that the provisions of Industrial Employment (Standing Orders) Act, 1946 should be made applicable to local bodies and other employers of sweepers and scavengers.

9. During the study tour, it was found by the Committee that the sweepers and scavengers were using the uniforms even when they were not on duty. This is not proper. The uniforms are meant for use during the working hours. Thereafter they should be changed and washed. When they are not on duty, they should use their own clothings so that the dust and the dirt that might have accumulated on uniforms while on work, do not impair their health.

10. When a sweeper or scavenger meets with an accident, he does not get any compensation. A large number of workers in other sectors are covered under the provisions of the Workmen's Compensation Act, 1923. The Committee had come across a number of cases where sweepers or scavengers have to go without any compensation for accidental injuries. The Committee recommend that the provisions of the Workmen's Compensation Act, 1923 should be made applicable to sweepers and scavengers.

11. The Committee had noticed that barring a few local bodies, the Labour Welfare Officers to look after the welfare of sweepers and scavengers are not appointed. We recommend that appointment of a suitably qualified Labour Welfare Officer should be made obligatory for local bodies employing 500 or more sweepers and scavengers in the matter of recruitment, attendance, payment of wages, provision of uniforms, implements, housing etc.

12. The Committee had come across instances where the attitude of officers of the local bodies towards the sweepers and scavengers was not courteous and even in muster-roll and service records the names of sweepers and scavengers are written in a contemptuous manner. The Committee recommend that the attitude of officers of the local bodies should be more courteous towards sweepers and scavengers. Their names should be recorded more decently and the persons engaged in sweeping and scavenging should be designated as Safai-Sevaks or Safai-Sevikas or by similar dignified terms.

13. The nomination of one member from amongst the sweepers and scavengers on the local body would, in the opinion of the Committee, help in focussing the attention of the local body to the miserable plight of sweepers and scavengers. We, therefore, recommend that the State Governments should nominate one member from amongst the sweepers and scavengers on the local body. If necessary, the State Municipal law should be suitably amended to provide for this, as such a nominated member on the local body can play very important role in persuading the local body to undertake the welfare measures for the sweepers and scavengers.

14. It should be made compulsory for the local bodies to arrange for the medical examination of all their sweepers and scavengers at least once every year. This should be suitably provided in the legislatton proposed by u.s.

15. The Committee recommend that special facilities should be given to the children of sweepers and scavengers

to prosecute their technical and professional education so that they can enter other gainful employments, on the completion of their studies.

16. The committee recommend that it should be made obligatory for all local bodies employing 20 or more sweepers and scavengers to establish the Co-operative Credit Society and the Co-operative Consumers' Store. In case of smaller societies, educated sweeper/scavenger or an educated member of his family should be employed as part-time Secretary to manage the affairs of such societies.

17. It should be obligatory for every local body to make specific provision in its annual budget for programmes of welfare, uplift and improvement of living and working conditions of the sweepers and scavengers employed by them and the State Governments should provide a matching contribution in support of these schemes undertaken by the local bodies.

IV Government of Kerala's Wage Board for Municipal Workers 1971-73

The Government of Kerala constituted a Wage Board for Municipal Workers in 1971 under the Chairmanship of Sri A. S. Menon, I.A.S. (Retd). The following are excerpts from the recommendations of the Wage Board.

I. The Government Order constituting the Wage Board specified six issues on which the Board has to give their recommendation. These issues were mentioned in Chapter I of this Report. The Board considered these issues and framed broader and more elaborate issues as shown below :

(1) Whether a reclassification of existing classification of workers is necessary. If so on what lines and how ?

(2) Whether the existing classification of ordinary workers, sweepers and scavengers, etc., require any change?

(3) What should be the different scales of pay of these workers. Whether different scales of pay is required

for each category of workers, if so to what extent they should vary from one to the other. Is it necessary to have variations in allowances also among different categories? If so to what extent?

(4) Whether a separate D.A. is necessary; if so whether it should be one system of D.A. or two systems of D.A. *i.e.*, (1) fixed D.A. and a variable D.A. together (whether the fixed D.A. should be a lump sum amount irrespective of pay ranges or whether it should be based on a slab system as in the case of Government employees).

(5) Whether the fixation of wages should be related to the Wages of last Grade Government Servants and what are the nature of work and duties of Municipal Contingent Workers in relation to the last grade Government servants.

(6) If a revision of the existing wages is necessary, from what date it should be given effect to? Whether retrospective effect should be given.

(7) How the pay should be fixed in the revised scale. Whether any weightage is necessary?

(8) What are the special allowances to be fixed and at what rate?

(9) Whether the posts of contingent workers should be regularised. If so under what conditions?

(10) To rectify anomalies in some cadres in regular and contingent categories. For example anomalies between contingent gardeners and regular gardeners.

(11) What should be the superannuation benefits. What should be the retirement age? Whether any pension is to be given. If so at what rates?

(12) Whether any gratuity is to be given. If so at what rate. What are the conditions for the payment of gratuity?

(13) What kind of leave facilities is to be given. Whether any change from the existing privileges is necessary, if so what should it be?

(14) Whether the interim relief granted in G.O. 195/70/LAD., dated 22nd July 1970 be adjusted against Pay or D.A.?

(15) Whether these workers should be given trade union rights as at present even after their service is made regular.

(16) How far the Corporations, Municipalities and Township will be in a position to meet the additional expenditure consequent on payment of interim relief and the implementation of Wage Board recommendations.

(17) Housing facilities to these workers.

(2) *Group of workers*	*Scale of Pay*
	Rs.
Gnour I—	
Carpenters, Black-Smith and other skilled workers.	115-4-155-5-180
Gnour II—	
Category 1—Special Scavengers, etc. ..	110-3-140-4-160
Category 2—Scavengers, etc	105-3-135-4-155
Category 3—Sweepers, etc.	100-3-130-4-150
Category 4—Watchmen, etc.	100-3-130-4-150
Gnour III—Workers in Poor Home—	
1. Warden	105-3-135-4-155
2. Cook, Watcher, Messenger-*cum*-peon ..	100-3-130-4-150

II. The Board has examined the retirement benefits that are now given to the workers coming under regular cadre. A worker in the regular establishment under local bodies also is to retire at the age of 60. He is getting pensionary benefits under three categories, *viz.*, pension, death-*cum*-gratuity and liberalised family pension. Rules regarding the above are governed by Government orders in G.O. (P) 495/66/Fin., dated 14th November 1966 and G.O. (P) 295/67/Fin., dated 21st July 1967 and Part III K.S.R.

The Board after careful consideration recommends the introduction of pensionary scheme including death-*cum*-gratuity and family pension to contingent workers also similar to the one that is enjoyed by the workers in the regular service. The Superannuation age may however continue at 60. The rules regarding the pension would be the same as contained in Part III of K.S.R. supplemented by the two Government orders referred to above.

III. On a persual of the statements detailing the revenue and expenditure of local bodies, the Board feels that local bodies generally are not in a position to meet the additional expenditure consequent on the revision of wages and D.A. Unless adequate funds are provided by Government, the local bodies will be put to much financial strain. The Board therefore suggests that a commensurate grant may be given to local bodies by Government to meet this additional expenditure.

(5) At present an amount of Rs. 60 is paid towards reimbursement of expenditure incurred on medical treatment for the contingent workers in the local bodies. The Board considered this issue and feels that there is some justification for an increase in this amount. It is therefore decided that the existing rate of Rs. 60 towards medical benefit is to be increased to Rs. 70 (Rupees seventy only).

V. The Haryana Government Committee 1969-72

The Haryana Government in 1969 appointed a Committee to enquire into the living conditions of the Safai Mazdoors employed by Local Bodies and the Private Scavengers working in the Haryana State. The following are from the Report of the Committee.

(1) There is no machinery set up for inspection in order to ensure compliance of the rules at present. The Sub-Committee observed in their inspections that most of the Municipal Committees violated/disregarded the rules

framed by them. Even though the Municipal Committees are inspected by the Sub-Divisional Officers (Civil) as also by the Deputy Commissioners once or twice annually, yet in none of their reports, a reference to compliance of the sweepers service rules or in respect of other amenities allowed to them, had been made. It appeared that this item was not considered important enough to find a place in their inspection reports. This committee would strongly recommend that it was extremely necessary that an inspectorate for compliance of the service rules made by the various committees should be set up. Violation, negligence/ignorance of rules be made penal. As long as the Municipal authorities consider that they can violate these rules with no penal results following from their breach, it would not be possible to raise the status of this class of employees. The creation of an Inspectorate, therefore, acquires significance.

(2) Introduction of a Wage Slip System-in other words compliance of the provision of Minimum Wages Act in this respect. A copy of the relavent provision in this connection is attached as Annexure I.

(3) Disbursement of salary to the safai mazdoors should be personally supervised by the Executive Officer or the Secretary of the Municipal Committee, as the case may be.

(4) The provision of the Minimum Wages Act that the pay should be disbursed before the 7th of each month should also be strictly complied.

(5) In case of retirement of an employee, his dues should also be settled within a month of his retirement.

(6) No creditors should be allowed to throng the premises at the time of disbursement of pay.

(7) The age of retirement under Government is 60-years and a similar provision should be provided in the rules.

(8) This Committee would, therefore, recommend that work should be taken in one continuous session in the morning and that every worker avails of an interval of rest at least for half an hour after a continuous period of work for 4 hours for sweeping work and 3 hours for scavenging work.

(9) It becomes necessary to call safai mazdoors for work before or after office hours or on any of the festivals or holidays; they should be paid overtime allowance.

(10) This Committee would recommend that the Local Government Department should approach the Housing Board and request them that they should build cheaper houses for the safai mazdoors at all important places and that such houses should be given to these safai mazdoors on hire-purchase basis.

(11) It should be made obligatory for every municipal committee of class I and class II to provide a creche for the welfare of children of Safai Mazdoors employed either in the private houses or by the municipal committees themselves. This provision should be made by law. This recommendation is being made on the basis that in the municipal areas of families of safai mazdoors living. Almost all the wives of safai mazdoors go to work either in the municipal committees or in private houses and it was essential to provide the facility of a creche.

(12) Apart from complaints made to the committee in regard to difficulty in securing admission for the children of Balmikis in different schools and hostels, it was represented that brilliant children among Balmikis should be provided with free supply of books, stationery, etc. by the municipal committees as also some scholarships should be established for them. This committee recommend that some provision in this regard may be made by the municipal committees. A general circular may be issued to the Municipal Committees that this expenditure will be a fit charge on their funds.

(13) The practice in several towns at the moment is o throw refuse in the streets. This practice is un-hygienic nd it is necessary for municipal committees to provide dust ins at suitable places in their wards as also the municipal ommittees should ensure their proper cleanliness. The house-owners should also be forced to provide through bye-aws that a dust-bin be placed outside their houses so that he refuse could be removed by the safai mazdoors of the unicipal committee. This discipline is extremely ssential.

(14) In all progressive municipal committees there is provision for provision of dust-bins by all house/shop-wners so that the dust is not thrown in the streets or azars. The provision of a dust-bin by all house-owners nd shop-owners should be made compulsory.

(15) There is very little representation of Balmikis mong the members of various municipal committees. ost of the elected representatives of Harijans on the unicipal committees are from castes other than Balmikis. he number of safai mazdoors (Balmikis) employed by the unicipal committees is nearly 50 per cent of the total umber of employees the municipal committees employ and is, therefore, essential that a representative of the almikis community should be nominated as a member of he municipal committee so that adequate representation ould be given to this class. The nominated member may e given voting right, if possible. If this is not legally ossible then he may be a member without voting rights. n this connection it would be appropriate to reproduce ere the recommendations of the Committee set up by the ational Commission on Labour to study the working nditions of sweepers and scavengers:

"The State Governments should nominate one member om amongst sweepers and scavengers on the local body, necessary the State Municipal Law should be suitably mended to provide for this, as such a nominated member

on the local body can play very important roll in pursuading the local body to undertake the welfare measures for the sweepers and scavengers."

(16) Groups of safai mazdoors are often called to the office. There are no arrangements at present in any municipal committee for these officials to sit down and have to stay in the sun for hours together. On such occasions they should be properly seated in a room and such accommodation should be made available to them. Shelters on dumping places are also necessary because the safai mazdoors are required to sit and to wait there for a long period. Drinking water as well as bathing facilities should also be made available at the dumping sites.

Part - IX

Statement showing the Number of Pourakarmiks Employed in Municipalities in the State.

No.	City/Town	Population	Annual Revenue	Amount spent on Pourakarmiks	Pourakarmiks Employed			Pourakarmiks on Nominal Roll or Daily Wages
					Male	Female	Total	
1	2	3	4	5	6	7	8	9
			Rs. P.	Rs. P.				
1	Bangalore ..	16.81 Lakhs.	15,06,82,520 00	1,02,20,000 00	2,435	2,090	4,525	..
2	Channapatna ..	32,588	8,00,000 00	10,000 00	34	27	61	..
3	Doddaballapur ..	35,600	5,78,310 00	1,27,488 00	30	26	56	..
4	Kanakapura ..	22,000	2,50,000 00	73,000 00	27	8	35	..
5	Devanahalli ..	11,978	2,42,785 66	37,221 54	7	10	17	..
6	Ramanagaram ..	31,442	3,50,000 00	84,000 00	18	16	34	..
7	Anekal ..	12,629	1,50,000 00	42,000 00	10	10	20	..
8	Magadi ..	13,340	2,00,000 00	..	20	..	20	..
9	Hosakote ..	12,163	3,33,978 00	40,560 00	8	7	15	..
10	Yelahanka ..	10,429	..	..	..	..	12	..
11	Nelamangala ..	8,781	2,01,000 00	30,500 00	12	2	14	..
12	Tyamagondlu ..	6,494	78,502 00	15,842 00	6	2	8	..
13	Vijayapura ..	11,552	2,50,000 00	28,200 00	11	2	13	..
14	Sarjapura ..	4,679	164,214 00	1,050 00	4	2	6	..

1	2	3	4		5		6	7	8	9
			Rs.	P.	Rs.	P.				
15	H.A.L. ..	33,985	2,50,000	00	72,000	00	16	12	28	..
16	Belgaum ..	1,92,427	88,34,628	80	18,36,086	00	208	33	241	..
17	Nippani ..	35,116	13,00,000	00	1,89,243	00	43	6	49	..
18	Gokak ..	29,960	7,77,496	00	1,42,678	76	43	19	62	..
19	Bailhongal ..	19,440	4,59,903	00	92,610	00	36	1	37	..
20	Konnur ..	15,817	31,107	82	5,264	02	5	10	15	..
21	Mudalagi ..	10,557	2,50,000	00	6,150	00	2	11	13	2
22	Khanapur ..	10,195	26,100	00	7,441	58	3	..	3	..
23	Sankeshwar ..	18,950	4,04,765	36	62,394	52	25	15	40	16
24	Raibag ..	6,917	30,000	00	3,960	00	2	4	6	..
25	Sadalga ..	12,508	..		..		..	..	17	..
26	Kudachi ..	14,132			2,448	00	..	7	7	..
27	Hukkeri ..	12,463	80,000	00	12,923	00	..	13	13	..
28	Chikkodi ..	18,326	1,55,036	72	36,610	97	14	9	23	..
29	Ramadurg ..	20,550	3,98,912	00	54,684	00	16	3	19	..
30	Saundatti—Yellamma	21,017	11,83,875	02	1,52,523	88	20	6	26	..
31	Athani ..	24,378	5,63,164	75	1,30,315	92	10	29	39	..
32	Bijapur ..	1,03,931	41,52,883	77	5,48,555	75	81	65	146	..
33	Ilkal ..	30,014	5,52,347	46	1,08,160	73	29	21	50	..
34	Bagalkote ..	51,765	23,13,208	00	3,76,044	00	49	83	132	..
35	Guledgudda ..	26,365	5,67,063	00	1,21,889	00	16	26	42	..
36	Hungund ..	12,683	90,305	00	8,902	00	..	16	16	..
37	Badami ..	11,651	1,49,730	13	21,757	94	9	8	17	..
38	Muddebihal ..	10,422	..		..		..	..	23	..
39	Talikote ..	14,537	..		..		..	..	..	..
40	Basavan—Bagewadi ..	14,002	64,946	70	14,001	00	9	12	21	2
41	Kamatagi ..	1,657	..		..		..	..	..	..
42	Indi ..	13,745	1,49,988	61	13,342	15	2	7	9	2
43	Kerur ..	11,000	80,000	00	9,000	00	..	12	12	12
44	Rabakavi—Banahatti	37,509	6,67,440	00	97,978	00	11	21	32	..
45	Jamakhandi ..	29,981	5,96,398	00	1,46,092	00	28	28	56	..
46	Mudhol ..	15,619	3,67,143	00	69,904	00	13	7	20	..
47	Mahalingapura ..	12,635	3,54,510	00	60,099	00	16	9	25	..
48	Terdal ..	15,337	1,08,000	00	15,109	00	6	7	13	1
49	Sindagi ..	10,178	65,000	00	5,300	00	..	6	6	..
50	Bilgi ..	7,629	65,000	00	14,000	00	2	6	8	..
51	Bidar ..	50,670	9,12,249	81	2,09,670	47	65	43	108	..
52	Chitaguppa ..	13,418	95,000	00	3,500	00	5	9	14	..
53	Bhalki ..	13,104	1,99,246	93	32,178	43	4	8	12	..
54	Humnabad ..	15,357	3,50,000	00	50,000	00	14	6	20	..
55	Basavakalyan ..	25,592	2,33,166	52	76,122	77	13	15	28	..
56	Aurad ..	6,634	..		..		..	..	..	..
57	Bellary ..	1,25,223	50,48,476	25	10,49,678	92	200	253	453	
58	Hospet ..	68,000	33,00,000	00	4,30,585	20	88	88	176	..
59	Siraguppa ..	14,897	3.5 Lakhs		53,000	00	15	11	26	..
60	Takkalkote ..	10,929	53,000	00	12,000	00	3	5	8	..
61	Sandur ..	10,922	1,69,662	21	25,593	69	7	6	13	..

Population m F To

1	2	3	4	5	6	7	8	9
			Rs. P.	Rs. P.				
62	Amaravathi ..	10,972	..	..	..	..	..	..
63	Harapanahalli ..	19,694	..	..	20	2	22	..
64	H. Hadagali ..	10,455	1,59,753 00	38,362 00	9	..	9	..
65	Kottur ..	12,875	2,11,550 00	45,599 00	5	5	10	..
66	Kudligi ..	10,170	1,13,043 99	27,227 92	8	4	12	..
67	Kamalapur ..	13,890	1,20,000 00	25,000 00	10	6	16	..
68	Chitradurga ..	50,254	..	..	68	47	115	..
69	Harihar ..	33,888	6,00,000 00	1,80,000 00	37	4	41	..
70	Challakere ..	16,913	5,00,000 00	78,381 00	28	5	33	..
71	Hosadurga ..	8,753	..	..	..	..	..	..
72	Jagalur ..	7,573	1,32,625 00	32,932 00	13	2	15	..
73	Molakalmuru ..	6,347	60,000 00	29,904 21	10	..	10	..
74	Turuvanur ..	5,316	29,000 00	6,500 00	4	..	4	..
75	Hiriyur ..	17,368	3,92,090 47	74,491 38	21	11	32	..
76	Mayakonda ..	3,897	..	..	..	..	..	..
77	Naikanahatti ..	3,475	..	..	4	..	4	..
78	Holalkere ..	7,776	2,21,850 00	27,937 00	11	2	13	..
79	Davanagere ..	1,21,018	..	8,52,000 00	230	126	356	..
80	Chikmagalur ..	41,643	13,77,530 00	2,40,000 00	56	47	103	..
81	Tarikere ..	20,022	4,63,958 57	1,09,304 36	29	19	48	..
82	Ajjampur ..	6,716	2,31,180 00	31,000 00	10	3	13	2
83	Birur ..	14,158	..	..	..	..	23	..
84	Kadur ..	13,675	3,00,000 00	60,000 00	18	7	25	..
85	Narasimharajapura ..	5,915	1,10,000 00	32,000 00	8	3	11	..
86	Koppa ..	4,238	1,85,428 24	17,807 35	7	2	9	..
87	Mudigere ..	4,980	1,42,134 02	27,356 17	9	5	14	..
88	Sringeri ..	3,739	..	..	5	5	10	..
89	Hebbale ..	2,456	..	..	..	..	..	..
90	Kushalanagar ..	5,007	2,24,547 00	23,195 00	9	2	11	..
91	Gonikoppa ..	2,757	1,15,713 01	14,877 41	4	1	5	..
92	Ponnampet ..	3,265	40,060 00	9,314 00	3	1	4	1
93	Suntikoppa ..	1,499	80,000 00	5,800 00	4	..	4	1
94	Kodlipet ..	2,059	46,290 00	10,787 65	3	2	5	..
95	Sanivarasanthe ..	2,003	49,663 38	11,151 94	2	2	4	..
96	Mercara ..	19,357	9,60,820 00	79,736 00	20	11	31	7
97	Virajpet ..	9,728	5,00,000 00	37,000 00	14	2	16	..
98	Somvarpet ..	6,286	2,20,000 00	35,000 00	14	1	15	..
99	Hubli—Dharwar ...	4.24 lakhs	3.65 crores	20,00,000 00	410	452	862	28
100	Gadag-Betgeri ...	95,426	43,25,610 00	5,45,486 00	140	172	312	114
101	Nargund ...	17,339	4,29,453 00	47,910 27	9	26	35	3
102	Sirahatti ...	9,278	1,03,576 00	19,156 00	8	...	8	...
103	Lakshmeshwar ...	20,594	3,34,869 00	45,273 00	16	5	21	...
104	Savanur ...	18,304	3,06,167 00	62,310 00	28	3	31	...
105	Shiggaon ...	11,940	80,000 00	6,000 00	4	4	8	3
106	Hirekerur ...	8,463	...	...	...	...	...	...
107	Mulgund ...	13,000	70,000 00	6,629 00	4	4	8	...
108	Kundgol ...	11,184	1,69,377 00	26,905 67	10	4	14	...

1	2		3	4		5		6	7	8	
				Rs.	P.	Rs.	P.				
106	Khanjhatgi	...	9,028	75,000	00	12,000	00	10	6	16	
110	Ron	...	13,097	...		1,234	50	8	11	19	
111	Gajendragad	...	16,627	1,31,603	44	11,395	75	...	...	20	
112	Ranibennur	...	40,749	9,63,050	00	1,34,555	00	37	30	67	
113	Haveri	...	27,500	7,50,225	00	1,10,746	53	33	48	81	
114	Byadgi	...	13,469	4,20,000	00	49,267	00	...	20	20	
115	Alnavar	...	10,395	2,65,093	80	30,000	00	9	9	18	
116	Muidargi	...	11,358	1,01,794	59	14,756	00	4	19	23	
117	Hangal	...	13,826	1,15,139	20	12,428	84	8	4	12	
118	Anigeri	...	14,671	...		5,343	00	7	7	14	1
119	Nargund	...	12,707	45,000	00	5,000	00	1	7	8	
120	Navalgund	...	12,000	2,08,000	00	30,000	00	10	21	31	2
121	Gulbarga	...	1,45,588	46,08,666	27	8,90,050	45	112	147	259	
122	Gurmitkal	...	10,496	45,000	00	1,200	00	3	5	8	
123	Shahapur	...	14,258	13,000,00	00	49,982	73	10	11	21	
124	Shahabad	..	23,560	2,87,499	35	69,029	83	11	19	30	
125	Chincholi	..	7,380	1,00,271	20	23,796	00	6	5	11	
126	Sedam	..	11,387	2,12,249	05	58,803	81	10	9	19	
127	Chitapur	..	14,220	2,40,583	72	59,213	97	7	13	20	
128	Shorapur	..	21,056	1,81,004	76	65,610	40	7	15	22	
129	Alland	..	21,568	4,40,336	60	4,805	48	11	13	24	
130	Yadgir	..	32,756	5,84,765	12	1,29,399	87	25	31	56	
131	Hassan	...	61,000	23,60,283	00	20,210	00	48	37	85	3
132	Arsikere	..	24,155	7,14,903	00	1,43,133	00	38	22	60	
133	Holenarsipur	..	15,998	3,18,754	00	55,600	00	16	8	24	
134	Arkalgud	..	8,733	2,52,480	00	35,000	00	11	3	14	
135	Channarayapatna	..	10,293	1,15,199	00	52,889	00	12	11	23	
136	Belur	..	10,490	3,00,500	00	54,000	00	15	6	21	
137	Banavar	..	4,404	1,41,781	01	18,630	00	2	3	5	5
138	Konanur	..	5,523	1,21,465	00	29,989	00	12	..	12	
139	Sravanabelgola	..	3,628	52,000	00	14,520	00	3	3	6	
140	Alur	..	3,720	36,825	00	13,200	00	3	2	5	
141	Saldeshpur	..	11,154	3,89,880	00	58,725	00	16	5	21	
142	Kolar	..	43,418	...		1,12,000	00	26	25	51	
143	Chikkaballapur	..	29,227	...		1,06,821	30	35	10	45	
144	Bangarpet	..	14,765	6,60,998	15	1,09,753	64	18	5	23	
145	Malur	..	10,392	2,23,110	00	28,664	00	14	1	15	
146	Gowribidnur	..	12,826	2,74,197	00	65,270	00	19	2	21	3
147	Srinivasapur	..	8,737	1,61,297	41	1,67,013	83	10	3	13	
148	Gudibanda	..	5,085	50,000	00	10,164	00	6	1	7	2
149	Manchenahalli	..	4,863	50,000	00	22,000	00	8	..	8	
150	Bagepalli	..	5,400	85,000	00	16,780	00	6	1	7	2
151	Chintamani	..	26,684	6,25,459	76	8,390	95	13	19	32	
152	K. G. F.	..	45,279	12,00,000	00	...		70	69	139	
153	Sidlaghatta	..	16,113	2,66,852	06	39,555	91	11	9	20	

1	2	3	4		5		6	7	8	9
			Rs.	P.	Rs.	P.				
154	Mulbagal ..	16,506	2,67,313	00	54,643	00	15	8	23	..
155	Mysore ..	3,55,636	1,50,21,304	00	1,52,242	00	479	366	845	..
156	Nanjangud ..	24,312	8,14,658	00	1,49,234	00	54	10	64	..
157	Hunsur ..	19,996	..		..		..	..	30	..
158	K.R. Nagar ..	15,354	2,61,050	00	48,665	31	25	4	29	..
159	Gundlupet ..	14,743	4,25,000	00	72,000	00	21	5	26	..
160	Bannur ..	11,643	1.5 lakhs		3,220	00	13	5	18	..
161	Yelandur ..	5,129	80,000	00	1,390	00	5	3	8	..
162	T. Narsipur ..	6,820	2,25,000	00	50,000	00	15	8	23	..
163	Periyapatna ..	7,411	24,802	00	26,058	00	9	3	12	..
164	Sargur ..	5,587	1,25,000	00	30,883	00	11	1	12	..
165	Heggadadevanakote	4,383	85,000	00	12,816	00	5	1	6	..
166	Kollegal ..	28,706	6,00,000	00	1,04,500	00	36	15	51	..
167	Chamarajanagara ..	21,069	..		..		37	26	63	
168	Mandya ..	72,058	..		..		96	40	136	..
169	Malavalli ..	19,007	2,60,000	00	60,000	00	16	16	32	..
170	Srirangapatna ..	14,190	4,81,798	22	71,890	46	20	10	30	..
171	Krishnarajapet ..	9,636	2,00,000	00	23,000	00	9	5	14	..
172	Nagamangala ..	8,583	1,54,378	00	37,240	00	12	4	16	..
173	Pandavapura ..	10,633	1,96,776	84	55,631	58	18	7	25	..
174	Belakavadi ..	5,537	..		..		..	..	..	..
175	Bellur ..	4,323	86,723	00	18,013	00	6	2	8	..
176	Melkote ..	2,731	34,000	00	17,760	00	4	1	5	..
177	Maddur ..	12,089	17,938	37	..		15	8	23	..
178	Karwar ..	37,034	6,42,987	00	64,852	02	17	11	28	..
179	Kumta ..	19,115	3,18,905	00	46,775	00	11	7	18	..
180	Bhatkal ..	18,732	2,27,142	00	42,543	00	16	2	18	..
181	Honnavar ..	12,444	..		..		..	..	11	..
182	Haliyal ..	12,163	3,62,831	00	54,680	00	12	12	24	..
183	Dandeli ..	25,425	19,87,000	00	67,615	24	18	13	31	5
184	Siddapur ..	9,906	1,72,566	00	21,937	00	10	4	14	6
185	Ankola ..	10,101	58,198	00	3,420	00	2	1	3	2
186	Mundagod ..	6,898	2,50,000	00	19,315	13	3	4	7	..
187	Sirsi ..	28,571	7,00,000	00	96,000	00	54	23	77	..
188	Raichur ..	87,000	42,00,000	00	6,00,000	00	101	91	192	91
189	Deodurg ..	9,674	1,01,078	74	81,317	93	5	10	15	3
190	Koppal ..	27,277	7,39,462	00	1,50,550	00	22	25	47	..
191	Gangavathi ..	37,000	10,00,000	00	1,48,868	40	30	42	72	2
192	Lingasugur ..	12,328	1,91,758	83	60,019	97	9	5	14	2
193	Mudagal ..	10,499	1,87,029	00	33,072	00	3	7	10	..
194	Sindhnur ..	14,306	5,05,550	00	45,500	00	11	12	23	..
195	Khustagi ..	9,053	1,52,258	39	40,872	52	8	10	18	..
196	Yelaburga ..	6,175	26,580	15	3,720	00	1	4	5	..
197	Shivamogga ..	1,02,703	89,00,000	00	9,00,000	00	282	132	414	167
198	Bhadravathi (N.A.) ..	61,185	2,75,000	00	38,000	00	13	4	17	..
199	Channagiri ..	9,966	3,50,000	00	30,000	00	11	1	12	..
200	Teerthahalli ..	10,645	2.5 Lakhs		39,467	00	17	1	18	..
201	Honnali ..	8,413	1,79,722	00	40,871	00	11	6	17	..
202	Nyamati ..	6,543	1,55,000	00	26,800	00	8	3	11	..

1	2	3	4		5		6	7	8
			Rs.	P.	Rs.	P.			
203	Shiralakoppa ..	9,264	1,76,196	00	38,057	00	7	8	15
204	Kumsi ..	4,680	..		..		..	..	..
205	Hosanagar ..	3,841	..		..		5	2	7
206	Shikaripura ..	17,059	3,80,968	00	58,500	00	18	8	26
207	Sorab ..	5,439	1,66,861	00	25,455	00	9	1	10
208	Bhadravathi (Old Town)	40,130	9,52,000	00	1,07,500	00	45	15	60
209	Sagar ..	27,602	7,57,000	00	1,38,500	00	..	..	68
210	Mangalore ..	1,65,174	60,34,364	00	10,00,000	00	78	188	266
211	Coondapur ..	23,831	2,49,860	05	54,964	23	19	1	20
212	Puttur ..	17,683	2,52,000	00	38,000	00	11	4	15
213	Karkala ..	18,593	1,75,000	00	39,582	48	13	..	13
214	Mulki ..	11,527	71,806	64	18,840	00	5	..	5
215	Tumkur ..	70,476	20,83,961	37	2,50,307	74	115	16	131
216	Sira ..	18,290	5,82,180	00	81,240	00	27	5	32
217	Tiptur ..	22,592	8,99,076	40	1,12,816	31	33	12	45
218	Kunigal ..	13,439	3,34,050	00	49,970	00	10	11	21
219	Chikkanaikanahalli ..	13,063	2,00,000	00	50,000	00	24	4	28
220	Gubbi ..	9,541	2,00,000	00	45,000	00	16	..	16
221	Madhugiri ..	14,652	2,19,175	00	64,000	00	18	11	29
222	Pavagada ..	9,002	2,50,000	00	34,202	98	15	1	16
223	Turuvekere ..	6,537	1.75 Lakhs		40,000	00	17	2	19
224	Koratagere ..	5,794	75,000	00	64,685	00	7	7	14
225	Y. N. Hosakote ..	6,120	1,17,869	74	23,349	30	7	1	8

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Statement showing the number of Scavengers Employed in Municipalities and other relating information

Sl. No.	Local Body	No. of Scavengers employed in 1972	If scavengers were not employed and scavenging was done by Private workers, total No. of such workers.	No. of Private Service Latrines in Town	No. of P.S. Latrines converted so far	If all have been conver reason fo failure
1	2	3	4	5	6	7
1.	Bangalore ..	347	..	Nil	..	..
2.	Channapatna ..	Nil	Nil	375	All converted	..
3.	Doddaballapura	Nil	Nil	150	do	..
4.	Kanakapura ..	5	Nil	1	Converted to flushout latrines	..
5.	Devanahalli ..	Nil	Nil	Nil	do	..
6.	Ramanagaram ..	Nil	Nil	Nil	Converted	..
7.	Anekal ..	Nil	..	..	..	Action is b taken.
8.	Magadi ..	..	..	..	..	..
9.	Hosakote ..	Nil	Nil	Nil	All Converted	..
10.	Yelahanka ..	..	..	..	..	..
11.	Nagamangala ..	..	..	Nil	..	..
12.	Tyamagondlu	Nil	..	Nil	..	..
13.	Vijayapura ..	Nil	Nil	Nil	..	..

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1	2	3	4	5	6	7
14.	Sarjapura ..	Nil	Nil	Nil	Nil	..
15.	H.A.L. ..	Nil	Nil	Nil	..	..
16.	*Belgaum* ..	267	Nil	Nil	The P. S. Latrines and Public Latrines are now connected to the underground drainage.	..
17.	Nippani ..	30	Nil	427	Converted	..
18.	Gokak ..	Nil	Nil	249	117 P.L. have been converted	..
19.	Bailhongal ..	6	Nil	98	Converted	..
20.	Konnur ..	1	Nil	10	T.M.C. Latrines are not converted	..
21.	Mudalgi ..	2	Nil	18	Latrines are converted as per Government directions.	..
22.	Khanapur ..	1	Nil	40	To be converted	..
23.	Sankeshwar ..	..	..	..	..	..
24.	Raibag ..	Nil	Nil	Nil	There are no Service Latrines	..
25.	Sadalga ..	..	..	..	..	..
26.	Kudachi ..	Nil	Nil	100	..	..
27.	Hukkeri ..	Nil	..	..	..	..
28.	Chikkodi ..	6	Nil	145	All are Converted	..
29.	Ramdurg ..	8	Nil	66	..	..
30.	Saundatti–Yellamma.	3	Nil	12	All are Converted	..
31.	Athani ..	6	Nil	225	150 Latrines only converted as per Government instructions.	..
32.	*Bijapur* ..	271	Nil	1,400	All are converted	..
33.	Ilkal ..	3	Nil	Nil	All are converted	..
34.	Bagalkote ..	45	Nil	791	Converted	..
35.	Guledgudda ..	12	Nil	70	..	..
36.	Hunagund ..	3	Nil	Nil	..	..
37.	Badami ..	3	..	..	..	..
38.	Muddebihal ..	..	..	..	..	..
39.	Talikote ..	..	..	..	..	..
40.	Basavan–Bagewadi	Nil	Nil	Nil	..	..
41.	Kamatagi ..	..	..	..	..	..
42.	Kerur ..	..	..	..	..	..
43.	Indi ..	4	..	3	..	..
44.	Rabakavi–Banhatti.	2	Nil	19	Due to court stay order latrines could not be converted as per G.O. directions.	..
45.	Jamakandi ..	11	6	465	Latrines are not converted	..
46.	Mudhol ..	5	Nil	71	do	The citizens have obtained temporary injuction by the Munsif Court.
47.	Mahalingapur	2	Nil	8	All have been converted	..
48.	Terdal ..	1	Nil	23	None converted	..
49.	Sindagi ..	1	Nil	Nil	Converted	..
50.	Bilgi ..	1	..	Nil	..	..

1	2	3	4	5	6	7
51.	*Bidar* ..	10	159	4,229	Converted into septic tanks latrines	
52.	Chitaguppa ..	2	1	200	Converted	
53.	Bhalki ..	3	..	87	All have been converted except one	
54.	Humnabad ..	2	Nil	600	Converted	
55.	Basavakalyan	2	..	366	All have been converted	
56.	Aurad ..	..	..	..	..	
57.	*Bellary* ..	..	Nil	5,492	Only 200 are remaining	
58.	Hospet ..	Nil	Nil	920	All are converted	
59.	Siruguppa ..	9	5	60	None converted	
60.	Takkalkote ..	Nil	Nil	Nil	No private latrines	
61.	Sandur ..	..		53	Converted	
62.	Amaravathi ..	..	..	..	..	
63.	Harapanahalli	5 on daily wages	Nil	108	Only 15 have been converted	
64.	H. Hadagali ..	6	Nil	16	Converted	
65.	Kottur ..	7	Nil	55	-do-	
66.	Kudligi ..	5	..	40	P.S. Latrines are converted	
67.	Kamalapur ..	6	Nil	55	Converted.	
68.	*Chitradurga* ..	..	..	..	..	
69.	Harihar ..	9	Nil	1,285	75 to be Converted	

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70.	Challakere ..	2	Nil	7	All converted
71.	Hosadurga ..	..	..	..	..
72.	Jagalur ..	2	Nil	90	All Converted
73.	Molakalmuru ..	2	Nil	41	30 have been converted
74.	Thuruvanur ..	Nil	Nil	5	Converted
75.	Hiriyur ..	5	Nil	72	Out of 72 only 30 latrines have been converted into flush-out.
76.	Mayakonda ..	..	..	4	..
77.	Naikanahatti ..	1	..	..	..
78.	Holalkere ..	2	Nil	20	All have been converted
79.	Davanagere ..	72	Nil	7,571	75 per cent have been converted
80.	*Chickmagalur* ..	101	Nil	45	All have been converted
81.	Tarikere ..	Nil	Nil	150	All have been converted
82.	Ajjampur ..	3	..	Nil	All have been converted
83.	Birur ..	..	..	..	..
84.	Kadur ..	Nil	Nil	Nil	All have been converted into H.F.L.
85.	Narasimharajapur	Nil	Nil	Nil	Converted
86.	Mudigere ..	Nil	Nil	550	All have been converted
87.	Koppa ..	Nil	Nil	Nil	No service latrines in this town
88.	Sringeri ..	..	..	..	..
89.	Hebbale ..	..	..	..	..
90.	Kushalanagar	..	..	Nil	
91.	Gonikoppa ..	Nil	Nil	Nil	
92.	Ponnampet ..	Nil	Nil	Nil	

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1	2	3	4	5	6	7
93.	Suntikoppa ..	Nil	Nil	Nil	Converted to flush-out latrines wherever necessary	..
94.	Kodlipet ..	Nil	Nil	Nil	—	
95.	Sanivarasanthe	Nil	Nil	Nil		..
96.	Mercara ..	4	Nil	496	All converted	..
97.	Virajpet ..	3	Nil	121	Some have been converted	..
98.	Somwarpet ...	No	Nil	Nil	—	
99.	*Hubli—Dharwar*	220	Nil	2,000	As there is stay from Local Courts, service is not completely stopped.	..
100.	Gadag—Betageri	109	Nil	1,190	—	
101.	Naragund ..	3	Nil	Nil	—	..
102.	Sirahatti ..	2	Nil	Nil	—	..
103.	Lakshmeshwar	4	..	4	—	..
104.	Savanur ..	5	Nil	Nil	—	..
105.	Shiggon	½	..	1,500	None converted	..
106.	Hirekerur ..	..	..	..	..	..
107.	Mulgund ..	...	..	Nil	The T.P.C. is recently converted into T.M.C.	..
108.	Kundagol ..	..	Nil	Nil		..
109.	Kalghatgi ..	..	Nil	Nil	—	
110.	Ron ..	1	Nil	5	The latrines are being constructed as per Government orders.	..
111.	Gajendragad	2	..	126	42 Latrines have been converted	..
112.	Ranibennur ..	13	Nil	165	..	..
113.	Haveri ..	8	Nil	171	Only 29 Latrines have been converted and balance of 142 latrines have been closed	..
114.	Byadgi ..	6	..	59	35 Latrines have been converted	..
115.	Alnavar ..	Nil	Nil	Nil	..	..
116.	Mundargi ..	Nil	Nil	Nil		..
117.	Hanagal ..	Nil	Nil	Nil		..
118.	Annigeri ..	Nil	..	..	..	..
119.	Naregal ..	1	Nil	200	..	..
120.	Navalgund ..	1	Nil	Nil	..	..
121.	*Gulbarga* ..	30	..	221	— ..	..
122.	Gurmitkal ..	2	..	166	Action is being taken	..
123.	Shahapur ..	3	..	132	8 Latrines have been converted	..
124.	Shahabad ..	4	..	154	Two private latrines and 20 M.P. latrines have been converted	..
125.	Chincholi ..	Nil	Nil	..	Not converted into septic tank	..
126.	Sedam ..	3	8	382	Only 28 latrines have been converted	..
127.	Chitapur ..	4	Nil	300	Some of them have been converted	..
128.	Shorapur ..	4	..	88	do	..
129.	Aland ..	4	4	272	Only 5 latrines have been converted	..
130.	Yadgir ..	Nil	22	1,339	41 Latrines have been converted	..
131.	*Hassan* ..	Nil	Nil	2,400		..

1	2	3	4	5	6	7
132.	Arsikere ..	5	Nil	Nil		
133.	Holenarsipur	Nil	Nil	..	All are converted into flush-out latrines	..
134.	Arkalgud ..	Nil	Nil	..	200 latrines have been converted	..
135.	Channarayapatna	Nil	Nil	Nil		..
136.	Belur ..	Nil	Nil	Nil		..
137.	Banavar ..	2	Nil	58	All latrines are converted into closet latrines	..
138.	Kousnur ..	Nil	Nil	Nil		..
139.	Sravanabelagola	Nil	..	Nil		..
140.	Alur ..	Nil	Nil	Nil		..
141.	Sakaleshpur ..	8	Nil	378	All are converted	..
142.	*Kolar* ..	8	Nil	Nil	Converted into H.F.L. Latrines	..
143.	Chikkaballapur	45	Nil	..	..	..
144.	Bangarpet ..	14	Nil	1,045	50% have been converted into flush-out latrines	..
145.	Malur ..	Nil	Nil	Nil		..
146.	Gowribidanur	4	..	101	..	..
147.	Srinivasapur	1	Nil	2	All the latrines have been converted	..
148.	Gudibanda ...	..	Nil	..	..	..
149.	Manchenahalli	Nil	Nil	80	Conversion is under progress	..
150.	Begepalli ..	Nil	3	25	Latrines are converted as H.F.L.	..
151.	Chintamani ..	12	Nil	..	Almost all converted	..
152.	K.G.F. (Robertsonpet).	56	Nil	1,468	All are converted	..
153.	Sidlaghatta ..	Nil	Nil	Nil		..
154.	Mulbagal ..	2.	..	25	..	..
155.	*Mysore* ...	Nil	Nil	Nil	S.L. since the city is provided with the underground sewarage system	..
156.	Nanjangud ..	..	..	Above 1,000	Some of them have been converted	..
157.	Hunsur ..	..	..	.	..	..
158.	K. R. Nagar	6	..	100	Short of cement work is held up	..
159.	Gundlupet	2	8	3	..	..
160.	Bannur ..	4	4	Nil	..	..
161.	T. Narsipu ..	..	Nil	100	90 per cent have been converted	..
162.	Periyapatna	..	Nil	Nil	..	..
163.	Yelandur ..	8	Nil	40	All are converted	..
164.	Sargur ..	2	Nil	40	All have been converted	..
165.	Heggadadevana-kote.	..	Nil	120	..	..
166.	Kollegal ..	6	..	275	212 latrines have been converted	..
167.	Chamarajanagar	..	..	..	..	..
168.	*Mandya* ..	..	..	..	..	..
169.	Malavalli ..	..	Nil	1,470 pit Latrines.	..	..

1	2	3	4	5	6	7
170.	Srirangapatana	Nil	Nil	20	All are converted	..
171.	Krishnarajapet	Nil	Nil	105	do	..
172.	Nagamangala	Nil	Nil	320	do	..
173.	Pandavapura	Nil	Nil	No	do	..
174.	Belakavadi ..	..	..	..	..	..
175.	Bellur ..	Nil	Nil	26	All are converted	..
176.	Melukote ..	Nil	Nil	Nil	No service latrines in this town.	..
177.	Maddur ..	Nil	Nil	88	50 have been converted.	..
178.	*Karwar* ..	16	Nil	300	30 per cent have been converted.	..
179.	Kumta ..	Nil	Nil	Nil	All have been converted	..
180.	Bhatkal ..	Nil	Nil	Nil	All are converted	..
181.	Honnavar ..	..	..	..	..	..
182.	Haliyal ..	3		44	All are converted	..
183.	Dandeli ..	31	Nil	Nil		..
184.	Siddapur ..	Nil	Nil	None		..
185.	Ankola ..	Nil	Nil	..	No service latrines	..
186.	Mundagod ..	Nil	Nil	Nil	do	..
187.	Sirsi ..	..	..	..	..	..
188.	*Raichur* ..	39	200	1,895	Only 202 have been converted.	..
189.	Deodurg ..	2	..	..	S. L. converted into septic tank.	..
190.	Koppal ..	Nil	Nil	299	All are converted.	..
191.	Gangavathi ..	..	..	328	265 have been converted.	..
192.	Lingasugur ..	2	3	90	All are converted	..
193.	Mudagal ..	2	Nil	59	All service latrines have been converted	..
194.	Sindhnur ..	4	1	81	All have been converted	..
195.	Kushtagi ..	2	Nil	Nil	All are converted	..
196.	Yelaburga ..	Nil	3	Nil	..	..
197.	*Shimoga* ..	Nil	Nil	3,334	All are converted	..
198.	Bhadravathi (N.A.)	Nil	Nil	Nil	..	..
199.	Channegiri ..	..	..	..	..	..
200.	Teerthahalli ..	Nil	Nil	Nil	All are converted	..
201.	Honnali ..	2	..	..	..	..
202.	Nyamati ..	8	4	500	All are converted	..
203.	Shiralakoppa ..	Nil	Nil	60	Action has been taken to convert the S.L. to F.O.L.	..
204.	Kumsi ..	..	..	..	..	..
205.	Hosanagar ..	..	..	..	..	..
206.	Shikaripura ..	..	..	506	Action has been taken	..
207.	Soraba ..	..	Nil	Nil	No Service Latrine in this town	..
208.	Sagar ..	8	4	500	All are converted	..
209.	Bhadravathi (Old Town). ..	..	..	No	All are converted.	..
210.	*Mangalore* ..	183	Nil	..	All are converted	..
211.	Coondapur ..	Nil	..	..	..	..
212.	Puttur ..	Nil	Nil	Nil	..	..
213.	Mulki ..	4	Nil	122	..	..
214.	Karkala ..	5	Nil	Nil	All have been converted	..
215.	*Tumkur* ..	Nil	Nil	1,273	70 per cent have been converted	..

1	2	3	4	5	6	7
216.	Sira ..	5	..	Nil	Yes	..
217.	Tiptur ..	11	Nil	Nil	800 per cent have been converted	..
218.	Kunigal ..	3	Nil	Nil	All are Pit Latrines	..
219.	Chikkanahalli	3	Nil	300	.. ..	..
220.	Gubbi ..	Nil	Nil	..	100 latrines are converted	..
221.	Madhugiri ..	Nil	Nil	6	Yes	..
222.	Pavagada ..	2	Nil	27	Yes	..
223.	Turuvekere ..	..	..	Nearly 80	Action is being taken to convert the Service Latrines	..
224.	Koratagere ..	Nil	Nil.	36	Converted.	..
225.	Y. N. Hosakote	3	Nil	Nil	No Service Latrines in the town.	..

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Statement Showing the Pay-Scales, Working Hours, Leave and Holidays Etc.

Sl. No.	City/Town	Status	Pay – Scales				Leave (In days)			Working Hours	Weekly Holiday
			Pay	D.A.	HRA	CCA	S.L.	C.L.	M.L.		
1	2	3	4	5	6	7	8	9	10	11	12
1.	*Bangalore* ..	Corporation	65-2-95	107.00	8.40	20.00	30	15	60	8	Two Days
2.	Channapatna ..	Town Municipal Council	65-2-95	107.00	2.00	..	30	15	42	8½	Two ½ Day
3.	Doddaballapur	do	65-2-95	107.00	..	..	30	15	42	8	Two ½ days
4.	Kanakapur ..	do	65-2-95	107.00	..	..	..	15	40	8	Two ½ days
5.	Devanahalli ..	do	65-2-95	107.00	..	..	..	15	42	8	Two ½ days
6.	Ramanagaram	do	65-2-95	107.00	3.1	..	30	15	42	7	Two ½ days
7.	Anekal ..	do	65-2-95	107.00	..	..	..	15	42	8	Two ½ days
8.	Magadi ..	do	65-2-95	107.00	..	..	..	..	..	..	Two ½ days
9.	Hosakote ..	do	65-2-95	107.00	..	..	..	15	42	8	Two ½ days
10.	Yelahanka ..	do	Information not furnished								
11.	Nelamangala ..	do	65-2-95	154.00	..	..	..	15	..	8	Two ½ days
12.	Thyamagondlu	do	65-2-95	107.00	..	..	..	15	..	8	One full day
13.	Vijayapura ..	do	65-2-95	121.00	..	..	..	15	..	8	Two ½ days
14.	Sarjapura ..	do	65-2-95	107.00	..	..	..	15	45	6½	One full day
15.	H.A.L. ..	Sanitary Board	65-2-95	107.00	Free Qrtrs.	7½%	..	..	42	7	One ½ day

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1	2	3	4	5	6	7	8	9	10	11	12
16.	*Belgaum* ..	City Municipal Council	65-2-95	121.00	10.00	5.00	..	..	..	7	One Full day
17.	Nippani ..	Town Municipal Council	65-2-95	..	3%	..	1/11	15	..	8	Two ½ days
18.	Gokak ..	do	65-2-95	107.00	3%	..	..	15	..	8	One full day
19.	Bailhongal ..	do	65-2-95	107.00	..	..	30	15	..	8	One full day
20.	Konnur ..	do	65-2-95	Part-time wages			7	..	40	2	———
21.	Mudalagi ..	do	65-2-95	Daily wages female 2-50 male Rs. 3-50			..	15	..	3	Two ½ days
22.	Khanapur ..	do	Information not furnished				..	..	..	..	..
23.	Sankeshwar ..	do	40.00	107.00	..	..	1/11	15	90	8	One full day
24.	Raibag ..	do	Information not furnished				..	..	..	..	..
25.	Sadalga ..	do	20.00	25.00	..	..	..	10	..	4	..
26.	Kudachi ..	do	8.00	22.00	..	..	..	..	..	4	One ½ day
27.	Hukkeri ..	do	65-2-95	..	..	..	..	..	..	7	One full day
28.	Chikkodi ..	do	60.00	100.00	..	..	..	15	60	8	One full day
29.	Ramdurg ..	do	60.00	107.00	..	..	..	..	..	8	One full day
30.	Saundatti-Yellamma	do	65-2-95	107.00	..	..	33	15	45	8	One full day
31.	Athani ..	do	55.00	107.00	..	..	..	15	..	7½	One full day
32.	*Bijapur* ..	City Municipal Council.	65-2-95	121.00	10.00	5.00	20	15	90	8	Two ½ days
33.	Ilkal ..	Town Municipal Council.	65-2-95	..	3.00	..	..	..	..	8	Two ½ days

34.	Bagalkote ..	City Municipal Council	65-2-95	107.00	7½%	..	20	15	90	8	Two ½ days
35.	Guledgudda ..	Town Municipal Council.	65-2-95	107.00	..	..	..	15	..	8	One full day
36.	Hunagund ..	do	Information not furnished			..	..	..	..	..	..
37.	Badami ..	do	45.00	83.00	..	..	90	15	60	8	Two ½ days
38.	Muddebihal ..	do	Information not furnished			..	..	..	..	..	..
39.	Talikote ..	do	Information not furnished			..	..	..	..	..	..
40.	Basavan-Bagewadi	do	65-2-95	121.00	..	..	..	..	..	8	One full day
41.	Kamatagi ..	do	Information not furnished			..	..	..	..	..	..
42.	Indi ..	do	60.00 fixed	..	..	..	..	..	..	..	One full day
43.	Kerur ..	do	Daily wages Rs. 2 per day	..	..	..	..	..	..	..	..
44.	Rabakavi Banahatti. ..	do	65-2-95	..	3.00	..	..	15	..	7	Two ½ days
45.	Jamakhandi ..	do	65-2-95	121.00	..	..	120	15	42	6	One full day
46.	Mudhol ..	do	65-2-95	121.00	..	..	..	15	..	8	Two ½ days
47.	Mahalingapur	do	65-2-95	121.00	..	..	30	15	42	7	One full day
48.	Terdal ..	do	36.00	75.00	..	..	..	..	..	8	One full day
49.	Sindagi ..	do	45.00 consolidated			..	..	15	..	4	Two ½ days
50.	Bilgi ..	do	20.00	..	..	..	..	15	..	8	One full day
51.	*Bidar* ..	City Municipal Council	65-2-95	107.00	10.00		..	..	..	7	Two ½ days

1	2	3	4	5	6	7	8	9	10	11	12
52.	Chitaguppa ..	Town Municipal Council	65-2-95	107.00	..	..	..	..	..	8	Two ½
53.	Bhalki ..	do	65-2-95	107.00	..	..	20	15	42	7	Two ½
54.	Humnabad ..	do	65-2-95	107	..	..	..	15	..	8	Two ½
55.	Basavakalyan	do	65-2-95	107.00	3%	..	1/11	15	42	7	Two ½
56.	Aurad ..	do	Information not furnished			..	..	..	..	..	..
57.	*Bellary* ..	City Municipal Council.	65-2-95	121.00	10.00	5.00	30	15	56	7	Two ½
58.	Hospet ..	do	65-2-95	121.00	10.00	..	30	15	49	7½	Two ½
59.	Siruguppa ..	Town Municipal Council.	65-2-95	..	..	..	..	15	42	6½	One ½
60.	Takkalkot ..	do	65-2-95	..	..	..	..	15	42	7	One ½ d
61.	Sandur ..	do	65-2-95	107.00	..	..	..	15	..	8	One ½ d
62.	Amaravathi ..	do	Information not furnished			..	..	..	..	..	..
63.	Harapanahalli..	do	65-2-95	121.00	..	..	120	12	60	8	One ful
64.	H. Hadagali ..	do	70.00	10.00	..	..	..	15	..	6	Two ½ d
65.	Kottur ..	do	65.00	95.00	..	..	..	..	..	6	Two ½ d
66.	Kudligi ..	do	65-2-95	106.00	..	..	..	15	40	8	One ½ d
67.	Kamalapur ..	do	65-2-95	71.00	..	..	..	15	90	8	Two ½ d
68.	*Chitradurga* ..	do	Information not furnished			..	..	..	..	..	..
69.	Harihar ..	do	65-2-95	107.00	3.35	..	..	..	42	7	Two ½ d
70.	Challakere ..	do	65-2-95	107.00	..	..	32	15	42	8	Two ½ d
71.	Hosadurga ..	T.M.C.	Information not furnished			..	..	..	..	..	..
72.	Jagalur ..	do	65-2-95	107.00	..	..	30	15	30	8	Two ½
73.	Molakalmuru ..	do	65-2-95	107.00	..	..	..	15	..	8	Two ½
74.	Thuruvanur ..	do	50.00	89.00	..	..	..	15	..	8	..
75.	Hiriyur ..	do	65-2-95	107.00	..	..	33	15	42	8	Two ½ d
76.	Mayakonda ..	do	Information not furnished			..	..	..	..	..	..
77.	Naikanahatti ..	do	65-2-95	107.00	..	..	..	..	..	10	One ½ d
78.	Holalkere ..	do	65-2-95	107.00	..	..	..	15	42	8	One full
79.	Davanagere ..	do	65-2-95	107.00	10.00	5.00	30	15	..	8	Two ½ d
80.	*Chikmagalur* ..	do	65-2-95	121.00	..	..	..	15	42	8	Two ½ d
81.	Tarikere ..	do	Information not furnished			..	..	15	42	8	One full
82.	Ajjampur ..	do	65-2-95	121.00	..	..	30	15	42	8	Two ½ d
83.	Birur ..	do	Information not furnished			..	..	..	..	..	..
84.	Kadur ..	do	65-2-95	102.00	..	..	..	15	45	8	Two ½ d
85.	Narasimharajapur.	do	65-2-95	107.00	..	..	..	15	42	8	..
86.	Mudigere ..	do	65-2-95	121.00	..	..	30	15	42	8	Two ½ d
87.	Koppa ..	do	65-2-95	121.00	..	..	..	15	42	8	One full
88.	Sringeri ..	do	Information not furnished			..	..	..	..	..	..
89.	*Hebbale* ..	do	Information not furnished			..	..	..	..	..	..
90.	Kushalnagar	do	65-2-95	107.00	..	..	1/11	15	60	8	Two ½ da
91.	Gonikoppa ..	do	65-2-95	107.00	..	..	..	..	42	6	One full d
92.	Ponnampet ..	do	65-2-95	95.00	..	..	20	15	60	7	Two ½ da
93.	Suntikoppa ..	do	65-2-95	97.00	..	..	..	15	..	8	Two ½ da

1	2	3	4	5	6	7	8	9	10	11	12
94.	Kodlipet; ..	T.M.C.	65-2-95	107.00	..	..	..	15	42	8	Two ½ days
95.	Shanivarasanthe	do	65-2-95	121.00	..	..	..	15	..	8	One full day
96.	Mercara ..	do	65-2-95	107.00	..	..	..	15	60	8	Two ½ days
97.	Virajpet ..	do	65-2-95	107.00	..	..	..	15	..	8	Two ½ days
98.	Somwarpet ..	do	65-2-95	107.00	..	..	..	..	..	7	One fullday
99.	*Hubli-Dharwar*	Corporation	65-2-95	107.00	10.00	5.00	15	15	42	8	Two ½ days
100.	Gadag-Betgeri	City Municipal Council	65-2-95	107.00	10.00	..	..	..	..	8	Two ½ days
101.	Naragund; ..	Town Municipal Council	65-2-95	..	..	..	..	..	..	7	..
102.	Shirahatti ..	do	65-2-95	95.00	..	..	..	15	..	8	One full day
103.	Lakshmeshwar	do	65-2-95	107.00	..	..	..	..	..	7	..
104.	Savanur ..	do	65-2-95	107.00	..	..	..	15	30	8	One full day
105.	Shiggon ..	do	Men 30.00	55.00	..	..	23	15	10	6	Two ½ days
			Women 25.00	45.00							
106.	Hirekerur ..	do	Information not furnished				..	..	..	..	..
107.	Mulgund; ..	do	Men 35.50	157.00	..	..	..	..	..	8	Two ½ days
			Women 20.00	148.00							
108.	Kundagol ..	do	65-2-95	..	..	..	15	15	42	8	Two ½ days
109.	Kalghatgi ..	do	Daily wages	..	..	..	..	..	..	8	One full day
110.	Ron ..	do	22-50	65.00	..	..	..	15	..	8	..
111.	Gajendragad	do	Sweepers 10.00	19.00	..	..	..	..	..	..	One full day
			Scavengers 30.00	40.00							
112.	Ranibennur ..	T.M.C.	65-2-95	107.00	3%	..	..	15	42	8	Two ½ days
113.	Haveri ..	do	65-2-95	107.00	3%	..	..	..	..	8	Two ½ days
114.	Byadgi ..	do	10.50	25.00	..	..	..	..	..	4	..
115.	Almavar ..	do	Men 38.00	107.00	..	..	..	15	30	8	Two ½ days
			Women 28.00;	107.00							
116.	Mundargi ..	do	Men 20.00	10.00	..	..	..	..	..	2	One full day
117.	Hanagal ..	do	Men 00.00	..	..	..	..	15	..	8	One full day
			Women 70.00								
118.	Annigeri ..	do	12.50	22.50	..	..	..	..	..	4	One full day
119.	Nargal ..	do	56.00	..	..	..	..	..	..	4	One full day
120.	Navalgund ..	do	10.50	15.00	..	..	..	..	..	4	..
121.	*Gulbarga* ..	City Municipal Council.	65-2-95	107.00	10.00	5.00	30	15	40	8	One full day
122.	Gurmitkal ..	Town Municipal Council.	65-2-95	83.00	..	..	20	15	40	7	Two ½ days
123.	Shahapur ..	do	65-2-95	107.00	..	..	30	15	42	8	Two ½ days
124.	Shahabad ..	do	65-2-95	107.00	..	..	15	15	42	8	One ½ day
125.	Chincholi ..	do	65-2-95	71.00	..	..	..	15	45	6	Two ½ days
126.	Sedam ..	do	65-2-95	107.00	..	..	120	15	40	8	Two ½ days
127.	Chitapur ..	do	65-2-95	107.00	..	..	20	15	40	8	One ½ day
128.	Shorapur ..	do	65-2-95	107.00	..	..	..	15	90	7	Two ½ days
129.	Alland ..	do	65-2-95	121.00	..	..	..	15	42	8	Two ½ days
130.	Yadgir ..	do	65-2-95	121.00	4.00	3.00	1/11	15	42	8	Two ½ days

1	2	3	4	5	6	7	8	9	10	11	12
131.	*Hassan* ..	T.M.C.	65-2-95	121.00	10.00	..	30	15	42	7	Two ½
132.	Arsikere ..	do	65-2-95	121.00	..	..	30	15	45	8	Two ½
133.	Holenarasipur	do	65-2-95	..	..	..	..	15	..	8	Two ½
134.	Arkalgud ..	do	Information not furnished		..	..	..	..	..	..	..
135.	Channarayapatna	do	65-2-95	121.00	..	..	..	..	..	..	One fu
136.	Belur ..	do	65-2-95	121.00	..	..	..	15	42	..	Two ½
137.	Banavar ..	do	65-2-95	107.00	..	..	..	15	60	8	Two ½
138.	Konanur ..	do	65-2-95	71.00	..	..	..	15	..	8	One ½ d
139.	Sravanabelagola	do	65-2-95	107.00	..	..	..	15	30	8	Two ½
140.	Alur ..	do	Information not furnished		..	..	..	15	30	8	Two ½ d
141.	Sakaleshpura	do	65-2-95	107.00	..	..	..	15	42	8	Two ½ d
142.	*Kolar* ..	do	65-2-95	107.00	3.50	..	90	15	42	8	Two ½ d
143.	Chikkaballapur	do	65-2-95	107.00	3%	..	12	..	..	7	Two ½ d
144.	Bangarpet ..	do	65-00	..	..	..	30	15	42	8	Two ½ d
145.	Malur ..	do	65-00	100.00	..	..	..	15	..	8	Two ½ d
146.	Gowribidnur	do	65-00	121.00	..	..	30	15	42	7	Two ½ d
147.	Srinivasapur	do	..	..	..	..	1/11	15	40	8	Two ½ d
148.	Gudibanda ..	do	50-1-60	71.00	..	..	..	..	..	8	One ½ d
149.	Manchenahalli	do	65-00	107.00	..	..	30	15	..	6	Two ½ d
150.	Bagepalli ..	do	65-00	107.00	..	..	30	15	45	8	Two ½ d
151.	Chintamani ..	do	65-2-95	107.00	14%	3%	..	15	60	8	Two ½ d
152.	K.G.F. (Robertsonpet.)	do	65-2-90	..	..	..	..	15	42	7	Two ½ d
153.	Sidlaghatta ..	T.M.C.	65-00	107.00	..	..	30	15	42	8	Two ½
154.	Mulbagal ..	do	65-00	..	..	..	30	15	40	8	Two ½
155.	*Mysore* ..	City Municipal Council	65-2-95	121.00	10.00	5.00	30	..	42	8	Two ½
156.	Nanjangud ..	Town Municipal Council.	65-00	127.00	14.00	..	..	..	..	8	One ½
157.	Hunsur ..	do	65-2-95	12.00	..	..	30	..	42	8	Two ½ d
158.	K. R. Nagar	do	65-2-95	121.00	..	..	30	..	42	8	Two ½ d
159.	Gundlupet ..	do	..	..	..	..	30	15	42	8	Two ½ d
160.	Bannur ..	do	65-2-95	121.00	..	..	..	15	21	8	Two ½ d
161.	T. Narasipur	do	65-00	95.00	..	..	..	15	30	4	One ½ d
162.	Periyapatna ..	do	65-00	92.00	..	..	30	15	45	8	One ½ d
163.	Yelandur ..	do	65-00	107.00	..	..	15	15	42	8	One ful
164.	Sargur ..	do	81-00	107.00	..	..	120	15	21	6½	..
165.	Heggadadevanakote.	do	65-00	107.00	..	..	..	15	60	8	One ½ d
166.	Kollegal ..	do	65-2-90	..	3%	..	30	15	42	8	One ½ d
167.	Chamarajanagara	..	..	..	..	..	..	..	..	..	..
168.	*Mandya* ..	City Municipal Council.	..	..	..	..	..	..	..	..	..
169.	Malavalli ..	Town Municipal Council.	65-00	107.00	..	..	30	15	21	8	Two ½ d
170.	Srirangapatna	do	73-00	121.00	..	..	30	15	42	8	Two ½ d
171.	Krishnarajapet	do	65-00	107	..	..	1/11	15	21	8	Two ½ d
172.	Nagamangala	do	65-00	107.00	..	..	20	15	60	8	Two ½ d

1	2	3	4	5	6	7	8	9	10	11	12
173.	Pandavapura	T.M.C.	65-2-95	128.00	..	..	30	15	42	8	Two ½ days
174.	Belakavadi ..	do	..	..	..	..	..	..	..	..	..
175.	Bellur ..	do	65-00	..	..	..	30	15	30	8	Two ½ days
176.	Melkote ..	do	73-00	121.00	..	..	..	15	60	7	Two ½ days
177.	Maddur ..	do	65-2-95	..	..	..	30	15	45	7	Two ½ days
178.	*Karwar* ..	do	65-2-95	..	..	..	..	15	60	7	One full day
179.	Kumta ..	do	65-00	..	..	..	..	..	..	8	..
		do									
180.	Bhatkal ..	do	65-2-95	107.00	..	..	..	..	..	6	Two ½ days
181.	Honnavar ..	do	..	..	..	..	..	..	..	..	..
182.	Haliyal ..	do	65-2-95	107.00	..	..	..	15	60	8	Two ½ days
183.	Dandeli ..	do	65-2-95	107.00	..	..	..	..	21	8	One full day
184.	Siddapur ..	do	65-200	107.00	..	..	..	15	..	8	One ½ day
185.	Ankola ..	do	95-00	..	..	..	..	..	..	7	..
186.	Mundagod ..	do	65-00	119.80	..	..	..	15	21	8	Two ½ days
187.	Sirsi ..	do	65-00	107.00	..	..	30	15	60	8	Two ½ days
188.	*Raichur* ..	City Municipal Council.	65-2-95	107.00	10%	..	1/11	15	42	7	Two ½ days
189.	Deodurg ..	Town Municipal Council.	65-00	107.00	..	..	..	15	..	8	One ½ day
190.	Koppal ..	do	65-2-95	107.00	3%	..	30	15	42	8	Two ½ days
191.	Gangavathi ..	do	65-2-95	107.00	3%	..	..	..	..	8	One ½ day
192.	Lingasugur ..	do	65-2-95	107.00	3 %	..	..	..	..	7	One ½ day
193.	Mudagal ..	T.M.C.	..	..	..	..	..	..	..	7	Two ½ days
194.	Siadhnur ..	do	65-2-95	95.00	..	..	..	15	..	7	Two ½ days
195.	Kushtagi ..	do	65-2-95	107.00	..	..	..	15	..	7	One ½ day
196.	Yelaburga ..	do	40 to 50 fixed	20.00	..	..	..	..	..	8	Two ½ days
197.	*Shimoga* ..	City Municipal Council.	65-2-95	107.00	10.00	5.00	30	15	42	8	Two ½ days
198.	Bhadravathi	Notified Area	65-00	128.00	10.00	5.00	60	15	42	8	One ½ day
199.	Channagiri ..	Town Municipal Council.	65-00	107.00	..	..	30	15	..	8	Two ½ days
200.	Tarthahalli ..	do	65-2-95	..	..	..	..	15	..	8	Two ½ days
201.	Honnali ..	do	65-2-95	..	..	..	..	15	..	72	One ½ day
202.	Kyamati ..	do	65-2-95	100.00	21.00	..	30	15	42	6	Two ½ days
203.	Shiralakoppa ..	do	65-2-95	121.00	..	..	..	15	30	8	Two ½ days
204.	Kumsi ..	do	..	..	..	..	..	..	..	..	..
205.	Hosanagar ..	do	..	..	..	..	..	..	..	..	..
206.	Shikaripura ..	do	65-1-70	..	..	..	..	15	40	8	One ½ day
207.	Sorba ..	do	65-00	107.00	..	..	..	15	90	7	Two ½ days
208.	Sagar ..	do	65-2-95	107.00	3%	..	..	15	42	8	One ½ day
209.	Bhadravathi (O.T.)	do	65-2-95	107.00	10.00	5	30	15	49	7½	Two ½ days
210.	*Mangalore* ..	City Municipal Council.	65-2-95	121.00	10.00	5	30	15	60	8	Two ½ days
211.	Gadag ..	Town Municipal Council.	65-2-95	36.00	..	..	1/11	15	60	7	Two ½ days

1	2	3	4	5	6	7	8	9	10	11	12
212.	Pettur ..	T.M.C.	65-2-95	..	..	..	..	..	..	8	..
213.	Karkala ..	do	65-2-95	121.00	..	..	20	15	60	7	One ½ day
214.	Mulki ..	do	71-00	107.00	..	..	..	..	..	7	..
215.	*Tumkur* ..	do	65-2-95	..	7½%	..	..	15	30	7	Two ½ days
216.	Sira ..	do	65-2-95	100.00	..	..	30	15	42	8	Two ½ days
217.	Tiptur ..	do	..	..	..	..	..	15	42	8	Two ½ days
218.	Kunigal ..	do	65-2-95	121.00	..	..	..	15	42	7	Two ½ days
219.	Chikkanaikana-hall:	do	65-2-95	..	..	..	30	15	..	7	Two ½ days
220.	Gubbi ..	do	65-2-95	121.00	..	..	..	15	..	7	One ½ day
221.	Madhugiri ..	do	65-2-95	107.00	..	..	1/11	15	..	8	Two ½ days
222.	Pavagada ..	do	65-2-95	116.00	..	..	..	..	..	8	Two ½ dars
223.	Turuvekere ..	do	65-00	107.00	..	..	..	15	90	8	One full day
224.	Koratagere ..	do	65-2-95	121.00	..	..	30	15	40	7	Two ½ days
225.	*Y.N. Hosakote*	do	73-00	107.00	..	..	..	15	..	8	..

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Statement showing Retiring and other Benefits in vogue for Pourakarmiks in the State.

Sl. No.	*Local Body*	*Is Gratuity and Pension given to workers ?*	*Has any worker been paid Accident Compensation ?*	*Are the workers provided free medical aid ?*	*Service Rule Applicable (K.C.S.R./ K.M.S.R. Act Industrial Disputes Act*
1	2	3	4	5	6
1	Bangalore ..	Gratuity only paid	Yes	Yes	Information not furnish
2	Channapatna ..	Gratuity only	No	No	K.M. Act
3	Doddaballapura ..	Gratuity only	No	No	K.M. Act
4	Kanakapura ..	Information not furnished	No	No	K.C.S.R.
5	Devanahalli ..	Gratuity only	No	No	K.C.S.R.
6	Ramanagaram ..	No	No	No	K.C.S.R.
7	Anekal ..	Gratuity only	No	No	K.M. Act
8	Magadi ..	Information not furnished	..	..	..
9	Hosakote ..	Information not furnished	No	No	K.M. Act
10	Yelahanka ..	Information not furnished	..	..	..
11	Nelamangala ..	Gratuity only	No	No	K.C.S.R.
12	Thyamagondlu ..	Gratuity and Pension paid (?)	No	No	K.C.S.R.
13	Vijayapura ..	Information not furnished	No	No	K.M. Act
14	Sarjapura ..	Gratuity only	No	No	K.M. Act
15	H. A. L. ..	Information not furnished	No	No	K.M. Act
16	Belgaum ..	Yes	No	Yes	K.C.S.R.

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1	2	3	4	5	6
17	Nippani	.. Yes	No	Yes	K.M. Act
18	Gokak	.. Yes	No	Yes	K.C.S.R.
19	Bailhongal	.. Information not furnished	No	Yes	K.C.S.R.
20	Konnur	.. No	No	No	..
21	Mudalagi	.. No	No	No	K.M. Act
22	Khanapura	.. Gratuity only	No	No	K.M. Act
23	Sankeshwara	.. Information not furnished	No	Yes	K.M. Act
24	Raibag	.. No	No	No	Local Authority.
25	Sadalga	.. Information not furnished.	No	No	K.M. Act
26	Kudachi	.. No	No	No	Industrial Disputes Act.
27	Chikkodi	.. Yes	No	Yes	K.M. Act
28	Hukkeri	.. No	No	No	K.M. Act
29	Ramdurg	.. Yes	No	Yes	K.M. Act
30	Saundatti—Yellamma	.. Yes	Yes	No	K.M. Act
31	Athani	.. Yes	No	Yes	K.M. Act
32	Bijapur	.. Yes	No	Yes	K.C.S.R.
33	Ilkal	.. Yes	No	Yes	K.M. Act
34	Bagalkote	.. Yes	No	Yes	K.C.S.R.
35	Guledgudda	.. Yes	No	No	V.P. & L.B. Act.
36	Hunagund	.. No	No	No	..
37	Badami	.. No	No	No	K.M. Act
38	Muddebihal	.. Information not furnished	No	No	K.C.S.R.
39	Talikote	.. Information not furnished	No	No	K.M. Act
40	Basavana—Bagewadi	.. No	No	No	?
41	Kamatagi	.. Information not furnished	No	Yes	K,M. Act
42	Indi	.. No (P.F. given)	No	Yes	K,M. Act
43	Asrur	.. No	No	No	K.M. Act
44	Rabakavi Banhatti	.. No	No	No	K.M. Act
45	Jamkhandi	.. Yes	No	No	K.M. Act
46	Mudhol	.. Yes	No	No	K.M. Act
47	Mahalingapura	.. No	No	No	K.C.S.R.
48	Terdal	.. No	No	Yes	K.C.S.R.
49	Sindagi	.. No	No	No	K.M. Act
50	Bilgi	.. No	No	No	K.M. Act
51	Bidar	.. Yes	No	No	K.M. Act
52	Chitaguppa	.. Yes	No	No	K.M. Act
53	Bhalki	.. Yes	No	No	K.M. Act
54	Humnabad	.. Yes	No	No	K.M. Act
55	Basavakalyana	.. Yes	No	Yes	K.M. Act
56	Aurad	.. Information not furnished	No	Yes	K.M. Act
57	Bellary	.. Yes	No	No	K.M. Act
58	Hospet	.. Yes	No	No	K.M. Act
59	Siraguppa	.. No	No	No	K.M. Act
60	Tekkalkote	.. No	No	No	K.M. Act
61	Sandur	.. Yes	No	No	K.M. Act

1	2		3	4	5	6
62	Amaravathy	..	Information not furnished	..	..	..
63	Harapanahalli	..	Gratuity only	No	No	K.C.S.R.
64	H. Hadagali	..	Gratuity only	No	No	K.C.S.R.
65	Kottur	..	Information not furnished	No	No	K.M. Act
66	Kudligi	..	Yes	No	No	K.M. Act
67	Kamalapura	..	Gratuity only	No	No	K.M. Act
68	Chitradurga	..	Information not furnished	..	..	..
69	Harihar	..	No	No	No	K.C.S.R.
70	Challakere	..	Yes	No	No	K.M. Actr
71	Hosadurga	..	Information not furnished	..	..	..
72	Jagalur	..	No	No	Yes	K.M. Act
73	Molakalmuru	..	No	No	No	K.C.S.R.
74	Thuruvanur	..	No	No	No	K.C.S.R.
75	Hiriyur	..	Yes	No	No	K.M. Act
76	Mayakonda	..	Information not furnished	..	..	..
77	Naikanahatti	..	No	No	No	
78	Holalkere	..	Yes	No	No	K.M. Act
79	Davanagere	..	Gratuity only	No	No	K.M. Act
80	Chikmagalur	..	Yes	No	Yes	K.M. Act
81	Sringeri	..	Information not furnished	..	..	..
82	Tarikere	..	Yes	No	No	K.M. Act
83	Ajjampura	..	Pension only	No	No	L.S.G. Rule
84	Kadur	..	No	No	No	K.M. Act
85	Birur	..	Information not furnished	..	..	..
86	Narasimharajapura	..	No	No	No	K.C.S.R.
87	Mudigere	..	No	No	No	K.M. Act
88	Koppa	..	No	No	No	K.M. Act
89	Mercara	..	Gratuity only	No	No	K.C.S.R.
90	Hubbali	..	Information not furnished	..	..	..
91	Khushalanagar	..	Yes	No	No	K.M, Act
92	Gonikoppa	..	No	No	No	K.M. Act
93	Ponnampet	..	Gratuity only	No	No	K.C.S.R.
94	Suntikoppa	..	Yes	No	Yes	K.C.S.R.
95	Kodlipet	..	Yes	No	No	K.M. Act
96	Sanivarasanthe	..	No	No	Yes	K.C.S.R.
97	Virajpet	..	Yes		No	K.M. Act
98	Somwarpet	..	Yes	No	No	K.M. Act
99	Hubli-Dharwar	..	Yes	Yes	Yes	K.C.S.R. and K.M. Act.
100	Gadag—Betgeri	..	Yes	No	Yes	K.M. Act
101	Naragund	..	Yes	No	Yes	K.M. Act;
102	Shirahatti	..	No	No	No	K.M. Act
103	Lakshmeshwar	..	Pension only;	No	No	K.M. Act
104	Savanur	..	Yes	No	No	K.M. Act
105	Shiggon	..	Yes	No	No	K.M. Act
106	Hirekerur	..	Information not furnished	..	..	..
107	Mulgund	..	No	No	No	K.C.S.R.
108	Kundagol	..	No	No	No	K.M. Act

1	2		2	4	5	6
109	Kalghatgi	..	No	No	No	
110	Ron	..	No	No	No	K.M. Act
111	Gajendragad	..	No	No	No	
112	Ranibennur	..	Yes	No	Yes	K.C.S.R.
113	Haveri	..	No	No	No	K.M. Act
114	Byadgi	..	Part time workers hence no service rules cover them.			
115	Alnavar	..	Yes	No	No	K.C.S.R.
116	Mundargi	..	No	No	No	Mysore Panchayath Rules
117	Hanagal	..	No	No	No	
118	Annigeri	..	No	No	No	K.M. Act;
119	Nargal	..	No	No	No	K.M. Act
120	Navalgund	..	Pension only	No	No	Industrial Disputes Act.
121	Gulbarga	..	Yes	No	No	K.M. Act
122	Gurmitkal	..	Yes	No	No	K.M. Act
123	Shahapur	..	Yes	No	No	K.C.S.R.
124	Shahabad	..	Yes	No	No	K.M. Act
125	Chincholi	..	Yes	No	No	K.M. Act
126	Sedam	..	Yes	No	No	K.M. Act
127	Chitapur	..	Yes	No	No	Hyderabad C.S. Rules
128	Shorapur	..	Yes	No	No	K.M. Act
129	Alland	..	Yes	No	No	K.M. Act
130	Yadgir	..	Yes	No	Yes	K.C.S.R.
131	Hassan	..	Gratuity only	No	No	K.M. Act
132	Arsikere	..	Yes	No	No	K.M. Act
133	Holenarsipura	..	No	No	No	K.M. Act
134	Arkalgud	..	Pension only	Yes	No	K.C.S.R.
135	Channarayapatna	..	Yes	No	No	K.M. Act
136	Belur	..	Yes	No	No	K.C.S.R.
137	Banavar	..	No	No	Yes	K.M. Act
138	Konanur	..	No	No	No	K.C.S.R.
139	Sravanabelgola	..	No	No	No	K.M. Act
140	Alur	..	No	No	No	K.M. Act
141	Sakleshapura	..	No	No	No	K.M. Act
142	Kolar	..	Yes	No	Yes	K.C.S.R.
143	Chikkaballapur	..	Gratuity only	No	No	K.C.S.R.
144	Bangarpet	..	No	No	No	Industrial Disputes Act.
145	Malur	..	Yes	No	No	K.C.S.R.
146	Gowribidanur	..	No	No	No	K.M. Act

1	2	3	4	5	6
147	Srinivasapur ..	Yes	No	No	K.M. Act
148	Gudibanda ..	Gratuity only	Yes	No	K.M. Act
149	Manchenahalli ..	Gratuity only	No	No	K.M. Act
150	Bagepalli ..	Gratuity only	No	No	K.M. Act
151	Chintamani ..	Yes	No	No	K.M. Act
152	K.G.F. (Robertsonpet) ..	Yes	No	Yes	K.C.S.R.
153	Sidlaghatta ..	Yes	No	No	Industri putes
154	Mulbagal ..	No	No	No	Industri putes
155	Mysore ..	Gratuity only	No	Yes	K.M. Act
156	Nanjangudu ..	No	No	No	
157	Hunsur ..				
158	K. R. Nagar ..	Yes	No	No	K.C.S.R.
159	Gundlupet ..	Yes	No	No	K.M. Act
160	Bannur ..	Yes	No	No	K.C.S.R.
161	T. Narasipura ..	Yes	No	No	K.M. Act
162	Periyapattana ..	Yes	No	No	K.C.S.R.
163	Yelandur ..	Yes	No	No	K.M. Act
164	Sargur ..	Yes	No	Yes	K.M. Act
165	Heggadadevanakote ..	Yes	No	No	K.M. Act
166	Kollegala ..	Yes	No	No	K.M. Act
167	Chamarajanagara ..	Gratuity only	No	No	
168	Mandya ..				
169	Malavalli ..	Yes	No	No	K.M. Act
170	Srirangapatna ..	Yes	No	No	
171	Krishnarajapet ..	Gratuity only	No	No	K.M. Act
172	Nagamangala ..	No	No	No	K.M. Act
173	Pandavapura ..	Gratuity only	No	No	K.M. Act
174	Belakavadi ..	Information not furnished			
175	Bellur ..	Yes	No	Yes	K.M. Act
176	Melkote ..	No	No	No	K.C.S.R.
177	Maddur ..	No	No	No	K.M. Act
178	Karwar ..	Yes	No	No	K.M. Act
179	Kumta ..	Yes	No	Yes	K.M. Act
180	Bhatkal ..	Yes	No	No	K.M. Act
181	Honnavar ..	Information not furnished			
182	Haliyal ..	Yes	No	Yes	K.C.S.R.
183	Dandeli ..	No	No	No	K.C.S.R.
184	Siddapur ..	No	No	Yes	K.M. Act
185	Ankola ..	Pension only	No	No	K.M. Act
186	Mundgod ..	Gratuity only	No	No	K.M. Act
187	Sirsi ..	Yes	No	No	K.M. Act
188	Raichur ..	Yes	No	Yes	K.M. Act
189	Deodurg ..	Yes	No	No	K.M. Act
190	Koppal ..	Yes	No	No	K.M. Act
191	Gangavathi ..	No	No	No	
192	Lingsugur ..	Pension only	No	No	K.M. Act

1	2	3	4	5	6
193	Mudagal ..	Yes	No	No	K.C.S.R.
194	Sindhnur ..	Yes	No	No	K.M. Act
195	Khustagi ..	Yes	No	No	K.M. Act
196	Yelaburga ..	No	No	No	..
197	Shimoga ..	No	No	Yes	K.M. Act
198	Bhadravathi (N A) ..	Yes	No	Yes	K.C.S.R.
199	Bhadravathi (Old Town)..	Yes	No	No	..
200	Channagiri ..	Gratuity only	No	No	K.C.S.R.
201	Teerthahalli ..	Gratuity only	No	No	K.M. Act;
202	Honnali ..	No	No	No	K.M. Act
203	Shiralakoppa ..	No	No	No	K.M. Act
204	Nyamathi ..	Gratuity only	...	..	K.M. Act
205	Kumsi ..	Information not furnished	..	..	..
206	Hosanagara ..	Information not furnished	..	..	..
207	Shikaripura ..	No	No	No	K.M. Act
208	Soraba ..	Gratuity	No	Yes	K.C.S.R.
209	Sagara ..	Gratuity only	No	No	..
210	Mangalore ..	Yes	No	Yes	Public Health Regulations and K.M. Act
211	Coondapura ..	No	No	No	K.M. Act
212	Puttur ..	Yes	No	No	K.M. Act
213	Karkala ..	Yes	No	No	K.M. Act
214	Mulki ..	Yes	No	No	K.C.S.R.
215	Tumkur ..	Gratuity only	No	No	K.M. Act
216	Sira ..	Yes	No	No	K.M. Act
217	Tiptur ..	Yes	..	..	..
218	Kunigal ..	Gratuity only	No	No	K.M. Act
219	Chikkanaikanahalli ..	Gratuity only	No	No	K.M. Act
220	Gubbi ..	Gratuity only	No	Yes	..
221	Madhugiri ..	Yes	No	No	K.M. Act
222	Pavagada ..	Yes	No	No	K.M. Act
223	Turuvkere ..	No	No	No	K.M. Act
224	Koratagere ..	Gratuity only	No	No	K.M. Act
225	Y. N. Hosakote ..	Gratuity only	No	No	K.C.S.R.

STATEMENT SHOWING HOUSING BENEFITS EXTENDED TO POURAKARMIKS IN THE MUNICIPALITIES

Sl. No.	Local Body	Total Number of Pourakarmiks Employed	Quarters: Free or Rented	Grant of House Sites: Free or nominal rate	Have Loans granted to construct houses	No. of Co-operative Societies, if promoted for Pourakarmik
1	2	3	4	5	6	7
1	Bangalore ..	4,525	80 Quarters..Rented at Rs. 10.	....	Will grant on request.	3
2	Channapatna ..	61	....	40 Sites only allotted Free of Cost.	..	..
3	Doddaballapur ..	56	....	Free Sites allotted	..	..
4	Kanakapura ..	35	Free Quarters	....	..	..
5	Devanahalli ..	17	....	Sites given	..	..
6	Ramanagaram ..	34	....	....	..	..
7	Anekal ..	20	....	Free sites given	Utilised Social Welfare grants.	..
8	Magadi ..	20	....	....	..	..
9	Hosakote ..	15	....	Free sites given	..	..
10	Yelaharka ..	..	....	....	..	..
11	Nelamangala ..	14	....	....	..	..
12	Thyamagondlu ..	8	....	Free sites given	Loans sanctioned	..
13	Vijayapura ..	13	14 Quarters..Rent free	No sites given	..	..
14	Sarjapura ..	6	....	....	..	..
15	H.A.L. ..	28	Rent free quarters	....	..	..
16	Belgaum ..	241	82..Rent free quarters	....	..	..
17	Nippani ..	49	Free quarters to 6	....	..	..
18	Gokak ..	62	10..Rent free quarters	....	..	2
19	Bailhongal ..	37	8—Rent free	....	..	..
20	Konnur ..	13	....	....	..	1
21	Mudalagi ..	13	....	....	..	..
22	Khanapur ..	3	....	....	..	..
23	Sankeshwar ..	40	....	....	..	..
24	Raibag ..	6	....	....	..	..
25	Sadalga ..	7	....	....	..	..
26	Kudachi ..	..	....	....	..	..
27	Hukkeri ..	13	....	....	..	..
28	Chikkodi ..	23	8..Rent free	Free sites given	..	..
29	Ramdurg ..	19	....	....	..	..
30	Saundatti—Yellamma	26	4..Rent free	....	..	1
31	Athani ..	39	10 Quarters	Sites given free	..	..
32	Bijapur ..	146	56—Rent free	Sites given	Yes	1
33	Ilkal ..	50	50—Rent free	....	..	1
34	Bagalkote ..	132	18—Rented	....		1
35	Gadgudda ..	42	14—Rented	2 sites given	..	..

1	2	3	4	5	6	7
36	Hunagund ..	16	....	....	..	..
37	Badami ..	17	....	....	..	..
38	Muddebihal ..	..	....	....	..	
39	Talikote ..	..	....	....	..	..
40	Basavan—Bagewadi ..	..	....	....	..	..
41	Kamatagi ..	..	....	....	..	..
42	Indi ..	9	....	....	..	..
43	Kerur ..	12	....	....	..	..
44	Rabakavi—Banahatti	32	....	....	..	
45	Jamakhandi ..	56	....	....	..	
46	Mudhol ..	20	1—Rent free	....	..	..
47	Mahalingapura ..	25	1—Rent free	....	..	..
48	Terdal ..	11	....	..	..	..
49	Sindagi ..	6	....	....	..	..
50	Bilgi ..	8	....	....	..	..
51	Bidar ..	108	....	....	..	..
52	Chitaguppa ..	14	....	....	..	..
53	Bhalki ..	12	....	....	..	..
54	Humnabad ..	20	....	....	..	..
55	Basavakalyan ..	28	....	....	..	..
56	Aurad ..	..	....	....	..	..
57	Bellary ..	453	52 Twin quarters—Rent free.	....	..	..

58	Hospet ..	176	....	Free sites	..	..
59	Siraguppa ..	26	....	....	..	..
60	Takkalkote ..	8	2 Twin quarters Rent free	....	..	..
61	Sandur ..	13	4 quarters—Rent free	....	..	..
62	Amaravathi ..	..	....	....	..	..
63	Harapanahalli ..	22	....	....	..	..
64	H. Hadagali ..	9	....	....	..	..
65	Kottur ..	10	9—(Under construction)	....	..	..
66	Kudligi ..	12	....	....	..	..
67	Kamalapura ..	16	12—Under construction	....	..	..
68	Chitradurga ..	115	....	....	..	..
69	Harihar ..	41	9 (4 Rented)	....	..	..
70	Chalakere ..	33	3—Rent free	Yes—given to 10	..	..
71	Hosadurga ..	..	....	....	..	..
72	Jagalur ..	15	....	Yes—Free	..	..
73	Molakalmuru ..	10	....	Yes	..	..
74	Turuvanur ..	4	....	Yes	..	..
75	Hiriyur ..	32	....	Yes—Upset price	..	..
76	Mayakonda ..	..	....	....	..	..
77	Naikanahatti ..	4	....	....	..	..
78	Holalkere ..	13	....	Yes	..	..
79	Davanagere ..	356	....	Sites to given 40%	..	..
80	Chikmagalur ..	103	56—Rent free	....	..	..
81	Tarikere ..	48	28—Rent free	....	..	..
82	Ajjampur ..	13	....	Yes	..	..

1	2	3	4	5	6
83	Birur ..	..	....	....	..
84	Kadur ..	25	....	....	..
85	Narasimharajapura	11	....	....	..
86	Mudigere ..	14	4 Twin quarters—Rent free.	Yes Yes	.. ..
87	Koppa ..	9	12—Rent free	....	..
88	Sringeri ..	10	....	....	..
89	Hebbale ..	..	....	....	..
90	Kushalanagar ..	11	....	....	..
91	Gonikoppa ..	5	5—Rent free	....	..
92	Ponnampet ..	4	3—Rent free	....	..
93	Suntikoppa ..	4	....	Yes—free	..
94	Kodlipet ..	5	....	Yes to 3 workers	..
95	Sanivarsanthe ...	4	3 Rent free	....	..
96	Mercara ..	31	13—Rent free	....	..
97	Virajpet ..	16	14—Rent free	Yes—8	..
98	Somwarpet ..	15	Rent free	....	..
99	Hubli—Dharwar ..	862	342—Rent free/Own	....	..
100	Gadag—Betgeri ..	312	39—Rent free	....	..
101	Nargund ..	35	2—Rent free	....	..
102	Shirahatti ..	8	....	....	..
103	Lakshmeshwar ..	21	....	....	..
104	Savanur ..	31	2—Rent free	....	..

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105	Shiggon ..	8	....	Yes	..	
106	Hirekerur ..	..	....	....	..	
107	Mulgund ..	8	....	....	..	
108	Kundgol ..	14	....	....	..	
109	Khalghatgi ..	16	....	....	..	
110	Ron ..	19	....	....	..	
111	Gajendragad ..	20	2—Rent free	....	..	
112	Ranibennur ..	67	....	....	..	
113	Haveri ..	81	6—Rent free	....	..	
114	Byadi ..	20	....	....	..	
115	Alnavar ..	13	10—Rent free	....	..	1
116	Mundargi ..	23	....	....	..	
117	Hanagal ..	12	....	....	..	
118	Annigeri ..	14	....	Yes	..	
119	Naregal ..	8	....	....	..	
120	Navalgund ..	31	....	....	..	
121	Gulbarga ..	290	....	....	..	
122	Gurmitkal ..	8	....	Yes	..	
123	Shahapur ..	21	....	....	..	
124	Shahabad ..	30	....	....	..	
125	Chincholi ..	11	....	....	..	
126	Sedam ..	19	....	Yes	..	
127	Chitapur ..	20	....	....	..	
128	Shorapur ..	22	....	....	..	
129	Alland ..	24	....	....	..	

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1	2	3	4	5	6	7
130	Yadgir ..	56	....	....	..	..
131	Hassan ..	85	18 Twin quarters—Rent free.	....	..	..
132	Arsikere ..	60	4 quarters—Rent free	....	..	..
133	Holenarsipur ..	24	10 quarters—Rent free	Yes	..	..
134	Arkalgud ..	14	4 quarters—Rent free	Yes	..	..
135	Channarayapatna ..	23	....	....	..	..
136	Belur ..	21	6 Twin quarters—Rent free.	Yes	..	..
137	Banavar ..	5	....	....	..	..
138	Konanur ..	12	2 quarters—Rent free	....	..	..
139	Sravanabelagola ..	6	....	....	..	..
140	Alur ..	5	....	....	..	..
141	Sakleshpur ..	21	17 quarters—Rent free	....	..	..
142	Kolar ..	51	39 quarters	....	..	..
143	Chikballapur ..	45	....	Yes	Yes	..
144	Bangarpet ..	23	14—Rent free	Yes	..	..
145	Malur ..	15	....	....	..	..
146	Gowribidanur ..	21	12—Rent free	....	..	..
147	Srinivasapur ..	13	Yes—Rent free	....	Yes	..
148	Gudibanda ..	7	....	....	..	..
149	Manchanahalli ..	8	....	Yes	..	..
150	Bagepalli ..	7	3—Rent free	Yes	..	..
151	Chintamani ..	32	....	....	..	..
152	K.G.F. (Robertsonpet).	139	69—Rent free	....	..	..
153	Sidlaghatta ..	20	....	....	..	..
154	Mulbagal ..	23	5—Rent free	....	..	..
155	Mysore ..	845	551—Rented	....	..	..
156	Nanjangud ..	64	56—Rent free	....	..	..
157	Hunsur ..	30	....	....	..	..
158	K.R. Nagar ..	29	....	....	..	..
159	Gundlupet ..	26	26—Rent free	Yes	..	..
160	Bannur ..	18	10—Rent free	Yes	..	..
161	T. Narsipur ..	23	Rent free quarters	Yes	Yes	..
162	Periyapatna ..	12	....	....	..	..
163	Yelandur ..	8	....	....	..	..
164	Sargur ..	12	12—Rent free	Yes	..	..
165	Heggadadevanakote	6	6—Rent free	Yes	..	..
166	Kollegal ..	51	....	....	..	..
167	Chamarajanagar ..	37	17—Rent free	Yes	..	..
168	Mandya ..	136	....	....	..	..
169	Malavalli ..	32	10—Rent free	....	..	..
170	Srirangapatna ..	30	....	....	..	..
171	Krishnarajapet ..	14	Rent free quarters	....	..	..
172	Nagamangala ..	16	10—Rent free	....	..	..
173	Pandavapura ..	25	6 Twin quarters—Rent free.	....	..	..

1	2	3	4	5	6
174	Belakavadi ..	..			
175	B lur ..	8	8—Rent free	....	..
176	Melkote ..	5	4—Rent free	....	..
177	Maddur ..	23	10—Rent free	Yes	..
178	Karwar ..	28	28—Rent free	....	..
179	Kumta ..	18	1—Rented	....	..
180	Bhalki ..	18	Rent free quarters	....	..
181	Honnavar ..		....	....	..
182	Haliyal ..	24	3—Rent free	....	..
183	Dandeli ..	31	R nt free quarters	....	..
184	Siddapur ..	14	6—Rent free	....	..
185	Ankola ..	3	3—Rent free	....	..
186	Mundagod ..	7	6—Rent free	....	..
187	Sirsi ..	77	8—R nt free	....	..
188	Raichur ..	192	40—Rent free	....	..
189	Dodurg ..	15	....	....	..
190	Koppal ..	47	....	....	..
191	Gangavathi ..	72	....	Yes	..
192	Lingasugur ..	14	....	....	..
193	Mudagal ..	10	....	....	..
194	Sindhnur ..	23	....	....	..
195	Kushtagi ..	18	....	Yes	..
196	Yelaburga ..	5	....	....	..
197	Shivamogga ..	414	....	....	..
198	Bhadravathi (Notified Area).	17	....	....	..
199	Channagiri ..	12	....	Yes	..
200	Teerthahalli ..	13	10—Rent free	....	..
201	Honnali ..	17	....	....	..
202	Nyamati ..	11	....	Yes—Free	..
203	Shiralakoppa ..	15	....	....	..
204	Kumsi ..	..	....	....	..
205	Hosanagar ..	..	....	....	..
206	Shikaripur ..	26	....	....	..
207	Soraba ..	10	8—Rent free	....	..
208	Sagara ..	..	24—Rent free	Yes	..
209	Bhadravathi (Old Town).	60	16—Rent free	....	..
210	Mangalore ..	87	14—Rent free	....	..
211	Coondapur ..	20	....	....	..
212	Puttur ..	15	....	....	..
213	Karkala ..	13	....	....	..
214	Mulki ..	5	....	....	..
215	Tumkur ..	131	....	....	..
216	Sira ..	32	15—Rent free	....	..
217	Tiptur ..	45	10—Rent free	....	..
218	Kunigal ..	21	....	Yes	..
219	Chikkanaikanahalli	28	....	....	..

1	2		3	4	5	6	7
220	Gubbi	..	16	....	Yes	..	..
221	Madhugiri	..	29	....	....	..	..
222	Pavagada	..	16	....	Yes	..	..
223	Thruvekere	..	19	....	....	..	..
224	Koratagere	..	14	....	....	..	..
225	Y. N. Hosakote	..	8	....	....	..	..

Statement showing Details of Children of Pourakarmiks

Sl. No.	*Local Body*	*No. of Pourakarmiks*	*Children*			*School Attending Children*			*No. of Graduates from the community of Pourakarmiks*
			Boys	*Girls*	*Total*	*Boys*	*Girls*	*Total*	
1	2	3	4	5	6	7	8	9	10
1.	*Bangalore* ..	4,525	5,587	4,868	10,455	1,823	1,030	2,853	9
2.	Channapatna ..	61	83	75	158	8	4	12	..
3.	Doddaballapura ..	56	59	52	111	19	17	36	..
4.	Kanakapura ..	35	42	49	91	4	2	6	..
5.	Devanahalli ..	17	22	21	43	10	7	17	..
6.	Ramanagaram ..	34	20	16	36	6	6	12	..
7.	Anekal ..	20	..	..	..	..	..	..	..
8.	Magadi ..	20	..	..	..	..	..	..	..
9.	Hosakote ..	15	8	5	13	4	1	5	..
10.	Yelahanka ..	..	..	..	..	..	..	..	..
11.	Nelamangala ..	14	20	10	30	5	1	6	..
12.	Thyamagondlu ..	8	11	9	20	2	1	3	..
13.	Vijayapura ..	13	15	22	37	..	..	..	..
14.	Sarjapura ..	6	2	2	4	2	1	3	..

1	2	3	4	5	6	7	8	9	10
15.	H.A.L. (S.B.) ..	28	30	30	60	8	11	19	1
16.	Belguam ..	241	..	..	..	..	..	..	..
17.	Nippani ..	49	89	61	150	18	15	33	2
18.	Gokak ..	62	87	42	129	34	..	34	..
19.	Bail Hongal ..	37	78	66	144	29	5	34	1
20.	Konnur ..	13	..	..	..	..	..	..	..
21.	Mudalagi ..	13	21	11	32	1	..	1	..
22.	Khanapura ..	3	4	2	6	..	..	..	..
23.	Sankeshwara ..	40	42	49	91	19	8	27	..
24.	Raibag ..	6	..	..	..	..	..	..	..
25.	Sadalga ..	7	..	..	..	..	..	..	..
26.	Kudachi ..	..	10	5	15	2	1	3	..
27.	Hukkeri ..	13	..	..	..	..	..	..	..
28.	Chikkodi ..	23	43	34	77	18	8	26	..
29.	Ramdurg ..	19	28	29	57	1	2	3	..
30.	Saundatti-Yellamma	26	45	37	82	15	6	21	1
31.	Athni ..	39	98	64	162	65	37	102	..
32.	Bijapur ..	146	210	240	450	40	30	70	2
33.	Ilkal ..	50	..	..	..	..	..	..	..
34.	Bagalkote ..	132	160	169	329	52	8	60	5
35.	Guledgudda ..	42	42	32	74	12	4	16	..
36.	Hungund ..	16	..	..	..	..	..	..	..
37.	Badami ..	17	24	21	45	11	5	16	..
38.	Muddebihal ..	..	..	..	..	..	..	..	..
39.	Talikote ..	..	..	..	..	..	..	..	..
40.	Basavan Bagewadi ..	..	..	..	..	..	..	..	..
41.	Kolhapur ..	..	..	..	..	..	..	..	..
42.	Indi ..	9	..	..	..	..	..	..	..
43.	Kerur ..	12	..	..	..	..	..	..	..
44.	Rabakavi Banahatti ..	32	..	..	..	..	..	..	..
45.	Jamakhandi ..	56	..	..	..	..	..	..	..
46.	Mudhol ..	20	30	36	66	22	8	30	..
47.	Mahalingapura ..	25	44	34	78	6	4	10	..
48.	Terdal ..	11	23	23	46	5	3	8	..
49.	Sindagi ..	6	12	14	26	2	1	3	..
50.	Bilgi ..	8	..	..	..	..	..	..	..
51.	*Bidar* ..	108	129	108	237	46	29	75	..
52.	Chitaguppa ..	14	11	19	30	7	18	25	..
53.	Bhalki ..	12	..	..	..	..	..	..	..
54.	Humnabad ..	20	32	40	72	8	2	10	..
55.	Basava Kalyan ..	28	..	..	..	..	..	..	..
56.	Autrad ..	..	..	..	..	..	..	..	..
57.	*Bellary* ..	453	..	..	..	..	..	..	..
58.	Hospet ..	176	..	..	..	..	..	..	..
59.	Siraguppa ..	26	30	14	44	2	1	3	..
60.	Takkalkote ..	8	1	5	6	..	..	..	..
61.	Sandur ..	13	14	10	24	7	6	13	..
62.	Amaravathi ..	..	..	..	..	..	..	..	..

1	2		3	4	5	6	7	8	9	10
63.	Harapanahalli	..	22	..	..	..	..	..	..	..
64.	H. Hadagali	..	9	8	10	18	1	3	4	..
65.	Kottur	..	10	..	..	..	..	..	..	..
66.	Kudligi	..	12	10	14	24	2	2	4	..
67.	Kamalapura	..	16	15	20	35	..	..	..	..
68.	*Chitradurga*	..	115	..	..	..	..	..	..	..
69.	Harihar	..	41	78	81	159	54	22	76	..
70.	Challakere	..	33	60	43	103	15	6	21	..
71.	Hosadurga	..	..	..	..	..	..	..	..	..
72.	Jagalur	..	15	14	9	23	13	2	15	..
73.	Molakalmuru	..	10	16	20	36	3	3	6	..
74.	Thuruvanur	..	4	4	6	10	2	1	3	..
75.	Hiriyur	..	32	38	31	69	25	5	30	..
76.	Mayakonda	..	..	..	..	..	..	..	..	..
77.	Naikanahatti	..	4	8	10	18	8	10	18	..
78.	Holalkere	..	13	40	30	70	12	18	30	..
79.	Davanagere	..	356	732	718	1,450	296	189	485	..
80.	*Chikmagalur*	..	103	218	214	432	46	14	60	..
81.	Tarikere	..	48	91	72	163	14	2	16	..
82.	Ajjampura	..	13	31	21	52	6	4	10	..
83.	Birur	..	..	..	..	..	..	..	..	..
84.	Kadur	..	25	30	38	68	..	..	..	..
85.	Narasimharajapur	..	11	15	14	29	1	1	2	..
86.	Mudigere	..	14	18	30	48	5	9	14	..
87.	Koppa	..	9	13	6	19	8	3	11	..
88.	Sringeri	..	..	..	..	..	..	..	..	..
89.	Mercara	..	31	16	12	28	7	10	17	..
90.	Hebbale	..	..	..	..	..	..	..	..	..
91.	Kushalanagar	..	11	11	4	15	2	..	2	4
92.	Gonikoppa	..	5	6	1	7	..	..	..	..
93.	Ponnampet	..	4	4	5	9	..	..	..	..
94.	Suntikoppa	..	4	..	..	..	..	..	..	..
95.	Kodlipet	..	5	8	7	15	3	4	7	..
96.	Sanivarasanthe	..	4	1	3	4	..	..	..	..
97.	Virajapet	..	16	38	16	54	8	2	10	..
98.	Somwarpet	..	15	18	16	34	8	4	12	..
99.	*Hubli-Dharwar*	..	862	871	782	1,653	225	101	326	3
100.	Gadag-Betgeri	..	312	..	..	..	..	..	..	..
101.	Nargund	..	35	57	48	105	13	5	18	1
102.	Sirahatti	..	8	14	12	26	5	4	9	..
103.	Lakshmeswar	..	21	40	20	60	4	1	5	..
104.	Savanur	..	31	41	30	71	16	6	22	..
105.	Shiggaon	..	8	4	2	6	1	1	2	..
106.	Hirekerur	..	..	..	..	..	..	..	..	..
107.	Mulgund	..	8	..	..	..	..	..	..	..
108.	Kundgol	..	14	..	..	..	..	..	..	..
109.	Kalghatgi	..	16	18	10	28	2	2	4	..
110.	Ron	..	19	..	..	..	..	..	..	..

1	2	3	4	5	6	7	8	9	10
111.	Gajendragad ..	20	22	27	49	4	2	6	..
112.	Ranibennur ..	67	..	..	..	..	..	..	..
113.	Haveri ..	81	75	67	142	5	..	5	1
114.	Byadgi ..	20	33	35	68	2	..	2	..
115.	Alnavar ..	18	13	7	20	9	7	16	..
116.	Mundargi ..	23	..	..	..	..	..	..	..
117.	Hanagal ..	12	19	12	31	8	3	11	..
118.	Anrigeri ..	14	..	..	..	..	..	..	..
119.	Naregal ..	8	4	4	8	2	2	4	..
120.	Navalgund ..	31	..	..	..	..	..	..	..
121.	*Gulbarga* ..	290	..	..	..	..	..	..	..
122.	Gurmitkal ..	8	15	11	26	1	1	2	..
123.	Shahapur ..	21	21	25	46	4	2	6	..
124.	Shahabad ..	30	50	37	87	38	36	74	..
125.	Chincholi ..	11	..	..	..	..	..	..	..
126.	Sedam ..	19	25	20	45	5	1	6	1
127.	Chitapur ..	20	27	22	49	5	..	5	..
128.	Shorapura ..	22	27	16	43	5	2	7	1
129.	Aland ..	24	32	38	70	22	28	50	..
130.	Yadgir ..	53	109	119	228	82	38	120	..
131.	*Hassan* ..	85	100	87	187	27	21	48	..
132.	Arsikere ..	60	71	63	134	28	46	74	..
133.	Holenarsipura ..	24	29	36	65	..	..	..	..

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134.	Arkalgud ..	14	6	17	23	1	5	6	..
135.	Channarayapattana ..	23	..	..	..	..	..	..	..
136.	Belur ..	21	16	26	42	10	14	24	..
137.	Banavar ..	5	18	26	44	10	16	26	..
138.	Konanur ..	12	12	8	20	2	..	2	..
139.	Sravanabelgola ..	6	4	3	7	..	..	..	..
140.	Alur ..	5	13	4	17	6	..	6	..
141.	Sakaleshpura ..	21	30	15	45	1	3	4	..
142.	*Kolar* ..	51	180	172	352	104	72	176	..
143.	Chikballapura ..	45	52	49	101	18	5	23	1
144.	Bangarpet ..	23	90	110	200	18	22	40	..
145.	Malur ..	15	18	16	34	2	3	5	..
146.	Gowribidnur ..	21	36	39	75	7	4	11	1
147.	Srinivasapura ..	13	19	16	35	6	4	10	..
148.	Manchenahalli ..	8	..	..	..	..	..	..	..
149.	Gudibanda ..	7	21	10	31	5	1	6	..
150.	Bagepalli ..	7	6	4	10	2	..	2	..
151.	Chintamani ..	32	68	94	162	24	38	62	..
152.	K.G.F.(Robertsonpet)	139	410	340	750	12	5	17	..
153.	Sidlaghatta ..	20	26	10	36	5	3	8	..
154.	Mulbagal ..	23	43	61	104	10	6	16	..
155.	*Mysore* ..	845	1,272	1,055	2,327	184	100	284	1
156.	Nanjangud ..	64	98	117	215	11	14	25	..
157.	*Hunsur* ..	30	..	..	..	..	..	..	..
158.	K.R.Nagar ..	29	45	25	70	..	..	..	..

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1	2	3	4	5	6	7	8	9	10
159.	Gundlupet ..	26	38	39	77	2	1	3	..
160.	*Bannur* ..	18	17	14	31	13	9	22	..
161.	T.Narsipur ..	23	60	32	92	8	2	10	..
162.	Periyapatna ..	12	18	22	40	6	..	6	..
163.	Yelandur ..	8	..	..	..	..	..	..	..
164.	*Sargur* ..	12	19	13	32	3	..	3	..
165.	Heggada Devankote	6	14	14	28	13	9	22	..
166.	Kollegal ..	51	53	88	141	18	7	15	..
167.	Chamarajanagar ..	..	90	60	150	10	5	15	..
168.	*Mandya* ..	136	..	..	..	..	..	..	..
169.	Malavalli ..	32	44	54	98	5	7	12	..
170.	Srirangapatna ..	30	..	..	..	..	..	..	..
171.	Krishnarajapet ..	14	17	16	33	4	3	7	..
172.	Nagamangala ..	16	24	24	48	..	..	..	..
173.	Pandavapura ..	25	35	40	75	5	..	5	..
174.	Belakavadi ..	..	..	..	..	..	..	..	..
175.	Bellur ..	8	9	5	14	8	2	10	..
176.	Melkote ..	5	13	1	14	..	..	..	..
177.	Maddur ..	23	..	..	..	..	..	..	..
178.	**Karwar** ..	28	33	31	64	14	8	22	..
179.	Kumta ..	18	9	14	23	3	7	10	..
180.	Bhatkal ..	18	25	28	53	9	3	12	..
181.	Honnavar ..	..	..	..	..	..	..	..	..
182	Haliyal ..	24	30	34	64	11	9	20	..
183	Dandeli ..	31	33	26	59	18	7	25	..
184	Siddapura ..	14	17	15	32	..	4	4	..
185	Ankola ..	3	4	2	6	3	..	3	..
186	Mundagod ..	7	3	3	6	..	..	..	..
187	Sirsi ..	77	47	39	86	4	4	8	..
188	**Raichur** ..	192	258	232	490	49	10	59	2
189	Deodurg ..	15	..	..	..	..	..	..	..
190	Koppal ..	47	68	49	117	11	10	21	..
191	Gangavathi ..	72	..	..	..	..	..	..	..
192	Lingasugur ..	14	5	3	8	2	1	3	..
193	Mudagal ..	10	6	12	18	2	1	3	..
194	Sindhanur ..	23	14	9	23	4	..	4	..
195	Khustagi ..	18	..	..	..	..	..	..	..
196	Yalaburga ..	5	1	7	8	..	..	..	..
197	Shimoga ..	414	850	650	1,500	175	125	300	2
198	Bhadravathi (N.A.) ..	17	37	25	62	6	2	8	..
199	Bhadravathi (O.T.) ..	60	89	73	162	51	56	107	..
200	Channagiri ..	12	16	20	36	..	..	..	..
201	Tirthahalli ..	18	27	34	61	5	4	9	..
202	Honnali ..	17	..	..	..	..	..	..	..
203	Nyamati ..	11	..	..	..	..	..	..	..
204	Shiralakoppa ..	15	14	21	35	4	3	7	..
205	Kumsi ..	..	..	..	..	..	..	..	..
206	Hosanagar ..	..	..	..	..	..	..	..	..

1	2	3	4	5	6	7	8	9
207	Shikaripur	..	26	43	56	93	8	14	22
208	Sorab	..	10	19	16	35	..	..	..
209	Sagar	..	..	39	44	83	3	2	5
210	**Mangalore**	..	87	177	172	349	76	72	148
211	Coondapur	..	20	20	24	44	7	7	14
212	Puttur	..	15	24	32	56	4	6	10
213	Karkala	..	13	17	17	34	10	5	15
214	Mulki	..	5	11	9	20	3	2	5
215	**Tumkur**	..	131	221	134	355	43	34	77
216	Sira	..	32	..	..	..	..	..	..
217	Tiptur	..	45	65	71	136	11	9	20
218	Kunigal	..	21	35	40	75	25	20	45
219	Chikkanaikanahalli	..	28	42	70	112	36	40	76
220	Gubbi	..	16	23	22	45	8	9	17
221	Madhugiri	..	29	47	40	87	20	10	30
222	Pavagada	..	16	26	22	48	6	6	12
223	Turuvekere	..	19	21	27	48	4	1	5
224	Koratagere	..	14	16	20	36	3	5	8
225	Y. N. Hosakote	..	8	19	13	32	12	8	20

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ERRATUM

Page	*Line*	*For*	*Read*
16	5	ime	time
16	5	limi	limit
16	5	compleing	completing
19	22	som	some
20	12	employes	employees
25	4	srvice	service
45	21	segerates	segregated
52	6	(Appended in Part Six)	(Appended in Part Nine)
97	7	injusticies	injustices
97	10	condine	condign
97	29	mannure	manure
98	31	scarping	scraping
101	26	District	Districts
102	14	farmer	former
102	35	servicing	serving
103	1	provided alternate	provided with alternate
103	2	remunarative	remunerative
103	23	complined	complained
103	23	kind	kinds
103	28	contonment	cantonment
105	8	into question	into the question
105	9	prevelance	prevelence
105	11	erradicate	eradicate
105	22	practiced	practised
105	35	practice	practise
106	22	not only allowed	not only not allowed
107	24	burry	bury
108	8	suger	suffer
108	30	contravence	contravention
111	13	agairs	affairs

Page	Line	For	Read
111	13	mos	most
111	22	weherver	wherever
112	18	Bodie,s	Bodies
112	19	dispenced	dispensed
114	20	which	whom
115	16	have	has
116	3	65,00	68,000
116	19	pepole	people
116	30	burry	bury
117	17	seperately	separately
118	31	especialy	especially
118	35	utomost	utmost
119	11	ut forth	put forth
119	17	edmist	amidst
119	34	annuals	anuals
120	9	chalo	chala
121	21	deprived all	deprived of all
121	31	orders yet	orders are yet
121	35	this brought	this was brought
123	3	arrangement still	arrangement is still
123	9	Pourakarmiks are	Pourakarmiks have
128	18	only of because of	only because of
129	32	place provided	place is provided
131	4	place	places
132	10	stag	staff
132	20	sperad	spread
132	27	Thirthy	Thirty
133	15	pledged	fledged
133	32	importace	importance
134	10	employees	employee
134	12	wroker	worker
134	20	then	when
134	37	contonment	cantonment

Page	Line	For	Read
135	7	contonment	cantonment
135	23	pledged	fledged
139	1	Neraly	Nearly
139	32	depend	depends
140	17	satisfication	satisfaction
140	24	of Food	for Food
140	30	hafe	have
143	37	unemployment	employment
144	4	human	inhuman
144	16	education the	education of the
144	18	and the Services	and making the services
147	4	Carrying night	carrying of night
147	27	off	of
148	1	advert	advent
155	15	convertion	conversion
156	25	contact	connect
159	2	construction	Constitution
160	11	Harijans	Harijan
161	9	a reasons desire	areas
163	11	wide	wire
164	10	cafetarias	cafeterias
164	11	names	name
164	11 & 12	conductive	conducive
168	33	adhere	adhered
169	15	basis	bastis
169	28	the	they
170	24	evining	evening
173	5	to be labour	to labour
178	16	This	The
178	17	using	issuing
180	28	is	in
196	4	nickers	Knickker
196	23	manhole	manholes

Page	*Line*	*For*	*Read*
196	25	extend	extended
213	16	moratium	moratorium
213	18	harrasment	harassment
220	8	red-tapisom	red-tapism
222	25	habitatat	habitat
222	34	so	to
226	19	carpentary	carpentry
228	14	imporving	improving
229	30	backgrounds	background
230	29	childre	children
231	3	country that	Do not know
242	7	It becomes	If it becomes



Page	*Line*	*For*	*Read*
196	25	extend	extended
213	16	moratium	moratorium
213	18	harrasment	harassment
220	8	red-tapism	red-tapism
222	25	habitant	habitat
222	34	so	to
226	19	carpentary	carpentry
228	14	imporving	improving
229	30	backgrounds	background
230	29	childre	children
231	3	country that	Do not know
242	7	It becomes	If it becomes