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C.O. Reports

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CONSERVE WATER - SAVE LIFE

(III)

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES FOR THE  
YEAR 1973-74 AND 1974-75**

**Chairman**

1. Rao Nihal Singh, M L.A.

**Members**

2. Shri Fateh Singh, M.L.A.
3. Shri Gulab Singh Jain, M.L A.
4. Chaudhri Manphul Singh, M.L.A.
5. Chaudhri Peer Chand, M L.A.
6. Chaudhri Phool Chand (Rohat), M.L.A.
7. Chaudhri Phul Singh Kataria, M L.A.
8. Comrade Ram Kishan Azad, M.L A., and
9. Chaudhri Ram Parshad.

**Secretariat**

1. Shri Raj Kumar Malhotra
2. Shri Raj Krishan
3. Capt. S.S. Ahalawat

- .. Secretary
- .. Deputy Secretary.
- .. Research Officer.

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## INTRODUCTION

1. I, the Chairman of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee in this behalf, present this report on the various concessions/benefits being given to the members belonging to the Scheduled Castes and Scheduled Tribes as also on their reservation/representation in the services of the following Departments :—

1. Transport ; and

2. Education.

2. In pursuance of a motion adopted by the Haryana Vidhan Sabha on the 30th March, 1973, the Committee on the Welfare of Scheduled Castes and Scheduled Tribes was constituted on the 6th April, 1973. The term of this Committee which was to expire on the 31st March, 1974 was further extended by the House on a motion adopted on the 18th January, 1974.

3. The Committee examined the Administrative Secretaries/their representatives of the departments mentioned above.

4. A brief record of the proceedings of each meeting has been kept separately in the Vidhan Sabha Secretariat.

5. The Committee place on record their appreciation for the valuable and unstinted assistance given to them by the Secretary, Haryana Vidhan Sabha and his staff and are also thankful to the representatives of Government departments who appeared before them for oral examination.

CHANDIGARH :  
The 7th January, 1975

NIHAL SINGH,  
CHAIRMAN.

## REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes of the Haryana Vidhan Sabha was for the first time constituted in pursuance of a motion (See Appendix I) adopted by the House on the 30th March, 1973. By virtue of that motion, the members of this Committee were elected in accordance with the system of proportional representation by means of the single transferable vote. The term of the Committee was due to expire on the 31st March, 1974 but on a motion carried by the House (See Appendix II) in its sitting held on the 18th January, 1974, it extended its term for another one year ending 31st March, 1975.

This Committee has been entrusted to deal with the affairs of a weaker section of one Society, namely, the Scheduled Castes. The Scheduled Castes

**Background** form part of the Hindu Social System and are both economically and culturally tied up with other castes, although they have been suppressed into the lowest rungs of the Social ladder for ages past. Evidently, their ills can be cured only by effecting paramount changes in the whole of Hindu Society. The privileged castes have to be converted into a new point of view and their economic and social relations with the Scheduled Castes have to be completely overhauled before justice and equality can be enjoyed by 'high' and 'low' alike.

Undoubtedly in the future also there will be inequality between one human being and another but that would be between individual and individual and not between one caste and another on the basis of the birth as it is today. As we are committed to the formation of a casteless and classless Society every citizen of India is expected to subscribe to achieve the goal enshrined in our Constitution.

The experience has shown that the persons belonging to the Scheduled Castes suffer, among other drawbacks, mainly from poverty

### TRANSPORT DEPARTMENT

The Committee asked the department to supply to them the statement showing the reservation/representation of persons belonging to Scheduled Castes and Scheduled Tribes in the Transport Department as it stood on 31st March, 1971, 1972 and 1973

The Transport Department supplied the required information as under —

Year	Total No. of employees (class of employees)				Total No of Scheduled Castes employees				Percentage				Percentage of the short-fall		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
31-3-71	7	38	4,770	605	—	—	284	144	—	—	6%	23%	—	—	14%
31-3-72	6	27	5,918	756	—	—	315	205	—	—	5%	27%	—	—	15%
31-3-73	8	31	7,146	956	1	—	476	257	12%	—	7%	27%	8%	—	13%

On being asked for by the Committee to state the steps taken by the Department to fill up the shortfall in each class of service and the reasons for the shortfall, the Transport Department in their written reply stated as under :—

Reasons for shortfall, if any

Steps taken to fill up the shortfall, if any.

The reasons for the shortfall is that candidates with requisite qualifications and experience are not generally available. Every effort is made to take the required number of candidates of these classes while making recruitment. At the time of placing requisition with the S.S.S. Board and Employment Exchanges, a number of vacancies reserved for these classes is already indicated therein. Observing that there is low % age of these classes in the Department instructions were issued to all the General Managers, Haryana Roadways to follow the following practice strictly at the time of recruitment in order to meet the deficiency :—

- (i) While placing a requisition with the Employment Exchange number of vacancies as required to be reserved for the members belonging to Scheduled Caste/Tribes under the instructions issued by the Government from time to time is specifically to be mentioned in the requisition.
- (ii) If the candidates against the recommended vacancies are not available, these vacancies be again notified with the Employment Exchange and every effort is required to be made to ensure that the reserved vacancies are filled only by the recruitment of Scheduled Castes/Tribes candidates
- (iii) In the proforma meant for submission of quarterly statement regarding % age of Scheduled Castes/ Tribes and Backward Classes in services, the reasons for low percentage is required to be given by adding a column of remarks

As further desired by the Committee a written statement showing the position of persons belonging to Scheduled Castes and Scheduled Tribes in various categories of posts as on 31st March, 1973 was supplied by the Department to the Committee (Please see Appendix IV).

On perusal of the information supplied by the Transport Department, the shortfall in the following categories of posts merits the special consideration of the Committee

Short fall in the Transport Department	Sr No of the Statement	Name of posts	Position as on 31-3-73		Posts held by Scheduled Castes Total	%age
			H O.	Road-ways		
	(Appendix IV)					
	57.	Drivers	—	1,892	1,892	122 6%
	61.	Conductors	—	2,017	2,017	230 11%
	94	Technicians	—	16	16	— —
	109	Cleaners	—	108	108	9 8%
	112.	Un-skilled	—	69	69	— —
	113	Helpers	—	405	405	45 11%

The Committee take a serious view of the shortfall in the representation of persons belonging to Scheduled Castes and Scheduled Tribes in the said posts and, therefore, recommend to the Government to take necessary steps to fill up the shortfall without further delay.

This shortfall must be made up within a period of one year. The Government may also consider the desirability of setting up a Centre for imparting technical training exclusively to persons belonging to Scheduled Castes so that the non-availability of persons for technical posts may be done away with.

**Technical Training Centre** | Suitable amount of stipend to the persons who undergo training in the proposed Centre may also be given during the period of training in each case. The Committee feel that many boys possessing matric qualification are still unemployed and there should not be any difficulty to recruit boys with such qualification for the posts of Conductors. The Committee, therefore, recommend that no person other than that belonging to the Scheduled Castes may be employed as a Conductor till the deficiency of the percentage of representation of Scheduled Castes in Transport Department is made up insofar as the posts of Conductors are concerned.

**Carrying forward of posts** | During the course of oral examination of the representation of the Transport Department, the Committee were told that the vacant posts meant for being filled by persons belonging to the Scheduled Castes are sometimes filled by persons other than the Scheduled Castes because the candidates belonging to the Scheduled Castes with requisite qualifications and experience are not available.

The Committee do not feel satisfied with the explanation of the Department because no technical know-how is required for the posts, viz, Cleaners, Semi-skilled, Unskilled, Helpers, Coolies, Daftries etc.

The Committee recommend that the vacant posts earmarked for the Scheduled Castes must be carried forward year to year for a period of 3 years and no post reserved for the Scheduled Castes be filled up by any other person till the candidates belonging to Scheduled Castes are available. The Committee feel that the instructions issued by the Government from time to time are not being followed strictly by the Transport Department in this behalf. The Committee recommend that necessary steps may be taken by the Department in this behalf immediately.

**Loans for plying Tempos and three-wheeler Scooters** | With a view to provide employment to persons belonging to Scheduled Castes particularly to those possessing matric qualification, the Committee recommend that loans to such persons at the rate of 6% per annum for the purchase of three-wheeler Scooters and Tempos in each district of the State may be given. The loans so granted may be recovered in easy instalments.

The Committee further recommend that permits for plying three-wheeler Scooters and Tempos may be liberally given to persons belonging to the Scheduled Castes.

### EDUCATION DEPARTMENT

**Setting of a special Cell in the Directorates of Education** | The Committee recommend that the State Government may take immediate necessary steps to set up a special cell in their Directorates of Education to deal with the problems of educating the Scheduled Castes and Scheduled Tribes children. Such cells may also conduct propaganda for

increasing the enrolment of Scheduled Castes and Scheduled Tribes girls at all stages of education.

The Scheduled Castes students are granted various educational concessions such as stipends, exemption from payment of tuition fees and funds and and refunds of examination fee at the school and post-matric study under the State Harijan Welfare Scheme and Government of India Post-Matric Scholarship Schemes respectively

At the school stage, the following concessions are given —

- (a) Stipends in 9th and 10th classes at the rate of Rs. 8 p.m., to all the students whose parent's/guardians' income does not exceed Rs. 4,200 per annum.
- (b) Refund of examination fee to the students who are sanctioned stipends under the scheme
- (c) Free scholarship to all these students. No fee is charged in Government/privately managed schools. Grant-in-aid in lieu of freeship is sanctioned to the privately managed institutions.

At the College stage, the following concessions are admissible to them.

Under the scheme, scholarships are awarded to Scheduled Castes students of Haryana studying in Hindi in order to enable them to pursue their studies without any financial difficulty. The students are awarded maintenance allowance ranging from Rs. 27 to Rs. 60 per month for the day scholars and Rs. 40 to Rs. 75 p.m. for hostellers according to courses of their studies. The rate of scholarships is determined according to the income slab to the maximum extent of Rs. 500. In addition to this allowance, students are also given reimbursement of tuition-fee, university examination fee and all other compulsory funds payable by them to the institutions. Apart from the facilities given under this scheme, the hostel scholars are given additional hostel allowance of Rs. 15 per month from the State's own non-plan budget.

The Committee feel that the enrolment of Scheduled Castes students in the 9th, 10th and 11th classes as well as in the Colleges and Universities is mainly due to their financial stringency.

The Committee recommend that the quantum of stipends should be

<b>Stipends</b>
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suitably increased for the students in each group of 15 to 16 years and for those pursuing their studies in Colleges and Universities

The Committee feel that stipends to the Scheduled Castes students are not disbursed to them in time and generally the authorities take a very long time in reimbursing the examination admission fee with the result that sometimes the parents/guardians of the Scheduled Castes students have to raise loans at an exorbitant rate of interest from the money-lenders in the villages. As education is considered a pre-requisite for ameliorating the economic lot of the Scheduled Castes, the disbursement of tuition fee and examination admission fee etc. be henceforth reimbursed without any delay. Persons found responsible for making delayed reimbursement of tuition fee should be punished suitably by the Department concerned.

At present, stipends in 9th, 10th and 11th Classes to all the students whose parents'/guardians' income does not exceed Rs. 4,200 per annum are granted. The Committee recommend that the limit of income of Rs. 4,200 per annum of the parents/guardians of the Scheduled Castes students may be raised from Rs. 4,200 to Rs. 6,000 per annum.

According to the present rules/policy being followed by the Education Department, persons having teaching experience for a period of 8 years, are being appointed as Headmasters in the schools. The Committee observe that the period of 4 years has been relaxed in the case of military personnel. While calculating 8 years' teaching experience, the Committee recommend, in the case of persons belonging to Scheduled Castes and Scheduled Tribes, the period of teaching experience of persons belonging to Scheduled Castes as J.B.T. may also be reckoned so that deficiency in the representation of Scheduled Castes insofar as the posts of Headmasters are concerned, may be made up

It has been observed that students belonging to Scheduled Castes and Scheduled Tribes sometimes are unable to prosecute their studies for the lack of accommodation in the hostels by them.

The Committee recommend that 20% seats in the hostels in the State may be reserved for students belonging to Scheduled Castes.

The percentage of shortfall in the representation of Scheduled Castes in Class I, II and III posts in the Education Department during the last three years is as under :—

Shortfall in the representation of Scheduled Castes	Percentage of shortfall		
	I	II	III
1970-71	20	20	15.44
1971-72	20	19.6	14.32
1972-73	20	20	15.2

The Committee are pained to note that there is a huge shortfall in the representation of Scheduled Castes and Scheduled Tribes in the Education Department.

The Committee recommend that necessary steps may be taken immediately to make up the deficiency in the representation of Scheduled Castes and Scheduled Tribes in all categories of posts at a very early date but in no case later than the end of 1976-77.

The Committee further make the following recommendations for educational advancement among the Scheduled Castes and Scheduled Tribes in the State of Haryana :—



It is generally felt that students belonging to the Scheduled Castes and Scheduled Tribes are generally not found up to the mark as compared with students belonging to other communities.

The Committee recommend that special arrangements for giving extra coaching to the weak students belonging to Scheduled Castes and Scheduled Tribes in 8th, 9th and 10th classes after the school hours be made to enable them to make up their educational deficiency in all subjects

It is generally felt that the percentage of literacy among the females particularly among those belonging to the Scheduled Castes and Scheduled Tribes in the State of Haryana is low as compared with that prevailing in other States whereas it has made a remarkable progress in the sphere of electrification, building of roads, transport, industry and agriculture.

The Committee feel that the State of Haryana should not lag behind other States insofar as the education among the females belonging to the Scheduled Castes and Scheduled Tribes is concerned. The Committee, therefore, recommend that immediate steps should be taken to give additional facilities to girl students belonging to the Scheduled Castes in the shape of liberal grants, etc. so as to attract them towards education.

### GENERAL RECOMMENDATIONS

The Scheduled Castes are erroneously considered a pampered lot because of the education facilities, financial assistance and reservations in services being made available to them by the Central and State Government. Their lot in general is still miserable despite the specific safeguards provided in the Constitution for their protection and advancement. The current economic crisis has wrought havoc among them. In the opinion of the Committee, closely linked up with their poor financial condition is their unplanned families. They suffer also because they have not adopted family planning as a way of life.

The Committee feel that the concept of family planning has not caught the imagination of the people in large and those belonging to the weaker section of the society, namely the Scheduled Castes in particular.

The Committee recommend to the Government to take necessary steps without the loss of further time to shift the emphasis from urban to rural areas particularly those inhabited by persons belonging to the Scheduled Castes. The Committee feel that there is little awareness of the impact of population among the Scheduled Castes as a pre-requisite for their economic betterment, necessary steps may be taken to bring home to them, through various media, various benefits accruing to them if they adopt family planning as a way of life as without it their economic growth will be diluted.

With a view to raise the standard of living and to ameliorate the poor economic lot of Harijans in the State of Haryana, the Committee recommend that thirty per cent loans under the Low and Middle Income Group housing Schemes may be reserved for persons belonging to the Scheduled Castes and Scheduled Tribes.

The Committee further recommend that twenty-five per cent plots on an average in various urban estates may be earmarked for allotment to persons belonging to these classes.

**Reservation of residential plots**

To protect the Harijans' rights and interests in criminal, civil and revenue cases, the Committee recommend that an effective scheme to provide free legal assistance to Harijans in each Tehsil and District Headquarters may be followed earnestly by the Government. Necessary steps to achieve the object in view may be taken expeditiously.

**Legal Assistance to Harijans**

The Committee recommend to the Government to take necessary steps to set up at a very early date a special cell at the Secretariat level to provide assistance and necessary guidance to persons belonging to the Scheduled Castes and Scheduled Tribes to secure suitable jobs in the State.

**Setting up a special cell for unemployed Harijans**

Parents/guardians of Harijan students, despite various educational concessions, have to spend a lot out of their meagre income for the prosecution of their studies upto B.A. standard.

The Government should take immediate necessary steps to provide gainful employment to the persons having graduate or post-graduate qualifications belonging to the Scheduled Castes and Scheduled Tribes. If the Government fails to provide employment to such persons, the Committee recommend that suitable amount of unemployment allowance to unemployed Scheduled Castes and Scheduled Tribes graduates and post-graduates should be given till they get employment.

**Unemployment Allowance to unemployed Graduates**

In such cases the Government should, however, reserve right to utilise their services in such manner as it may deem fit which will afford them opportunity to gain experience during that period.

It has been observed that Government advances loans under various schemes to persons belonging to the Scheduled Castes and Scheduled Tribes after verifying their credit worthiness with the result that only those persons who have got better financial condition would be availing themselves of these loans. Besides, a number of formalities involving cumbersome procedure have to be performed before loans are actually granted to the poorer sections amongst the Scheduled Castes and Scheduled Tribes. The Committee feel that the purpose of advancing the loans to poor sections of the Scheduled Castes is defeated if they are denied loans on one pretext or the other. With a view to achieve the object in view, the Committee recommend that the criteria of credit worthiness in the case of poorer sections of Scheduled Castes and Scheduled Tribes may not be strictly adhered to and may, therefore, be liberalised. The Committee further recommend that procedure for the grant of loans to this section of the Society may be simplified.

**Loans to Scheduled Castes and Scheduled Tribes**

The Committee feel that by resorting to the simplification of procedure for the grant of loans and to the liberalisation of credit worthiness of Scheduled Castes and Scheduled Tribes, the Government may be able to lessen the economic disparities which exist between various sections of the population. But according to the position as exists today, only those people receive any

help from Government who know how to utilise these schemes. Poorer sections have, therefore, not been benefited to the extent to which they are expected.

The Committee further recommend to the Government to consider the desirability of setting up a Housing Board exclusively for persons belonging to Scheduled Castes and Scheduled Tribes.

The Committee are of the view that the Government is earnest in its efforts to better the financial condition of persons belonging to the Scheduled Castes but there is still much left to be done to achieve the object in view.

The Committee feel that the Government's intention is that persons belonging to Scheduled Castes may own houses for their own use. This is laudable but at the same time, the Committee recommend that keeping in view their financial condition and social status, the interest payable to Government by the persons belonging to Scheduled Castes on account of loans advanced to them under various House Building Schemes may be remitted as they have not built the houses as a source of income and the payment of interest worsens their financial condition instead of improving it. In cases where remission of interest is granted, the Government may take necessary steps to ensure that such persons do not sell the houses to any body. In the event of sale, they may be required to repay the amount of loan with interest.

The Committee recommend that copies of brochure containing all the concessions/benefits being given to the members of Scheduled Castes and Scheduled Tribes and Government's instructions issued in this behalf from time to time may be prepared by the Government and distributed amongst the Members of the State Assembly.

It has been observed that Roster which may depict the upto date position regarding representation of Scheduled Castes in the services of various Departments in the State Government is not being maintained properly. The Committee recommend that a Roster as in the form (Appendix III) may be maintained by all Government Departments which may depict the upto date position at a glance regarding the representation of Scheduled Castes and Scheduled Tribes in their respective Departments.

## APPENDICES

## APPENDIX-I

Text of motion moved by the Development Minister (Shri Shyam Chand) and passed by the House in its meeting held on the 30th March, 1973

- “1. (a) That a Committee of the Haryana Vidhan Sabha to be called the “Committee on the Welfare of Scheduled Castes and Scheduled Tribes” be constituted consisting of nine members, to be elected in accordance with the system of proportional representation by means of the single transferable vote; and the voting at such election shall be by secret ballot,
  - (b) That a Minister shall not be eligible for election as a Member of the Committee and that if a member after his election to the Committee is appointed a Minister, he shall cease to be member thereof from the date of such appointment
2. That the functions of the Committee shall be—
- (i) to consider the reports submitted by the Commissioner for Scheduled Castes and Scheduled Tribes under Article 338 (2) of the Constitution, in so far as they relate to the State of Haryana and to report to the House as to the measures that should be taken by the State Government in respect of matters within the purview of the State Government,
  - (ii) to report to the House on the action taken by the State Government on the measures proposed by the Committee,
  - (iii) to examine the measures taken by the State Government to secure due representation of the Scheduled Castes and Scheduled Tribes in services and posts under its control (including appointments in the public sector undertakings and statutory and semi-Government bodies) having regard to the provisions of Article 335;
  - (iv) to consider generally and to report to the House on all matters concerning the welfare of the Scheduled Castes and Scheduled Tribes which fall within the purview of the State Government; and
  - (v) to examine such of the matters as may seem fit to the Committee or are specifically referred to it by the House or the Speaker
3. That the term of office of the Committee shall be one year.
4. In order to constitute a sitting of the Committee the quorum shall be there.
5. That in all other respects the Rules of Procedure of the Legislative Assembly relating to Committees of the Assembly shall apply with such variations and modifications as the Speaker may make.
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## APPENDIX-II

Text of motion moved by the Development Minister (Shri Shyam Chand) and passed by the House in its meeting held on the 18th January, 1974

"Whereas a Committee called the "Committee on the Welfare of Scheduled Castes and Scheduled Tribes" consisting of nine members was constituted for one year in pursuance of a motion passed by the Haryana Vidhan Sabha in its sitting held on the 30th March, 1973 and

Whereas it is expedient that for the purposes explained in the motion passed by the Haryana Vidhan Sabha in its sitting on the 30th March, 1973, the Committee on the Welfare of Scheduled Castes and Scheduled Tribes should also function for the year 1974-75 ;

Now, therefore, this House resolves that the term of the existing Committee on the Welfare of Scheduled Castes and Scheduled Tribes which expires on the 31st March, 1974, be extended by a year i.e. up to 31st March, 1975 for performing the functions as enunciated in the resolution passed by the Haryana Vidhan Sabha in its sitting held on 30th March, 1973"

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### APPENDIX-III

Form of register to be maintained to give effect to the roster for reservation of posts for Scheduled Castes/  
Scheduled Tribes, R.E.C.Os. and non-gazetted employees etc

Grade of groups of posts

Permanent/Temporary

Reservations brought forward from previous years				Particulars of recruitment made		Reservation carried forward							Signature of	Remarks		
Sch	Sch.	R.E. C Os	S.S.C. Os	N G.Es.	Date of recruit-ment	Whether general or reserved for S Cs./S.Ts etc. accord- ing to the Roster	Name of the person appointed and date of appointment	Whether S C/S.T, R E.C Os etc if R E.C Os	Sch	Sch	Sch	R E.C Os	S.S C Os	Non-gazetted employees	appointing authority, other author-ised officer	
Castes Tribes					No.				Castes	Tribes						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		

# APPENDIX-IV

## Para No. 4 (ii)

Serial No	Name of posts	Position as on 31-3-73			Posts held by Scheduled Castes	%age
		H O.	Road-ways	Total		
1	State Transport Controller	1	—	1	—	—
2	Jt State Transport Controller	1	—	1	—	—
3	Officer on Special Duty	1	—	1	—	—
4	Superintendent of Police (Traffic)	1	—	1	—	—
5	Deputy Transport Controller (T&C)	1	—	1	—	—
6	Deputy Transport Controller (S)	1	—	1	—	—
7	Secretary, R.T.A	1	—	1	—	—
8	General Manager	—	8	8	1	13%
9	Accounts Officer	1	—	1	—	—
10	Extra Asstt. Transport Controller	1	—	1	—	—
11	Statistical Officer	1	—	1	—	—
12	Asstt District Attorney	1	—	1	—	—
13	Service Engineer	—	1	1	—	—
14	Traffic Manager	—	10	10	—	3 posts lying vacant
15	Works Manager	—	9	9	—	2 -do-
16	Asstt. Accounts Officer	—	8	8	—	2 -do-
17	Store Purchase Officer	—	7	7	—	7 -do-
18	Superintendent	1	8	9	—	—
19	Welfare Officer	—	2	2	—	—
20	Head Assistant	7	—	7	—	—
21	Asstt Secretary, R T A.	1	—	1	—	—
22	Resident Senior Auditor	—	9	9	—	—
23	Senior Auditor	1	—	1	—	—
24	Legal Adviser	—	8	8	—	—
25	Station Supervisor	—	27	27	—	—
26	Chief Inspector	—	14	14	2	14%
27	Welfare Inspector	—	13	13	—	—
28	Foreman	—	10	10	1	10%
29	Station Supervisor Incharge	—	20	20	1	5%
30	Head Mechanic	—	31	31	—	—
31	Head Electrician	—	9	9	—	—
32	Assistant	29	16	45	2	4%
33	Chief Store Keeper	—	8	8	—	—
34	Junior Scale Stenographer	4	8	12	—	—
35	Steno-typist	5	18	23	1	4%



	1	2	3	4	5	6
36 Constable Driver	1		1	—	.	
37 Cashier	—	14	14	2	14%	
38 Clerks	45	237	282	—	4%	
39 Typist	—	7	7	—	—	
40 Draftsman	1	—	1	—	—	
41 Computer	1	6	7	—	—	
42 Store Keeper	—	34	34	—	—	
43 Assistant Cashier	—	36	36	2	6%	
44 Assistant Store Keeper	—	17	17	3	18%	
45 Assistant Accountant	—	16	16	—	—	
46 Preventive Maintenance Assistant	—	5	5	1	20%	
47 Ledger Keeper	—	10	10	2	20%	
48 Junior Auditor	2	22	24	—	—	
49 Stock Verifier	3	—	3	—	—	
50 Senior Accountant	2	—	2	—	—	
51 Senior Scale Stenographer	1	—	1	—	—	
52 Accountant	4	9	13	1	8%	
53 Statistical Assistant	2	6	8	—	—	
54 Store Purchase Assistant	—	9	9	—	—	
55 Inspectors	—	205	205	13	6%	
56 Yard Master	—	21	21	3	14%	
57 Drivers	—	1,892	1,892	122	6%	
58 Mechanic	—	230	230	10	4%	
59 Fitters	—	217	217	13	6%	
60 Adda Conductors	—	350	350	20	6%	
61 Conductors	—	2,017	2,017	230	11%	
62 Car/Jeep driver	7	11	18	3	16%	
63 Electrician	—	86	86	—	—	
64 Tyreman	—	36	36	4	41%	
65 Radiator Repairer	—	13	13	—	—	
66 Blacksmith	—	60	60	3	5%	
67 Battery Attendant	—	10	10	—	—	
68 Upholster	—	18	18	6	33%	
69 Head Tyreman	—	1	1	—	—	
70 Valcunizer	—	7	7	—	—	
71 Booking Clerks	7	22	22	2	9%	
72 Tin smith	—	5	5	—	—	
73 Motor Vehicle Inspector	3	—	3	—	—	
74 Head Constable	1	—	1	—	—	
75 Tempo Driver	—	1	1	—	—	
76 Mechine Man	1	—	1	—	—	
77 Welder	—	20	20	2	10%	
78 Borer	—	5	5	—	—	
79 Turner	—	9	9	—	—	

1	2	3	4	5	6
80 Painter	—	36	33	2	—
81 Asstt Fitter	—	220	220	12	5%
82 Asstt Blacksmith	—	19	19	32	16%
83 Asstt Carpenter	—	26	26	1	4
84 Asstt Electrician	—	53	53	1	2%
85 Asstt. Welder	—	17	17	—1	6%
86 Asstt. Painter	—	19	19	2	10%
87 Asstt Radiator Repairer	—	6	6	—	—
88 Asstt Tyreman	—	24	24	2	8%
89 Asstt. Upholster	—	3	3	1	33%
90 Asstt Battery Attendant	—	5	5	—	—
91 Asstt Turner	—	5	5	—	—
92 Carpenter	—	69	69	26	8%
93 Restorer	2	1	3	—	—
94 Technician	—	16	16	—	—
95 Asstt. Technician	—	7	7	—	—
96 Record Lifter	1	1	2	—	—
97 Jamadar	1	—	1	—	—
98 Store Boy	—	30	30	3	10%
99	—	28	28	7	26
100 Gunman	—	11	11	1	9%
101 Mah	—	10	10	—	—
102 Water Carrier	—	39	39	5	13%
103 Sweeper	1	72	73	73	100%
104 Coolies	—	2	2	—	100%
105 Chowkidars	1	68	69	20	29%
106 D P.A	—	29	29	5	17%
107 Daftri	1	7	8	1	13%
108 Peons	27	87	114	30	26%
109 Cleaners	—	108	108	9	8%
110 Skilled	—	7	7	—	—
111 Semi skilled	—	34	34	—	—
112 Un-skilled	—	69	69	—	—
113 Helpers	—	405	405	45	11%

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