



NCSK

Annual Report

2007-2008 & 2008-2009

**National Commission for Safai Karamcharis
Government of India**

Annual Report

2007-2008 & 2008-2009 (Combined)

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National Commission for Safai Karamcharis
Government of India

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PREFACE

After independence, our country, like many other countries of the world, has endeavored to make progress in all walks of life specially after the advent of globalization resulting in amazing changes, be it in the field of economy, education, health, industry etc. At the time when development is taking place in every sector, scavengers/ safai karamcharis are still living a miserable life under the age old system of carrying night soil as head load. It is strange that those, responsible for keeping the developing/flourishing society clean, are the most neglected one in the eyes of the society. The irony is that our safai karamcharis/scavengers still rank the lowest in income, education, health, sanitation and other parameters of Human Development Indices. The effect of progress in the social sector is considered as a compass to measure the real development of a country. Unfortunately, in spite of all round progress, there is one such field where no remarkable progress has been achieved. The demeaning status of the Safai Karamcharis remains the same. Because manual scavenging is likely to continue for quite a long time due to the non-monitoring, apathy, indifference, inactive attitude and inertia of the State/ District authorities and Urban and Rural Local Bodies towards this issue. The commitment and the major concern of the United Progressive Alliance(UPA) and National Common Minimum Programme (NCMP) to eradicate this practice by the year 2007, needs to be brought up-front.

The biggest challenge, now, before the Commission, the Ministry of Social Justice and Empowerment and the Government is to see that in this era of globalization, of high express ways, hi-rise buildings, hi-tech machines etc. the gap may not be allowed to increase between the lowest and the rest of the population. An effort is to be made to remind all those who are at the helm of affairs that it is their duty to protect the rights of these people with a sense of integrity and conviction. The Commission is of the view that for good

governance, the first pre-requisite is to see that the opportunity should be provided to those who are disadvantaged by circumstances of birth.

To achieve this a focused, well thought out action plan - to liberate, rehabilitate and upgrade the life of manual scavengers/ safai karamcharis - is the need of the hour.

INTRODUCTION

The National Commission for Safai Karamcharis was constituted in 1994 with a following mandate to recommend to the Central Government specific elimination of inequalities in status, facilities and opportunities for Safai Karamcharis.

- Study and evaluate, implementation of programmes and schemes, to make recommendations for better coordination and implementation of such programmes and to take suo-moto note of matters relating to non-implementation of
 - (i) Programme or schemes in respect of any group of Safai Karamcharis.
 - (ii) Measures for the social and economic upliftment of Safai Karamcharis.
- The United Progressive Alliance and the National Common Minimum Programme have great concern to provide better quality of life to the most deprived and marginalized Sections of Society i.e. scavengers/Safai Karamcharis across the country. To pursue this objective the UPA Government is all set to rehabilitate all the manual scavengers by the March 2009.

The present Commission since its constitution in November 2004 has brought forth several issues relating to the welfare, development and exploitation of safai karamcharis working in various States in the country. The issues are mostly similar in almost all the States.

Keeping in view the proactive attitude and continuous monitoring of the schemes through out the country and bringing crucial issues with the

Commission's recommendations to the notice of the Govt. by the present Commission, its term has been extended for a further period from 1.1.2008 to 31.3.2009 with continuation of the same persons for the post of Chairperson and Members.

The National Commission for Safai Karamcharis is of the view that it is highly demeaning that in spite of UPA Governments concern for eradication of this inhuman practice even after 61 years of independence this practice is continuing. Manual scavenging in many areas of the country is not only in existence, but the Commission feels that hardly any efforts have been made by the District Authorities, ULBs and the State Government to eradicate it.

The Commission has further observed that the manual scavenging is not the only concern but there are several other issues which need to be focused upon if the Safai Karamcharis are to be brought at least at par with the rest of the population. It is high time that we take cognizance of this ground reality and create awareness throughout the country of the need of uplifting and empowering these people and to achieve this goal Government and Non-governmental efforts are required.

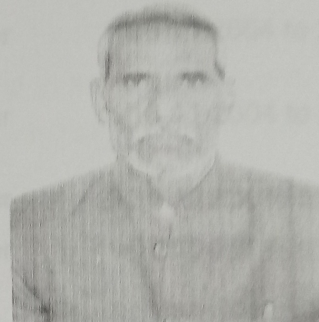
PRESENT COMPOSITION OF THE NATIONAL COMMISSION FOR SAFAI KARAMCHARIS



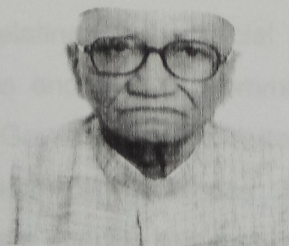
SMT SANTOSH CHOWDHARY
CHAIRPERSON



Shri Ram Swaroop Ram
MEMBER



Shri Radhey Shyam
Chauhan
MEMBER



Shri Mangi Lal Arya
MEMBER

CHAPTER – I

ADMINISTRATIVE SET-UP

The National Commission for Safai Karamcharis was constituted on 12th August 1994 under the provisions of the National Commission for Safai Karamcharis Act, 1993 to promote and safeguard the interest and rights of the Safai Karamcharis under the aegis of Ministry of Social Justice and Empowerment, Government of India.

Present Commission

Smt. Santosh Chowdhary	Chairperson	08.11.2004 to till date
Shri Ram Swaroop Ram	Member	05.11.2004 to till date
Smt. (Late) Gangaben A. Vaghela (Expired)	Member	05.11.2004 to 23.6.2005
Shri Shiv Balak Pasi (Resigned)	Member	18.11.2004 to 31.3.2007
Shri Radhey Shyam Chauhan	Member	30.12.2004 to till date
Shri Mangi Lal Arya	Member	08.06.2007 to till date

FUNCTIONS OF THE COMMISSION

- a) To recommend to the Central Government in a time bound manner specific programme of action towards elimination of inequalities in status, facilities and opportunities for Safai Karamcharis.
- b) To study and evaluate the implementation of the programmes and schemes relating to the social and economic rehabilitation of Safai Karamcharis and make recommendations to the Central Government and State Government for better coordination and implementation of such programme and schemes.
- c) To investigate specific grievances and take suo-moto notice of matters relating to non-implementation of:-

- i) programmes or schemes in respect of any group of Safai Karamcharis;
- ii) decisions, guidelines or instructions, aimed at mitigating the hardship of Safai Karamcharis;
- iii) measures for the (socio-economic) upliftment of Safai Karamcharis; &
- iv) Violation of any provision of law in its application to Safai Karamcharis and take up such matter with the concerned authorities or with the Central or State Governments
- d) To render periodical reports to the Central and State Government on any matter concerning Safai karamcharis, taking into account any difficulties or disabilities being encountered by Safai Karamcharis.
- e) To consider any other matter which may be referred to it by the Central Government.
- f) In the discharges of its functions, Commission has been vested with power to call for information with respect to any matter specified above from any Government or local or other authority.

The budget provision of the Commission for 3 years are as under :

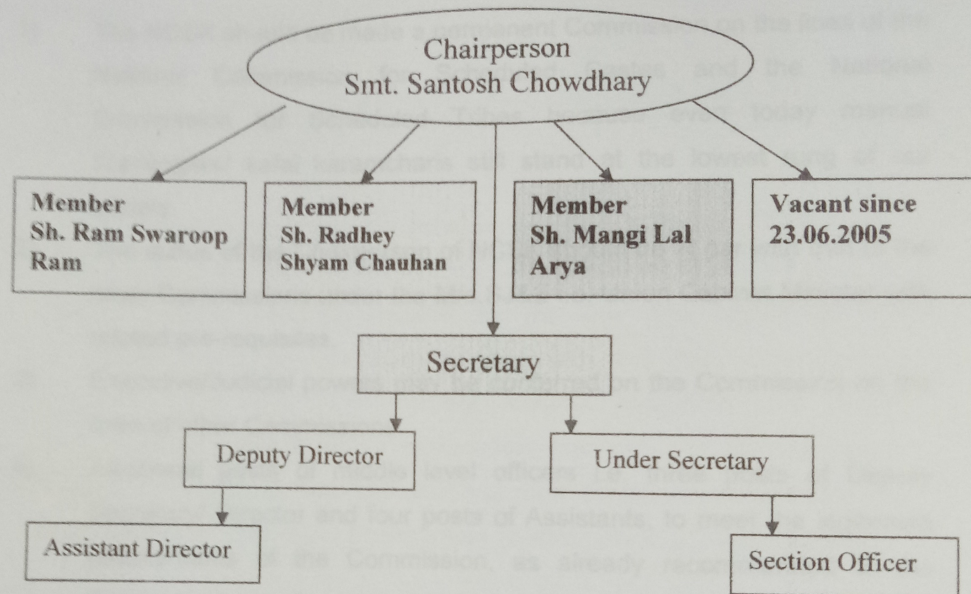
Financial Year	BE	(Rs. in lakhs)
		RE
2005-2006	159.00	154.75
2006-2007	172.00	168.00
2007-2008	187.00	148.00
2008-2009	188.00	188.00

Sanctioned Strength :

The sanctioned strength of the Commission is of 44 persons including one Chairperson and four Members. These sanctioned posts include Secretary (one), Under Secretary (one), Deputy Director (one), Principal Private Secretary (one),

Assistance Director (one), Section Officer (one), Private Secretary (seven), Personal Assistant (seven), Assistant (two), Senior Hindi Translator (one), Research Assistant (two), Stenographer Grade 'D' (two), LDC (four) and Staff Car Driver (eight), There is no sanctioned post of Group 'D'.

ORGANIZATIONAL SET UP (NATIONAL COMMISSION FOR SAFAI KARAMCHARIS)



Accommodation :

The Commission is occupying office accommodation of about 5700 sq.ft. at the 'B' Wing, 4th Floor, Lok Nayak Bhawan, Khan Market, New Delhi

Initiatives Towards Implementation of Official Language Policy

During the period under report, effective steps were taken to implement the official language policy of the Central Government. During this period correspondences were carried out in Hindi to extent of 81.83% in "A" region, 75.14% in "B" region and 53.57 % in "C" region. Schemes for giving reward/

incentives for work in Hindi were implemented to encourage the officials to work more and more in Hindi. Orders and directions issued by the Official Language Department were implemented quite effectively. Meetings of Official Language implementation Committee were organized regularly.

Recommendation :

The Commission, in the light of difficulties experienced, recommends as under :-

- 1) The NCSK should be made a permanent Commission on the lines of the National Commission for Scheduled Castes and the National Commission for Scheduled Tribes because even today manual scavengers/ safai karamcharis still stand at the lowest rung of our society.
- 2) The status of the Chairperson of NCSK should be at par with that of the other Commissions under the M/o.SJ&E i.e. Union Cabinet Minister with related pre-requisites.
- 3) Executive/Judicial powers may be conferred on the Commission on the lines of other Commissions.
- 4) Additional posts of middle level officers i.e. three posts of Deputy Secretary/ Director and four posts of Assistants, to meet the legitimate requirements of the Commission, as already recommended to the Government may be created without further delay. In addition, to safeguard the interests of the Group 'D' employees, 10 posts of Group 'D' may be sanctioned.
- 5) Most of the office space provided to the Commission has no cross ventilation which makes the environment very unhygienic and hampers the effective functioning of the staff. More space needs to be provided measuring about 10,000 sq. ft. by re-allocating the space in favour of NCSK.

CHAPTER – II

PROGRAMMES AND SCHEMES FOR LIBERATION AND REHABILITATION OF MANUAL SCAVENGERS/SAFAI KARAMCHARIS

Government of India has framed a number of Schemes for the Welfare and development of the safai karamcharis and their dependents and allocated and released billions of rupees to the State Governments and other agencies, during the last few decades.

1. NATIONAL SCHEME FOR LIBERATION AND REHABILITATION OF
SCAVENGERS (NSLRS)

A National Scheme for Liberation and Rehabilitation of Scavengers was launched by Govt. of India in 1981-82. However, it did not yield the desired results. This Commission for the first time highlighted that Rs.289.59 crores are still lying pending with the State Governments unutilized. On the Commission's raising objections on proper implementation of NSLRS at various fora and with the Government of India a new scheme was launched viz. **Self Employment Scheme for Rehabilitation of Manual Scavengers (SRMS)** during the year 2006.

2. SELF EMPLOYMENT SCHEME FOR REHABILITATION OF MANUAL
SCAVENGERS (SRMS)

It aims at assisting about 3.42 lakh remaining manual scavengers and their dependents in a time bound manner i.e. by March 2009 with a total budget of Rs.735.60 crores.

The salient features of the Scheme are:

- i) Liberal provisions for Loan, subsidy and Micro Financing;

- ii) Greater emphasis on capacity building provision of monthly stipend of Rs. 1000/- as a measure of social security; Training for job/Self Employment up to one year.
- iii) Flexibility in choice of executing agencies at different levels
- iv) Emphasis on training for Job employment in organized sector.

Scavengers and their dependents irrespective of their income, who are yet to be provided assistance for rehabilitation under any scheme of Government of India/State Government will be eligible for assistance. Definition of scavengers means "one who is partially or wholly engaged in the obnoxious and inhuman occupation of manually removing night soil and filth." The identified scavengers will be provided training, loan and subsidy. Credit will be provided by the banks which will charge interest from the beneficiaries at the prescribed rates under the scheme.

The States in the country has been divided by Ministry of Social Justice and Empowerment among National Safai Karamcharis Finance and Development Corporation, National Scheduled Caste Finance & Development Corporation, National Backward Class Finance & Development Corporation and National Handicapped Finance & Development Corporation for providing assistance under SRMS. The division is as follows:-

Name of the Agencies	States to which assistance is provided under SRMS by the agency
NATIONAL SAFAI KARAMCHARIS FINANCE AND DEVELOPMENT CORPORATION (NSKFDC)	Andhra Pradesh, Gujarat, Jharkhand, Karnataka, Madhya Pradesh, Maharashtra, Meghalaya, Nagaland, Orissa, Pondichery, Rajasthan and Tamilnadu.

NATIONAL SCHEDULED CASTE FINANCE & DEVELOPMENT CORPORATION (NSFDC)	West Bengal, Himachal Pradesh, Assam, Bihar, Kerala, Chhattisgarh, Haryana and Punjab
NATIONAL BACKWARD CLASS FINANCE & DEVELOPMENT CORPORATION (NBCDFC)	Uttar Pradesh, Uttarakhand and Jammu & Kashmir
NATIONAL HANDICAPPED FINANCE & DEVELOPMENT CORPORATION (NHDFC)	Delhi

Kind of Loan

Both Micro financing (upto Rs. 25000/-) and Term Loan (Up to Rs. 5 Lacs) will be provided at concessional rates of interest. Micro financing will be done through Self Help Groups (SHGs) and reputed non Governmental Organizations (NGOs)

Kinds of Schemes:

- i) The beneficiaries are free to select any viable income generating self employment project:
- ii) Given below is the indicative list of project which are usually selected by the beneficiaries which are sustainable and have a good potential of regular income:

S.No.	Projects	Initiative cost of the project
1.	Fruit & Vegetable, Vendor & Meat shop, Paan Shop, Watch repairing etc.	Upto Rs. 25000/-
2.	Barber shop, Tailoring shop, Flour Mill, Bicycle Hiring & Repairing, PCO/ STD Booth	Rs. 25001 to Rs. 50000/-
3.	Autorickshaw (petrol), Automobile	Rs. 50001/- to Rs. 1 Lac

	repair shop, PCO Photocopier Booth, General provision Store Beauty parlour and Music store etc.	
4.	Transport, Denting & Painting of vehicles and Rs. 1,00,001 to Domestic gadgets, Laundry & Dry cleaning Shop, Rs. 5,00,000 each Sanitary & Hardware Shop, Servicing & Repair of Domestic electric appliances, Tent House, B and party, Ready made Garment Shop, Agriculture and allied activities, Tractor, trolley, Poultry Farming etc.	Rs. 1,00,001 to Rs. 5,00,000/- each

Rate of Interest:

The rate of interest chargeable from the beneficiaries:

- a) For Project up to Rs. 25000/- 5% per annum and 4% (for women)
- b) For project above Rs. 25,000/- 6% per annum

Credit Linked Capital Subsidy

Credit linked capital subsidy will be provided up front to the beneficiaries in a following manner:

- a) For Projects costing upto Rs. 25000/- - @ 50% of the project cost.
- b) For projects costing more than Rs. 25,000/- - @ 25% of the project cost-
(minimum subsidy of Rs. 12500/- and maximum of Rs. 20,000/-)

3. SCHEMES OPERATED BY NATIONAL SAFAI KARAMCHARIS FINANCE AND DEVELOPMENT CORPORATION (NSKFDC)

The prime objective of NSKFDC is to empower the Safai Karamcharis including Scavengers and their dependents who are generally improvised to break away from their traditional occupation and

take up alternative occupation. NSKFDC operates through State Channelising Agencies (SCA).

Schemes of NSKFDC

	Scheme and Amount of Loan	Interest chargeable from Beneficiaries
1)	General Term Loan upto Rs.5 lakhs	6%
2)	Scheme for sanitation related activities like vacuum loader garbage disposal vehicle loan upto s.10 lakhs	6%
3)	Education loan upto Rs.3.00 lacs	6%
4)	Micro Credit Finance up to Rs.30,000/-	5%
5)	Mahila Samridhi Yojana upto Rs.30,000/-	4%

United Progressive Alliance Government has released interest free amount of Rs.165 crores & Rs.54.3 crores to NSKFDC during 2007-2008 & 2008-2009 respectively and in previous years, an amount of Rs. 199.99 crores has been released to Corporation.

Target group for these schemes

- The target groups of the Corporation are "Scavengers" which means persons wholly or partially employed for manual handling of human excreta and their dependents and "Safai Karamcharis" which means persons engaged in or employed for any sanitation work and their dependents.
- No income limit is fixed for availing financial assistance. However, other things being equal, the Corporation accords, priority to the economic development and, rehabilitation of

- i) Scavengers, and amongst Scavengers, those whose income is below double the poverty line;
- ii) Women from among the target group and
- iii) Disabled persons among the target group.

This Corporation has now been given an important role under the latest Self Employment Scheme for Rehabilitation of Manual Scavengers (SRMS), along with other agencies like NSFDC, NBCFDC and NHDC by Ministry of SJ&E for rehabilitating the manual scavengers.

4. INTEGRATED LOW COST SANITATION (ILCS)

The scheme was introduced in 1980-81. It envisages conversion of dry latrines into low cost twin pit sanitary latrines and liberation of scavengers through total elimination of manual scavenging.

On the recommendations of this Commission the scheme has now been revised and detailed guidelines issued which inter-alia include:

1. Detailed and genuine survey on the number of dry latrines in each District/town/city (the emphasis been on genuine figure) in a time bound manner, framing of project by the State Governments, its clearance both at State and Central level, earmarking of funds for the State Governments, better funding pattern, increase in the cost of construction within a given time frame.
2. Central subsidy will be 75%, State subsidy 15% and beneficiary share 10%. The State Government's can contribute beneficiary's share from their State funds.
3. The cost of the structure will be Rs.10,000/- in town and in difficult and hilly areas Rs.12,500/-.

4. Coordination Committee in the Ministry of Housing and Urban Poverty Alleviation will finally give the approval.

5. The implementation of the scheme will be directly done by the Ministry and monitoring has now been made integral part of the scheme.

5. INTEGRATED HOUSING & SLUM DEVELOPMENT PROGRAMME (IHSDP)

Integrated Housing & Slum Development Programme aims at combining the schemes of VAMBAY and National Slum Development Programme (NSDP) for having an integrated approach in providing better housing to the urban slum dwellers who do not possess adequate shelter. The objective is to strive for holistic slum development with a healthy and enabling urban environment by providing adequate shelter and basic infrastructure facilities to the slum dwellers of the identified urban areas. The target group under the scheme is slum dwellers from all sections of the community through a cluster approach. Allocation of funds among States will be on the basis of the States Urban Slum population to total slum population in the country. **The safai karamcharis are also covered under this programme.**

6. PRE-MATRIC SCHOLARSHIP TO THE CHILDREN OF THOSE ENGAGED IN UNCLEAN OCCUPATIONS i.e. SCAVENGING, TANNING AND FLAYING APPLICABLE WITH EFFECT FROM 1.4.2003

The object of the scheme is to provide financial assistance to enable the children of scavengers of dry latrines, tanners, flayers and sweepers who have traditional link with scavenging to pursue pre-matric education. The scholarship will be given to students enrolled in schools/institutions which have been duly recognized by the concerned State Govt. and Union Territory Administration in Class I or any subsequent class upto matric stage in the case of day scholars,

and in class III or any subsequent class upto matric stage in case of hostellers which will terminate at the end of Class X. The scholarship in an academic year is ten months.

The scheme will be funded on co-sharing basis; i.e. 50% of the total expenditure will be borne by the Government of India as Central Assistance (over and above the committed liability) and 50% by the concerned State Govt. The Union Territory, will however, be provided 100% Central Assistance (over and above the committed liability).

Coverage, value of scholarship and ad-hoc grant

Item	Coverage	Value of Scholarship
Hostelers	Class III to VIII	Rs.300/- per month or 10 months
	Class IX to X	Class IX to X
Day Scholars	Class I to V	Rs.40/- per month or 10 months
	Class VI to VIII	Rs.60/- per month or 10 months
	Class IX to X	Rs.75/- per month or 10 months
Adhoc Grant	The day scholars and hostellers are eligible or an adhoc grant o Rs.550 and Rs.600/- per student per annum respectively.	

The scheme will be announced by the concerned State Government/Union Territory Administration well in time, by giving advertisements in the leading language newspapers local dailies and by using other suitable publicity media.

7. SCHEME OF POST MATRIC SCHOLARSHIPS TO THE STUDENTS BELONGING TO SCHEDULED CASTES

The objective of the scheme is to provide financial assistance to the Scheduled Caste students studying at post matriculation or post-secondary stage to enable them to complete their education.

These scholarships are available for studies in India only and are awarded by the Government of the State/Union Territory to which the applicant actually belongs i.e permanently settled.

Scholarships will be paid to the students whose parents/guardian' income from all sources does not exceed Rs.1,00,000/- per annum.

VALUE OF SCHOLARSHIP

The value of scholarship includes maintenance allowance, additional allowance for students with disabilities, reimbursement of compulsory non-refundable fees, study tour charges, thesis typing/printing charges, book allowance for students pursuing correspondence courses and book bank facility for specified courses, for complete duration of the course. The details are as follows:

i. **Maintenance allowance :**

Groups	Rate of Maintenance allowance (in Rupees per month)	
	Hostellers	Day Scholars
Group-I Degree and Post Graduate level courses (including M.Phil. Ph.D and Post Doctoral research) in Medicines (Allopathic, INidan and other recognized systems of medicines), Engineering, Technology, Agriculture, Veterinary and Allied Sciences, Management, Business Finance, Business Administration and Computer Applications/Science. Commercial Pilot License (including helicopter pilot and Multi Engine rating) course.	740	330
Group-II Other professional and technical graduate and Post Graduate (including M.Phil, Ph.D and Post Doctoral research) level courses not covered in Group I. C.A/ICWA/CS etc. courses. All Post Graduate,	510	330

Graduate level Diploma courses, all Certificate Level Courses.		
Group – III All other courses leading to a graduate or above degree (not covered in group I & II)	355	185
Group – IV All post matriculation level courses before taking up graduation like classes XI and XII in 10+2 system and intermediate examination etc. not covered in Group 'II' or 'III'. ITI courses, other vocational courses (if minimum required qualification to pursue the course is at least matriculation).	235	140

Additional Allowances for SC students with disabilities

A. Reader Allowance for blind Scholars

Level of Course	Reader Allowance (Rs. Per month)
Group I, II	150
Group III	125
Group IV	100

- B. Provision of transport allowance upto Rs.100 per month for disabled students, if such students do not reside in the hostel, which is within the premises of educational institution. The disability as per the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 is defined as blindness, low-vision, leprosy-cured, hearing impairment, locomotor disability, mental retardation and mental illness.
- C. Escorts Allowance of Rs.100/- per month for severally handicapped day scholar students with low extremity disability.
- D. Special Pay of Rs.100/- per month is admissible to any employee of the hostel willing to extend help to a severely othopaedically handicapped student residing in hostel of an educational institution, who may need the assistance of a helper.
- E. Allowance of Rs.150/- per month towards extra coaching to mentally retarded and mentally ill students.

Study Tours

Study tour charges upto a maximum of Rs.1000 per annum, limited to the actual expenditure incurred by the student on transportation charges etc. will be paid to the scholars studying professional and technical courses, provided that the head of the institution certifies that the study tour is essential for the scholar for completion of his/her course of study.

Correspondence courses including distance and continuing education

The students pursuing such courses are also eligible for an annual allowance of Rs.750/- for essential/prescribed books, besides reimbursement of course fees.

Selection of Candidates

- i. All the eligible Scheduled Caste candidates will be given scholarships subject to the application of Means Test prescribed in these Regulations.
- ii. Candidates belonging to one State but studying in other State will be awarded scholarships by the State to which they belong and will submit their applications to the competent authorities in that State. In the manner of exemption from fees or other concessions also their will be treated as if they were studying in their own State.

All the State Governments will announce in May-June, the details of the scheme and invite applications by issuing an advertisement in the leading newspapers of the State and through other media outfits. All requests for applications forms and other particulars should be addressed to the Government of State/Union Territory Administration to which the scholars actually belong. The applicant should submit the completed application to the prescribed authority before the last date prescribed for receipt of applications.

8. RAJIV GANDHI NATIONAL FELLOWSHIP (RGNF) FOR SCHEDULED CASTE/SCHEDULED TRIBE CANDIDATES

Introduction

The Rajiv Gandhi National Fellowship (RGNF) Scheme for Scheduled Caste and Scheduled Tribes is formulated and funded by Ministry of Social Justice & Empowerment and Ministry of Tribal Affairs. The scheme is open to candidates who belong to Scheduled Caste & Scheduled Tribe and wish to pursue higher studies such as regular and full time M.Phil. and Ph.D degrees in Sciences, Humanities, Social Sciences and Engineering & Technology. There are 1333 slots for Scheduled Caste and 667 slots for Scheduled Tribe candidates every year for all the subjects.

Objective

The scheme has been initiated keeping in view the social background of the candidates for the deprived section of the society and to provide them opportunity to undertake advanced studies and research. The objective of this award is to provide fellowships in the form of financial assistance to students belonging to SC/ST to pursue higher studies leading to M.Phil and Ph.D degrees in Sciences, Humanities and Social Sciences and Engineering & Technology.

Target Group

SC / ST Candidates who have passed the Post Graduate examination in concerned subject and who desire to pursue research without JRF of UGC-NET or UGC-CSIRNET.

Eligibility

The candidate should belong to SC/ST and should have passed the Post Graduate examination. The selection will be made on the basis of merit

of the candidates. The candidate must get himself/herself registered for M.Phil./Ph.D at the first available opportunity but not later than within a period of two years from the receipt of award letter. This period is not extendable. However, the actual payment of fellowship will be made with effect from the date of joining only.

Nature of assistance available under the scheme:

The tenure of fellowship is initially for two years under the RGNF Scheme. Before expiry of this period, the work of the Fellow will be evaluated by a Committee of three members comprising of Head of the Department, Supervisor and one outside subject expert to be constituted by the concerned Department of the /University/Institution/College. If the research work is found satisfactory, his/her tenure will be extended further for a period of three years under the enhanced emoluments of the Rajiv Gandhi National Senior Research Fellowship (RGNSRF). The recommendation of the Committee shall be submitted to the UGC for upgradation to the level of RGNSRF. The work done and the time spent on scholarships or fellowships of any agency other than the UGC will not be taken into account while considering the proposals for enhancement in the value of fellowship. The fellowship may be withdrawn if the work is not considered satisfactory or the candidate fails in any of the examinations related to Ph.D.

In case the work for the first two years is not found satisfactory, an additional year will be given to him/her for improvement. However, during this period he/she will be designated as Rajiv Gandhi National Junior Research Fellow. In such cases work will be evaluated again before third year of the tenure, and if improvement is found, the Fellow will get two more years under the RGNSRF. Thus, the total period of fellowship (RGNJRF and RGNSRF) is for five years, with no further provision of extension.

The candidate would be eligible for following financial assistance.

Fellowship	@Rs.8000/-p.m. for initial two years @Rs.9000/-p.m. for remaining tenure	RGNJRF RGNSRF
Contingency A	@Rs.10000/-p.a. for initial two years @Rs.20500/-p.a. for remaining tenure	Humanities & Social Sciences
Contingency B	@Rs.12000/-p.a. for initial two years @Rs.25000/-p.a. for remaining tenure	Sciences, Engg. & Technology
Departmental Assistance	@Rs. 3000/- p.a. per student to the host institution for providing infrastructure	For all disciplines
Escorts/Reader assistance	@ Rs. 2000/- p.m. in cases of physically handicapped & blind candidates	For all disciplines
HRA	As per rules of the University/ Institutions	For all disciplines

House Rent Allowance:

Suitable single-seated hostel accommodation may be provided to RGNJRF candidate in the University/Institution/College. In case of non-availability, HRA as per rules of the university/ institution/ college will be paid to the Fellow subject to the submission of an HRA certificate through the Registrar/Director/Principal. Rajiv Gandhi Registrar/Director/Principal. Rajiv Gandhi National Junior Research Fellow provided with accommodation in a hostel recognized/maintained by the institutions may be reimbursed the hostel fee, excluding mess, electricity, water charges, etc.

Medical:

No separate/fixed medical assistance is provided. However, the Fellow may avail of the medical facilities available in the University/Institution/College.

Leave:

The candidates are entitled for a maximum period of 30 days of leave in a year in addition to public holidays. They are not entitled to any other vacations.

Women candidates are eligible for maternity leave of 135 days at full rates of fellowship once during the tenure of their award.

Procedure for applying for the scheme

Applications are invited in the prescribed format once in a year through advertisement in leading newspapers and Employment News. The same is also uploaded in the UGC Website www.ugc.ac.in. The selection is made on the basis of merit and as per the procedure of the Commission.

Procedure for approval of the UGC

Applications received will be scrutinized, and short listed by the Commission. The decision of the Commission will be final and binding. The Commission reserves the right to withdraw/cancel the award without assigning any reason. On completion of the above formalities, the Joining Report of the candidate, duly signed by the supervisor/head of department is to be sent to the UGC through the Registrar/Director/Principal. On receipt of the Joining Report and other required documents, the admissible grant for the first year will be released or the concerned university will be informed to release the grant from the funds already sanctioned by the Commission for this purpose.

Procedure for release of grant

On receipt of UGC approval/award letter, the institutions may pay the fellowship amount to the fellows and meet expenses from the grants paid by the Commission for the purpose in accordance with the rules. For the release of subsequent installments of the grant, that is, fellowship, contingency and departmental assistance, etc., a Utilisation Certificate along with a statement of expenditure incurred may be sent to the Commission by the concerned University/Institution/College.

Cancellation of Award

The decision of the UGC in regard to awarding the RGNF shall be final and no appeal would lie against any decision by the UGC in regard thereof. The fellowship is liable to cancellation, in case of:

- Misconduct
- Unsatisfactory progress of research work
- Candidate found ineligible later.

RECOMMENDATION OF THE COMMISSION ON SRMS

1. The survey as envisaged by the M/o. SJ&E under the scheme should be completed within the stipulated time.
2. All the dry latrines should be removed. Until the dry latrines exist there manual scavengers were forced to do scavenging work.
3. These manual scavengers were not interested in taking loans but in getting jobs in any form against the existing vacancies in the ULBs of the States/ other Government organizations like Banks, Railways etc.
4. The funds provided by the Govt. for new scheme may be utilized in educating the children of safai karamcharis. Residential schools should be opened for them.
5. As the population of the country increased three folds, the norms for appointment of safai karamcharis should be changed accordingly and more posts need to be created, and filled by the liberated safai karamcharis as a part of rehabilitation.
6. The District Collector should be the nodal point for implementation of this and all the other schemes whether focused on urban/rural areas.

CHAPTER – III

MAIN ISSUE RELATING TO SAFAI KARAMCHARIS

MINIMUM WAGES

The present Commission got the activity of 'Sweeping and Cleaning' included in the Minimum Wages Act in November 2005 within one year of its constitution. However, the National Commission for Safai Karamcharis has found that inspite of inclusion of this activity in the Minimum Wages Act throughout the country no other Act is being violated so blatantly as the Minimum Wages Act. The Commission is of the view that this is so because it relates to the most poor, illiterate and down trodden segment of our population. The Commission has observed that in almost all the States, the ULBs are hiring the safai karamcharis through contractor/NGO or other out sourcing agencies.

Similarly, the established and elite Educational Institutions like Banaras Hindu University/ Bombay University, world ranking hospitals like AIIMS, PGI etc. largest employees of safai karamcharis like Railways and Public Sector Undertakings like BSNL, SAIL having turn over of about 40,000 crores and profit earning PSU Banks are continuously hiring safai karamcharis on daily wages, usually through a middle man, as mentioned above and are not bothering to ensure that Minimum Wages are paid to the safai karamcharis so hired. These organizations pretend to be ignorant about the fact that they are the "Principal employers" as per the Minimum Wages Act and shirk the responsibility of ensuring the payment of Minimum Wages to the safai karamcharis so hired.

The Commission has taken meetings with the Labour Secretary, Chief Labour Commissioner and other senior labour functionaries on 17.10.2007. The height of injustice is that whenever the Commission has taken up this issue with

the hiring agencies, organizations etc. they in pursuance of the Commission's directions have changed the contractor, but along side the services of the daily wage workers, whose cause the Commission is taking, are also done away with. This results in loss of job to the poor people. Instead of getting a raise in their wages, which range from Rs.800 to 2400 and which are far low than the Minimum Wages finalized under the Act by the Central and State Governments. They lose jobs giving them income of Rs.800 to 2400 also. It is outrageous not to pay them even the minimum wages which are due to them. If this is not an exploitation of the safai karamcharis, the Commission would like to know the definition of 'exploitation' in an economically advancing country i.e. INDIA claiming to be future super power ?

The Minimum Wages have been fixed @Rs.180, 150 and 120 for A, B & C category cities respectively as per the notification of Ministry of Labour and Employment (Annexure - I). Thus, this Commission have achieved another milestone.

OBSERVATION

There are many shades and facets of circumventing the Minimum Wages Act. One such facet has come to the notice of the Commission. In Maharashtra safai karamcharis are being hired on daily wage by the ULBs but instead of calling them as 'WORK MAN' they have been named as 'VOLUNTEERS' and 'WAGES' have been replaced by 'HONORARIUM' in the terms and conditions of the contracts/ hiring documents. If the Government/Semi-Government agencies can resort to such practices what future can we envisage for the already exploited and famished safai karamcharis in our country? This is happening in the Financial and Industrial epic centre of the country (i.e. Mumbai).

RECOMMENDATION

- Abolition of hiring on contract is Commission's primary and major recommendation.

- Till the above is done by a Central Act, Ministry of Labour, Government of India alongwith corresponding Departments in State Governments should be made answerable to monitor and ensure the payment of Minimum Wages to the safai karamcharis hired by any agency, organization, ULBs etc. in the country.
- All wage payments should be made in their bank/post office accounts.
- The agency/organization should hire their services directly on daily wages instead of using a middle man as outsourcing, whether it be a contractor, NGO or any other outsourcing agency.
- The guidelines in this regard should be explicit, which inter-alia should include the provision for providing uniforms (summer and winter), shoes, chappals, gumboots, rain-coats and equipment along with free medical check-ups and any other medical assistance required for treatment.
- The best method could be to continue the safai karamcharis though the contractors could be changed on the expiry of their term, as is being done in Steel Authority of India Limited.
- The safai karamcharis should not be called 'volunteers' and their 'wages' could not be termed as 'Honorarium' only to avoid payment of Minimum Wages to them. A blanket ban in this regard should be announced by the Central Government and should be made applicable on the State Governments, NGOs and any other hiring agency.

SARVA SHIKSHA ABHIYAN

One of the most ambitious schemes of the Government of India is '**Sarva Shiksha Abhiyan**'. Its budget runs into thousands of crores and its objective is to achieve Universalization of Elementary Education (UEE) in a time bound manner, as mandated by 86th amendment to the Constitution of India making

free and compulsory Education to the Children of 6-14 years age group, a Fundamental Right'

This Commission while monitoring this scheme highlighted certain glaring deficiencies in it focusing on :

- (i) coverage of the children of the manual scavengers/safai karamcharis,
- (ii) Schools in slum areas and malin basti's,
- (iii) Toilets,
- (iv) Water availability &
- (v) Safai Karamcharis

Post of safai karamcharis should be made mandatory in each primary, middle and senior secondary schools. Similarly, in higher educational institutions these posts should also be created if they are not existent. Lack of toilet facilities also results in high drop-out rates starting at the middle level in girls. While budgeting this M/o.HRD should specify state-wise, school-wise number of posts of the safai karamcharis and it should be notified in the newspapers a specific time should be given for filling up of these posts and mode of recruitment should also be mentioned in the guidelines given by M/o.HRD.

The Chairperson of this Commission has discussed this issue with all the States however, few States agreed and acted upon the advice like the Chief Minister of Haryana and Delhi has created posts of safai karamcharis in schools.

The Commission has observed during this countrywide tour that irony of education concerning the safai karamcharis is that the largest number of illiterate people in the country belong to the safai karamchari community. The basic objective of the M/o.HRD that the school will be provided within a radius of 2 kms. many a time is also not fulfilled. The Commission has found even if the school exists the safai karamcharis do not enroll their children due to

various reasons and lack of awareness about facilities provided by the Government. Many of them are also not aware about the free education, free books and uniforms etc. provided by the Government under Sarva Shiksha Abhiyan and other scholarship etc.

The Commission has made several historic achievements. These are the following:

1. After visiting various States, the Commission sent report on the status of migrant working in the country to the Government.

2. Based on the facts submitted by this Commission, the Prime Minister has made Jyoti Basu of Marxist Background as the country one of the National Top Priority Areas of the 10th Five Year Plan. Further, the UPA Government submitted the bill for minimum wage act covering more than 20% workers in the country in March 2005.

Minimum Wage Act

3. Though the Act came into being in 1948 but the most exploited and unskilled category of workers i.e. the safai karamchore was not included in this. Due to efforts of the Chairperson of the Commission, the ~~proposed and started~~ activity was included in the Minimum Wage Act in Nov. 2005. It is a historical step taken after 55 years.

4. The Minimum Wage Board for Safai Karamchore was got constituted.

5. The Commission, thereafter got exposed the constitution of Wage Board to fix minimum wage for this category of workers i.e. safai karamchore.

6. The Chairperson, NCSK, then, as a final step got the Wage Board notify the minimum wages for the Safai karamchore. The

CHAPTER - IV

ACHIEVEMENTS AND ACTIVITIES OF THE COMMISSION

During its tenure, the present Commission has made several historic achievements. These are the following:-

- After visiting various States, the Commission sent report on the status of manual scavenging in the country to the Government.
- Based on the facts submitted by this Commission, the Prime Minister has made abolition of Manual Scavenging in the country, one of the '**National Top Priority Areas**' of the UPA Government. Further, the UPA Government extended **the date for abolition of manual scavenging from 31st December, 2007 to 31st March, 2009.**

MINIMUM WAGES

- Though this Act came into being in 1948 but the most deserving and exploited category of worker i.e. the safai karamcharis was not included in this. Due to efforts of the Chairperson of this Commission, the 'sweeping and cleaning activity' was included in the Minimum Wage Act in Nov. 2005. It is a historical step taken after 59 years.
- The Minimum Wage Board for Safai Karamcharis was got constituted.
- The Commission, thereafter, got expedited the constitution of Wage Board to fix minimum wage for this category of workers i.e. safai karamcharis.
- The Chairperson, NCSK, then, as a logical step got the Wage Board notify the minimum wages for the Safai karamcharis. The

Minimum Wage Board recommended to fix the rates in the country for safai karamcharis as:-

- Rs.180/- for the category 'A'.
 - Rs.150/- for the category 'B'.
 - Rs.120/- for the category 'C'.
- Due to Commission's efforts, wages of the safai karamcharis in Uttar Pradesh were increased from Rs.70/- to Rs.100/- per day (an increase of 45%), in April, 2008.
 - In the year 2006, the wages of safai karamcharis of Municipal Corporations in Punjab were increased from Rs.2400/- to Rs.3600/- and in Sanitation Committees from Rs.2000/- to Rs.3000/- per month.
 - Due to the Commission's efforts, within one month of this Commission's visit, 7500 posts of safai karamcharis were filled in the Bombay Municipal Corporation (BMC), Maharashtra and the daily wage safai karamcharis were regularized against these posts and they started getting a salary of about Rs.10,000/- per month and more instead of monthly wages of Rs. 2000/- to Rs.3000/- only from July, 2007.
 - The safai karamcharis of BMC were given uniforms, gloves, masks and other equipments also. Their medical check-up was conducted as a special drive as per the advice of this Commission.
 - After Commission's visit to Devnar Slaughter House in Mumbai 82 safai karamcharis were made permanent, previously where the condition of the safai karamcharis was were pathetic.
 - In Uttar Pradesh, 65000 safai karamcharis were engaged on Samvidha by the Uttar Pradesh Government on the Commission's insistence to fill the back log in 2006.
 - The Commission brought to the notice of the Government that 75% of the population of the country still live in rural areas and the remaining 25% population live in urban areas. The Commission

advised the Government that the services of safai karamcharis are required in the rural areas and should not be limited to the urban areas only and therefore posts of safai karamcharis should be created in the villages also.

- The Commission wrote letters to all Chief Minister's to appoint safai karamcharis in the villages. Few States like Haryana, UP, etc. have already started recruitment.
- As per the directions of the Commission, 1.8 lakh posts of safai karamcharis were created for the rural areas in Uttar Pradesh. 11,000 posts of safai karamcharis were created in Haryana.
- Regularization of Part-time safai karamcharis in Nationalized Banks like State Bank of India, Punjab National Bank, Bank of Baroda, UCO Bank, United Bank of India and other was got done by taking the issue with the Finance Minister and the Chairman & Managing Director of the Banks.
- The Commission got the Provident Fund Account opened and the account book given to safai karamcharis in many ULBs, Railways, PSUs, Banks and other Government organization all over India.
- Due to commission's effort, the safai karamcharis in addition to their salary, a sum of Rs.25/- per postmortem is given for assisting in the work of postmortem at PGIMER, Chandigarh.
- Due to the Commission's efforts, under mentioned facilities were provided to the Safai Karamcharis working on permanent and contract basis both in ULBs, Railway, Banks and PSUs :-
 - Uniform
 - Salary Slip
 - Matters related to payment of Pension & gratuity

HEALTH

- No attention is given to provide and cover the safai karamcharis under health programmes because they need it the most.

Due to the Commission's efforts the Medical checkup of safai karamcharis and their wards and awareness camps were got organized by large ULBs like Delhi, Maharashtra, Jaipur (Rajasthan) and Chandigarh and provided facility to administer the injections of Hepatitis B.

EDUCATION

- The Commission laid emphasis on Education to be made within the reach of the safai karamcharis and their wards.
- The Commission got thousands of posts of safai karamcharis created in various schools in rural and urban areas like Haryana, Delhi and U.P.
- On this Commission's recommendations, the Ministry of Human Resource Development directed all State Governments to ensure coverage of the children/wards of safai karamcharis under Sarva Shiksha Abhiyan and ensure provision of free text books and uniforms, special coaching /remedial classes, sensitization of teachers to promote equitable learning opportunities and setting up of EGS/AIE centres close to the bastis of safai karamcharis.
- On the Commission's recommendations, the UPA Government has provided Rs.500/- per student for furniture under Sarva Shiksha Abhiyan from Class VIII to Class XII in the Eleventh Plan. The children of safai karamcharis were also benefited by this scheme.
- The Commission persuaded the ULBs, State Govts. and other organizations/institutions to provide proper housing to the safai karamcharis and to allot due share of houses under the Government run schemes. It also followed up the issue of ownership of residential quarters to the safai karamcharis who are living in them for the last 3 to 4 decades. The Maharashtra

Government has already announced such a facility to be extended to BMC's safai karamcharis.

SEWER DEATHS

- The Commission brought the issue of hundreds of sewer deaths in the country, centre stage and created awareness amongst the State Governments to take this issue seriously. In this connection, Hon'ble Prime Minister was requested to issue necessary guidelines.
- The Commission made State Governments pay compensation in lakhs to the families of hundreds of safai karamcharis who were victims of sewer deaths all over the country e.g. Gujarat, Punjab, U.P. , Maharashtra etc.
- In Hatti Gold Mines in Karnataka, the Commission got dry latrines changed at 5000 feet below the ground level to flush system.
- Safai Karamcharis engaged in manual scavenging in mines were liberated.

ACTIVITIES OF THE COMMISSION

Due to tireless efforts, The Present Commission has been given extension upto March 2009. The main activities carried out by this Commission are as follows :

No. of Complaints/representations received in the Commission:

This Commission received 1054 & 1118 representations/complaints in English and Hindi respectively since April 2007 to December 2008.

Period	No. of Complaints	Complaints attended to
April 2007 to March 2008	1308	1308
April 2008 to December 2008	864	864

Details of Tour Programmes of Chairperson/Members of the Commission

The Hon'ble Chairperson and Members of the Commission made extensive tour in the different parts of India. (01.04.2007 to 31.12.2008)

(i) Chairperson (Smt. Santosh Chowdhary)

- Punjab - Chandigarh, Ludhiana, Hoshiarpur, Phillaur, Gurdaspur, Pathankot, Bhatinda, Patiala, Nabha, Jalandhar, Ghuman, Bhugarni, Phagwara, Amritsar, Nawanshahar, Balachur, Khanna,
- Haryana - Panchkula, Karnal
- Uttar Pradesh - Varanasi
- Rajasthan - Jaipur
- West Bengal - Kolkata
- Maharashtra - Mumbai
- Gujarat - Ahmedabad

(ii) Member (Sh. Ram Swaroop Ram)

- Bihar - Patna, Dinapur, Gaya, Muzzafarpur, Chhapra, Asansol
- West Bengal - Howra, Kolkata, Saldah
- Andhra Pradesh - Hyderabad
- Jharkhand - Ranchi, Devgarh, Bokaro
- Tamil Nadu - Chennai
- Maharashtra - Mumbai
- Uttar Pradesh - Varanasi, Chandawli
- Uttarakhand - Dehradun, Rishikesh, Chamoli
- Rajasthan - Ajmer
- Orissa - Puri

(iii) Member (Sh. Radhey Shyam Chauhan)

- Madhya Pradesh - Bhind, Gwalior, Shivpuri, Gwalior, Ditiya, Lashkar
- Uttar Pradesh - Agra

(iv) Member (Sh. Mangi Lal Arya)

- Rajasthan - Jaipur, Dosa, Pali, Udaipur, Chittorgarh, Bhilwara, Jodhpur, Jalore
- Maharashtra - Pune, Mumbai
- Haryana - Hissar, Sirsa, Faridabad
- Punjab - Faridkot, Kotkapura
- Uttar Pradesh - Ghaziabad, Meerut
- Tamil Nadu - Chennai

MEETINGS

During the period under report, Commission had organized 08 internal meetings to discuss various issues concerning with scavengers/safai karamcharis. Commission also had meetings with Ministries, State Government Heads, Nationalized Banks and PSUs viz.:-

1. Chief Secretary – Punjab, Gujarat & Rajasthan
2. Chairman, Railway Board
3. Secretary, M/o.SJ&E
4. Secretary, Chief Labour Commissioner, Director General, Dy. Director General – M/o. Labour and Employment
5. Secretary, M/o.Rural Development
6. JS, M/o. Human Resource Development
7. Secretary, M/o. Housing and Urban Poverty Alleviation
8. Officers from Delhi Jal Board, MCD, NDMC & BSES
9. Gas Authority of India Ltd.
10. Hindustan Petroleum Corporation Ltd.
11. Railway Board
12. Steel Authority of India Ltd.
13. Bharat Sanchar Nigam Ltd.

14. Indian Oil Corporation Ltd.

15. State Bank of India, Punjab National Bank, Bank of Baroda, UCO Bank,
United Bank of India etc.

Details of Letters written by Hon'ble Chairperson to Hon'ble Prime
Minister of India and Hon'ble Chairperson, U.P.A. during the year
2004 to 2008.

Sl. No.	Subject	Date
1(a)	Implementation of NSLRS scheme in J& K state.	19.11.2004
(b)	'Sweeping and Cleaning' work included in the Minimum Wages Act	2005
2	To include sweeping and cleaning work in the activities under chapter 5 of the NREGA scheme.	06.02.2006
3	Suggestion of the Commission placed before the planning Commission for inclusion in the 11 th plan approach paper.	01.03.2006
4	Proper accounting in case of Provident Fund and other dues of the safai karamcharis working in the Municipal Corporation and Committees.	08.03.2006
5	To declare 2 nd October as "Safai Karamcharis Uthan Diwas".	14.06.2006
6	Country wise uniformity in wages for safai karamcharis.	05.07.2006
7	Convening of a meeting of all Chief Minister Chief Secretaries of state for eradication of manual scavenging.	05.07.2006
8	Orders of Supreme Court in case of manual scavengers	05.07.2006
9	To create awareness for the abolition of scavenging in India through print and electronic media.	05.07.2006
10	Minimum wages of safai karamcharis in Punjab.	11.08.2006
11	Declaration of 2 nd October as 'Safai Karamcharis Uthan Diwas'.	28.09.2006
12	Creation of awareness	10.10.2006
13	Encouraging beginning at Tirupati Tirumala Devasthanam Management, through NCSK's Efforts.	18.04.2007
14	Manually sewer cleaning in the heart of the Capital	23.7.2007

15	Inhuman practice of sewer cleaning in MCD.	13.7.2007
16	Increase of atrocities against the dalits.	31.8.2007
17	Sewer deaths in Pune Municipal Corporation, Maharashtra State	16.10.2007
18	Abolition of Manual Scavenging in Hatti Gold Mines in Karnataka State reg.	05.11.2007
19	Suggestion/comments of the NCSK for inclusion of safai karamcharis in the Un-organized sector workers social security Bill, 2007.	13.11.2007
20	Grant of permanent ownership of the residential quarters to the safai karamcharis of Belgaum district, Karnataka.	5.12.2007
21	Deteriorating condition of sewer cleaner-safai-karamcharis.	20.12.2007
22	Debt waiving for SC/STs Backward, Minorities and Landless Persons	04.03.2008
23	Creation of posts of safai karamcharis in villages.	03.03.2008
	Exploitation of safai karamcharis in Army/Cantoment Area	19.03.2008
24	Status of ULBs.	31.03.2008
25	Inhuman working and living conditions of safai karamcharis in West Bengal (Kolkata)	01.05.2008
26	Sub-human existence of Rag-pickers.	01.05.2008
27	Monitoring mechanism for better implementation of NREGA.	01.05.2008
28	Filling of vacant posts of safai karamcharis.	12.08.2008
29	Adoption of rates of minimum wages notified by UPA Government- 2008.	20.08.2008
30	To monitor the problems of the safai karamcharis at Tirupathi Tirumala Devasthanam on 23.08.2008.	26.08.2008
31	Controversy on scavengers issue at Chennai.	27.08.2008
32	Adoption of minimum wages rates as notified by the UPA Government.	02.09.2008
33	Visit of Gandhi Nagar (Gujarat) on 11.11.2008.	12.11.2008
34	Letter written to Hon'ble Chairperson, UPA reg Enactment regarding part time safai karamcharis.	25.11.2008

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|----|---|------------|
| 35 | Letters written to All Chief Minister of states reg. adoption of central minimum wages rates for safai karamcharis by the state Government. | 27.08.2008 |
| 36 | Letter written to Dr. Y.S. Reddy, C.M. Andhra Pradesh reg. meeting with safai karamcharis at Tirupati Tirumala Devasthanam on 23.8.2008. | 27.08.2008 |

Details of a few Reports sent by Hon'ble Chairperson to Hon'ble Prime Minister of India and Hon'ble Chairperson, U.P.A. during the year 2004 to 2008.

- | | | |
|----|--|-------------------|
| 1 | Quarterly Reports of the functioning of the Commission | 2005, 2006 & 2007 |
| 2 | Status Report of Manual Scavenging as desired by the Hon'ble Prime Minister | 2006 |
| 3 | Report on Mob Violence in Valmiki Basti, torching of House of Dalits, Valmiki at Gohana, District Sonapat, Haryana on 31.8.2005. | 01.09.2005 |
| 4 | Survey Report of Manual Scavengers at Ghaziabad U.P. on 30.04.2006 | 04.05.2006 |
| 5 | Survey Report of Manual Scavengers at Meerut U.P. on 10.6.2006 | 15.06.2006 |
| 6 | Report to Defuse 11 days strike by safai karamcharis of Municipal Corporation of Meerut U.P. on 20.6.2006 | 22.06.2006 |
| 7 | Survey Report of Manual Scavengers at Buland Shahar (U.P.) on 03.8.2006 | 11.08.2006 |
| 8 | Tour Report of Bhatpara, 24 North Pargana District, West Bengal from 2 nd to 4 th November, 2006 | 08.11.2006 |
| 9 | Report on Manual Scavenging in the State of Gujarat | 29.01.2007 |
| 10 | Report reg. issue of accidental death of safai karamcharis due to gas gutter poisoning in Cantonment Area of Ahmedabad. 07.03.2007 | 08.03.2007 |
| 11 | Tour Report of Tamil Nadu and Andhra Pradesh 15 th to 19 th March, 2007 | 02.04.2007 |
| 12 | Tour Report of Bombay Municipal Corporation | May 2007 |
| 13 | Report of Delhi Jal Board on 30.05.2007 | 13.07.2007 |

14	Report of AIIMS on 31.05.2007	13.07.2007
15	Tour Report of Kanpur Municipal Corporation U.P. from 13 th to 14 th March 2008	17.03.2008
16	Tour Report of Rajasthan on 10 th & 11 th April 2008	15.04.2008
17	Tour Report of Kolkata Visit from 28 th to 30 th April 2008	02.05.2008

Some successful cases of the Commission

File No.	Problem of the Safai Karamcharis	Efforts taken by the Commission	Case Resolved
11060/Bihar-2/2007-R&D	Students of Balmiki Community are not getting scholarship studying in Village Naya Tola Madhopur, District Patna, Bihar	Case taken up with concerned officers and correspondences made with Basic Education Officer, Patna, Bihar	On 26.7.2007, the students were called at Sub-Divisional Office, Welfare Department, Bihar Government and were given Rs.660/- as scholarship.
11060/Har-8/2006-R&D	Encroachment on the land of Shri Rajesh Kumar S/o.Shri Halli Balmiki, r/o.Village Allika, Tehsil Palwal, Dist. Faridabad, Haryana	Issue taken up with District Collector, Palwal	Sub-Divisional Magistrate vide letter dated 15.10.2006 informed that the compromise has been made by both the parties.
11060/UP-84/08-R&D	Encroachment in the cremation ground of Balmiki community people at Vill & PO Imliya, Tehsil-Chandpur, Distt. Bijnor, UP	Issue taken up with the District Collector, Bijnor	DC informed vide letter dated 22.11.2008 that the said encroachment has been evicted.
11060/UP-18/08-R&D	In Dhampur, District Bijnor, pension of the safai karamcharis were not paid for the last	Issue taken up with the District Collector, Bijnor vide letter dated 29.02.2008	DC informed that the amount has been deposited in the respective accounts of the safai karamcharis

11060/UP-83/07-R&D	20-21 months, Smt. Tarawati W/o.Late Sh. Ramesh, r/o.Lisadi Gate, Mahmood Nagar, Meerut complained that the balance amount of insurance amount was not paid to her by Meerut Municipal Authority	Issue taken up with the District Collector, Meerut vide letter dated 23.09.2008 to take appropriate action in the matter	AO, Meerut Municipal Corporation informed that the payment to Smt. Tarawati has been made.
11060/UP-44/07-R&D	Non payment of pension, gratuity and leave salary to Smt. Maya Devi W/o.late Shri Kunwar Pal, safai karamcharis in Bulandshahar	Matter taken up with the District Collector, Bulandshahar, UP vide this Commission's letter dated 16.07.2007	DC, Bulandshahar informed that all the pending payments were made to Smt. Maya Devi.
11060/UP-26/07-R&D	Providing houses to the 82 Balmiki Safai Karamcharis in Hardasikhera, Lucknow under VAMBAY	Matter taken up with the Project Officer, District Urban Development Authority, Chopad Hospital, Lucknow vide this Commission's letter dated 24.05.2007	Project Officer vide his letter dated 01.06.2007 informed that houses were allotted to 151 balmiki safai karamcharis.
11060/UP-45/07-R&D	Providing of employment to Smt. Vimla Devi w/o.late Sh.Durjan Singh Balmiki, Municipal Corporation Aligarh who committed suicide.	Matter taken up with District Collector, Aligarh.	DC, Aligarh informed vide letter dated 23.07.2007 that Aligarh Municipal Corporation has given Rs.30,000/- to Smt. Vimal for treatment of her husband but as her husband passed away, she has been provided an employment in the Aligarh Municipal Corporation on Temporary Basis.

- iv) Municipal Corporation/Committees always complain about the resource crunch and all the economy is observed on the safai karamcharis. The Government has to make these funds available to the Municipal Corporations for taking care of the needs of the safai karamcharis.
- v) The National Commission is of the view that the Safai work is of perennial nature and **no safai work should be outsourced** especially by Central/State/other authorities.
- vi) a) One of the major observations of this Commission is on the **sewer deaths of the Safai Karamcharis**. The number of such deaths runs in thousands and all the hiring agencies i.e. State Governments, Defence, ULBs etc. try to disown the responsibility and payment of compensation against the death of poor safai karamcharis.
- b) The Commission regards sewer cleaning more inhuman unhygienic and dangerous than even manual scavenging. Therefore, in case of death due to sewer cleaning, recommended Rs. 5 lacs as compensation and a job to one of the family members of the deceased.
- c) The Commission emphasized the need to obtain latest automatic equipments for sewer cleaning.
- d) The activity of cleaning sewers/gutter should also be kept under technical trade and should be paid accordingly.
- e) The Commission advised the Government of India for creating infrastructure for sewer system. Now the UPA Govt. has started giving large amount of funds for this purpose. It is for the States to utilize these funds to rebuild sewer system.

- f) The Commission is of the view that though the cleaning of sewers should not be done manually, in case it is imperative, proper training should be given to safai karamcharis and only the trained persons services should be utilized for this specific purpose.
- vii) All safai karamcharis part time/contract workers should be treated at par with the permanent employees in all respects.
- viii) ULBs/Ministries and other department who hire the services of safai karamcharis through the contractor remain the principal employer as per the Contract Labour Act and not the Contractor therefore, the onus of fulfilling all the conditions lies on the principal employer. At the time of signing the contract it should be ensured that minimum wage, uniform and all other benefits as due to them as per the Contract Labour Act should be given to them and should be assured by the principal employer.
- ix) All safai karamcharis permanent/part time/contract workers should be provided with medical facilities.
- x) Periodical medical checkup of all categories of safai karamcharis should be done.
- xi) Each safai karamchari permanent/part time/contract workers/daily wagers should be paid the basic cleanliness kit like uniform, gloves, masks, etc. The norms of issue of uniform should be changed and it should be issued every year in summer and winter.
- xii) All safai karamcharis should be covered under insurance scheme and their contribution towards provident fund should be mandatory and the fund should be deposited in the personal individual PF account of safai

karamcharis opened for him/her. The onus of compliance will lie on the principal employer.

- xiii) In case of contract workers, not only the contractor but the principal employer should be made responsible for ensuring payment of Minimum wages and for providing compensation/compassionate appointment of the deceased if some accident happens while at work.
- xiv) It is necessary to provide compulsory educational facilities to safai karamcharis and their children with a view to liberate them from this disgraceful profession. For this purpose, residential good quality schools should be established where they should be provided with free education and study material, boarding and lodging etc. A survey should be conducted through out the country for knowing the number of safai karamcharis children who do not go to schools and identify the reasons.
- xv) Central/ State Government should implement the schemes of higher education and Technical education for giving free education to the children of Safai Karamcharis.
- xvi) SSA should earmark funds for opening of primary school near the malin bastis and the States should be asked to monitor the progress.
- xvii) Provision for recruitment of this down-trodden category's men and women should be made in a prescribed ratio in para-military forces, Police forces and Government Security Organizations on the basis of Physical capability giving relaxation in recruitment rules.
- xviii) The National Commission is of the view that the Municipal Corporations, Cantonments Boards, Municipalities and Panchyats

should construct dwelling units to rehabilitate Safai Karamcharis. Such Safai karamcharis should be given ownership right of the houses and the construction cost of such houses should be received from their remuneration during their service period. At least 20% of the annual budget of Municipal Corporation/Municipalities should be earmarked for this section of the society and 50% of the amount so earmarked should be spent exclusively for upliftment, accommodation and welfare of safai karamcharis.

- xix) Electricity, water, toilets, schools and community hall should be provided to them on priority. The wine shops should not be near their bastis.
- xx) In case of death or disability of safai karamchari, the dependent should be provided with immediate employment in accordance with their qualification. The Commission is of the view that for this category there should not be any restriction of 5% compassionate appointment but it should be 100%.
- xxi) I-Cards should be issued to safai karamcharis whether permanent or part-time, working in Govt./Private Organizations.



भारत का राजपत्र

The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित
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नई दिल्ली, बृहस्पतिवार, अगस्त 7, 2008/श्रावण 16, 1930
NEW DELHI, THURSDAY, AUGUST 7, 2008/SRAVANA 16, 1930

श्रम और रोजगार मंत्रालय
अधिसूचना

नई दिल्ली, 7 अगस्त, 2008

का.आ. 1994(अ).—न्यूनतम मजदूरी अधिनियम, 1948 (1948 का 11) की धारा 5 की उप-धारा (1) के खंड (ख) की अपेक्षानुसार, "सफाई कर्मचारी नियोजन एवं शुष्क शौचालय संनिर्माण (प्रतिषेध) अधिनियम, 1993 के अधीन प्रतिषिद्ध क्रियाकलापों को छोड़कर बुहारन और सफाई का नियोजन" के अनुसूचित रोजगार में लगे कर्मचारियों को संदेय प्रतिदिन की न्यूनतम मजदूरी की दरें नियत करने के प्रस्ताव भारत के राजपत्र, असाधारण, भाग II, खंड 3, उप-खंड (ii) में भारत सरकार के श्रम और रोजगार मंत्रालय की अधिसूचना संख्यांक का.आ. 925(अ), तारीख 24 अप्रैल, 2008 द्वारा ऐसे सभी व्यक्तियों की जानकारी के लिए जिनके उससे प्रभावित होने की संभावना है आक्षेप और सुझाव उस तारीख से जिसको राजपत्र अधिसूचना की प्रतियां जनता को उपलब्ध करा दी गई थीं, दो मास की अवधि की समाप्ति तक आमंत्रित करते हुए प्रकाशित किए गए थे;

और उक्त प्रस्तावों पर केन्द्रीय सरकार को कोई आक्षेप या सुझाव प्राप्त नहीं हुए है;

अतः अब केन्द्रीय सरकार उक्त अधिनियम की धारा 4 की उप-धारा (1) के खंड (i) और धारा 5 की उप-धारा (2) के साथ पठित धारा 3 की उप-धारा (1) के खंड (क) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए सलाहकार बोर्ड से परामर्श करने के पश्चात् इस अनुसूचित नियोजन में नियोजित कर्मचारियों को संदेय मजदूरी की न्यूनतम दरें नियत करती है।

मजदूरी की उन न्यूनतम दरों में, जो इस अधिसूचना की तारीख से प्रभावी होंगी (क) इससे उपाबद्ध अनुसूची के भाग I के

स्तंभ (2) में दी गई मजदूरी की मूल दरें और उसके स्तंभ (1) में वर्णित क्षेत्रों में कार्यरत कर्मचारियों को संदेय दरें समाविष्ट होंगी; और

(ख) एक विशेष भत्ता जिसे इसमें इसके पश्चात् उक्त अनुसूची के भाग 2 में परिवर्ती महंगाई भत्ता कहा गया है मुख्य श्रमायुक्त (केन्द्रीय) द्वारा 1 अक्टूबर और 1 अप्रैल से प्रारंभ होने वाले छह मास के अंतराल पर प्रत्येक वर्ष क्रमशः 30 जून और 31 दिसम्बर, को समाप्त होने वाली प्रत्येक पश्चात्पूर्ती छह मास की अवधि के लिए औद्योगिक कर्मचारों के लिए औसत उपभोक्ता मूल्य सूचकांक के आधार पर अनुसूची के भाग 2 के स्तंभ (2) में वर्णित दर पर समायोजित किया जाएगा।

अनुसूची

भाग I—न्यूनतम मजदूरी की मूल दरें

क्षेत्र	दैनिक मजदूरी
(1)	(2)
क	180.00 रुपये
ख	150.00 रुपये
ग	120.00 रुपये

भाग II—विशेष भत्ता दर

औद्योगिक श्रमिकों संबंधी उपभोक्ता मूल्य सूचकांक (आधार 2001=100) में 31 दिसम्बर, 2007 को समाप्त होने वाली अवधि के लिए 133 से ज्यादा अंकों के उछाल या गिरावट के प्रत्येक बिन्दु के लिए परिवर्ती महंगाई भत्ता दर

क्षेत्र	परिवर्ती महंगाई भत्ता
(1)	(2)
क	1.35 रुपये
ख	1.13 रुपये
ग	90 पैसे

[फा. सं. एस-32017/1/2008-डब्ल्यू सी]

हरचरण सिंह, उप-महानिदेशक

स्पष्टीकरण : इस अधिसूचना के प्रयोजनार्थ

1. इस अधिसूचना के उपाबंध में उल्लिखित क्षेत्र "क" और क्षेत्र "ख" में ऐसे क्षेत्रों के रूप में उक्त उपाबंध में विनिर्दिष्ट क्रमशः सभी स्थान शामिल होंगे तथा नगर निगम या नगरपालिका या छावनी बोर्ड या स्थान विशेष की अधिसूचित क्षेत्र समिति से पंद्रह किलोमीटर तक की परिधि के सभी स्थान शामिल होंगे। क्षेत्र "ग" में उपाबंध में उल्लेख न किए गए ऐसे सभी स्थान शामिल होंगे जिन पर न्यूनतम मजदूरी अधिनियम, 1948 लागू होता है। केन्द्रीय सरकार के कर्मचारियों को मकान किराया भत्ते की अदायगी के प्रयोजन के लिए वित्त मंत्रालय द्वारा समय-समय पर जोड़े गए अथवा श्रेणी में उन्नयन किए गए स्थानों को भी इस मसौदा प्रस्ताव के उपाबंध में विनिर्दिष्ट वर्गीकरण के प्रयोजन के लिए ऐसे परिवर्धन एवं उन्नयन की तारीखों से जोड़ा गया समझा जाएगा।

2. जहां किसी संविदा अथवा करार अथवा अन्यथा के आधार पर किसी कर्मचारी की मजदूरी की मौजूदा दरें इसमें अधिसूचित दरों से उच्चतर हैं, वहां ऐसे कर्मचारियों के लिए इस अधिसूचना के प्रयोजनार्थ अनुप्रयोज्य उच्चतर दरें संरक्षित की जाएंगी और वे न्यूनतम मजदूरी दरों के रूप में मानी जाएंगी।

3. न्यूनतम मजदूरी दर में साप्ताहिक विश्राम दिवस के लिए देय मजदूरी भी शामिल है।

4. न्यूनतम मजदूरी दरें ठेकेदारों द्वारा नियोजित कर्मचारियों पर भी लागू होती हैं।

5. विकलांग कर्मचारियों को देय न्यूनतम मजदूरी दरें समुचित श्रेणी के श्रमिकों को देय दरों के समान ही होंगी।

6. पुरुष और महिला कामगार समान कार्य या समान प्रकृति के कार्य के लिए समान दर पर मजदूरी प्राप्त करेंगे।

7. न्यूनतम मजदूरी अधिनियम, 1948 (1948 का 11) के अंतर्गत प्रवर्तनीय न्यूनतम मजदूरी दरों में न्यूनतम मजदूरी दरें और परिवर्ती महंगाई भत्ता दोनों शामिल हैं।

उपाबंध

क्षेत्र- 'क'	
अहमदाबाद (यू.ए.)	हैदराबाद (यू.ए.)
बंगलुरु (यू.ए.)	कानपुर (यू.ए.)
कोलकाता (यू.ए.)	लखनऊ (यू.ए.)
दिल्ली (यू.ए.)	चेन्नई (यू.ए.)
वृहत्तर मुम्बई (यू.ए.)	नागपुर (यू.ए.)

क्षेत्र- 'ख'

आगरा (यू.ए.)	जमशेदपुर (यू.ए.)
अजमेर	जोधपुर
अलीगढ़	कोच्चि (यू.ए.)
इलाहाबाद (यू.ए.)	कोल्हापुर (यू.ए.)
अमरावती	कोझीकोड (यू.ए.)
औरंगाबाद (यू.ए.)	कोटा
बरेली (यू.ए.)	लुधियाना
भावनगर	मदुरई (यू.ए.)
बोकारो	मेरठ (यू.ए.)
भोपाल	मुरादाबाद (यू.ए.)
भुवनेश्वर	मैसूर (यू.ए.)
अमृतसर	नासिक (यू.ए.)
चंडीगढ़ (यू.ए.)	पुणे (यू.ए.)
कोयम्बटूर (यू.ए.)	पटना (यू.ए.)
कटक (यू.ए.)	रायपुर (यू.ए.)
दुर्गापुर	राजकोट
फरीदाबाद	रांची (यू.ए.)
कम्पलैक्स	
गाजियाबाद (यू.ए.)	शोलापुर (यू.ए.)
गोरखपुर (यू.ए.)	श्रीनगर (यू.ए.)
गुवाहाटी शहर	सूरत (यू.ए.)
गुन्डूर	तिरुवनन्तपुरम (यू.ए.)
ग्वालियर (यू.ए.)	वडोदरा (यू.ए.)
इन्दौर (यू.ए.)	वाराणसी (यू.ए.)
हुबली-धारवाड	विजयवाड़ा (यू.ए.)
जबलपुर (यू.ए.)	विशाखापट्टनम (यू.ए.)
जयपुर (यू.ए.)	वारंगल

क्षेत्र 'ग' में वे सभी क्षेत्र शामिल हैं जिनका इस सूची में उल्लेख नहीं है। कृपया ध्यान दें : यू.ए. शहरी समूह के लिए प्रयुक्त किया गया है।

MINISTRY OF LABOUR AND EMPLOYMENT**NOTIFICATION**

New Delhi, the 7th August, 2008

S.O. 1994(E).—Whereas the proposals to fix the minimum rates of wages per day payable to the employees engaged in the scheduled employment of "Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993", was published in the Gazette of India, Extraordinary, Part II, Section 3, sub-section (ii), as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), vide Notification of the Government of India in the Ministry of Labour and Employment S.O. 925(E),

dated the 24th April, 2008 for information of and inviting objections and suggestions from all persons likely to be affected thereby, till the expiry of the period of two months, from the date on which copies of Gazette notification were made available to the public;

And, whereas, no objections or suggestions have been received on the said proposals by the Central Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of Section 3 read with clause (i) of sub-section (1) of Section 4 and sub-section (2) of Section 5 of the said Act, the Central Government after consulting the Advisory Board, hereby fixes the minimum rates of wages payable to the employees employed in this Scheduled employment.

The minimum rates of wages, which will be effective from the date of this notification shall consist of—

(a) basic rates of wages as set out in column (2) of Part-I of the Schedule annexed herewith and payable to the employees working in areas mentioned in column (1) thereof; and

(b) a special allowance, hereinafter referred to as Variable Dearness Allowance, Part-II of the said Schedule shall be adjusted by the Chief Labour Commissioner (Central) at an interval of six months commencing on the 1st October and 1st April on the basis of average Consumer Price Index Number for Industrial Workers for the each preceding period of six months ending on 30th June and 31st December every year respectively, at the rate mentioned in column (2) of Part-II of the Schedule.

SCHEDULE

Part I—Basic rates of minimum wages

Area	Daily wage
(1)	(2)
A	Rs. 180.00
B	Rs. 150.00
C	Rs. 120.00

Part II—Rate of Special Allowance

Rate of Variable Dearness allowance for every point rise or fall in Consumer Price Index Number (Base 2001=100) beyond 133 for Industrial Workers which is six months average upto 31st December, 2007.	
Area	Variable Dearness Allowance
(1)	(2)
A	Rs. 1.35 Paise
B	Rs. 1.13 Paise
C	90 Paise

[F. No. S-32017/1/2008-WC]

HARCHARAN SINGH, Dy. Director General

Explanation : For the purpose of this notification

- Area 'A' and Area 'B' as indicated in Annexure to this notification shall respectively comprise all the places as specified in the said annexure as such areas, and include all places within a distance of fifteen kilometers from the periphery of a Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee or a particular place and Area 'C' shall comprise of all the other places not mentioned in the Annexure and to which the Minimum Wages Act, 1948 extends. The places added or upgraded from time to time by the Ministry of Finance for the purpose of payment of House Rent Allowance to Central Government employees shall be taken to be added from the date of such addition or up-gradation for the purposes of classification specified in Annexure to this draft proposal.
- Where the existing rates of wages of any employee, based on contract or agreement or otherwise, are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages, applicable for the purpose of this notification to such employee.
- The Minimum rates of wages include also the wages for weekly day of rest.
- The minimum rates of wages are applicable to employees employed by contractors also.
- The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- The minimum rates of wages and Variable Dearness Allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

ANNEXURE

AREA—"A"

Ahmedabad	(UA)	Hyderabad	(UA)
Bangaluru	(UA)	Kanpur	(UA)
Kolkata	(UA)	Lucknow	(UA)
Delhi	(UA)	Chennai	(UA)
Greater Mumbai	(UA)	Nagpur	(UA)

AREA—"B"

Agra	(UA)	Jamshedpur	(UA)
Ajmer		Jodhpur	
Aligarh		Kochi	(UA)

Allahabad	(UA)	Kolhapur	(UA)	Faridabad		Ranchi	(UA)
Amravati		Kozhikode	(UA)	Complex			
Aurangabad	(UA)	Kota		Ghaziabad	(UA)	Sholapur	(UA)
Bareilly	(UA)	Ludhiana		Gorakhpur		Srinagar	(UA)
Bhavnagar		Madurai	(UA)	Guwahati City		Surat	(UA)
Bikaner		Meerut	(UA)	Guntur		Thiruvananthapuram	(UA)
Bhopal		Moradabad	(UA)	Gwalior	(UA)	Vadodara	(UA)
Bhubaneshwar		Mysore	(UA)	Indore	(UA)	Varanasi	(UA)
Amritsar		Nasik	(UA)	Hubli-Dharwad		Vijayawada	(UA)
Chandigarh	(UA)	Pune	(UA)	Jabalpur	(UA)	Vishakhapatnam	(UA)
Coimbatore	(UA)	Patna	(UA)	Jaipur	(UA)	Warangal	
Cuttack	(UA)	Raipur	(UA)	Area—'C' will comprise all areas not mentioned in this list.			
Durgapur		Rajkot		NB : U.A. stands for Urban Agglomeration.			

ABBREVIATIONS

BMC	:	BOMBAY MUNICIPAL CORPORATION
CA	:	CHARTERED ACCOUNTANTS
CS	:	CHIEF SECRETARY
HRA	:	HOUSE RENT ALLOWANCE
ICWA	:	INSTITUTE OF COST & WORKS ACCOUNTANCY
IHSDP	:	INTEGRATED HOUSING & SLUM DEVELOPMENT PROGRAMME
ILCS	:	INTEGRATED LOW COST SANITATION
JRF	:	JUNIOR RESEARCH FELLOWSHIP
NBCFDC	:	NATIONAL BACKWARD CLASS FINANCE & DEVELOPMENT CORPORATION
NCSK	:	NATIONAL COMMISSION FOR SAFAI KARAMCHARIS
NGO	:	NON GOVERNMENTAL ORGANISATIONS
NHDC	:	NATIONAL HANDICAPPED FINANCE DEVELOPMENT CORPORATION
NSDP	:	NATIONAL SLUM DEVELOPMENT PROGRAMME
NSFDC	:	NATIONAL SCHEDULED CASTE FINANCE & DEVELOPMENT CORPORATION
NSLRS	:	NATIONAL SCHEME FOR LIBERATION AND REHABILITATION OF SCAVANGERS
NSKFDC	:	NATIONAL SAFAI KARAMCHARIS FINANCE & DEVELOPMENT CORPORATION
RGNF	:	RAJIV GANDHI NATIONAL FELLOWSHIP
RGNSRF	:	RAJIV GANDHI NATIONAL SENIOR RESEARCH FELLOWSHIP
SC/ST	:	SCHEDULED CASTE /SCHEDULED TRIBE
SCA	:	STATE CHANNELISING AGENCIES
SJ&E	:	SOCIAL JUSTICE & EMPOWERMENT
SRMS	:	SELF EMPLOYMENT SCHEME FOR REHABILITATION OF MANUAL SCAVENGERS
SHG	:	SELF HELP GROUPS
UPA	:	UNITED PROGRESSIVE ALLIANCE
ULB	:	URBAN LOCAL BODIES
UGC-NET	:	UNIVERSITY GRANTS COMMISSION – NATIONAL ELIGIBILITY TEST
UGC-CSIRNET	:	UNIVERSITY GRANTS COMMISSION – COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH NATIONAL ELIGIBILITY TEST
VAMBAY	:	VALMIKI AMBEDKAR MALIN BASTI AWAS YOJANA