

REPORT OF THE COMMITTEE

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**PROBLEMS FACING  
WOMEN EMPLOYEES  
IN GOVERNMENT SERVICE**

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GENERAL ADMINISTRATION DEPTT. GOVT. OF MAHARASHTRA



General Administration Department  
Government of Maharashtra

**REPORT**  
**OF THE**  
**COMMITTEE TO EXAMINE**  
**THE PROBLEMS FACING WOMEN**  
**EMPLOYEES IN GOVERNMENT**  
**SERVICE**



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## FOREWORD

**T**HE WOMEN IN THIS COUNTRY have now become conscious of their potentialities and have been taking their rightful place alongwith the male colleagues in all fields. While so functioning, they are confronted with many problems including the problem of personal and moral safety, which, to some extent, seem to retard their progress. A few unfortunate instances involving the safety of women employees occurred in this State, which led the Government to appoint a Committee to examine these problems. The Committee issued questionnaires and held public sittings for collecting evidence. The various suggestions so received were considered in the deliberations held thereafter, and I am very happy to present the report of the Committee which has given a careful thought to these various problems.

2. The Committee does not claim to have tackled all the problems nor is it physically possible to do so. It has, however, adopted a realistic view and made recommendations which would be practical and also easy for adoption. I would, therefore, appeal to all those who are at the helm, to carry out the recommendations in their true spirit, with a view to bringing a substantial measure of relief to women employees, whether in the service of Government, Municipalities, Corporations or other Public Bodies.

3. I very sincerely thank all, and the members of the Committee in particular, who, by their sustained effort and enlightened vision, have made valuable contributions in preparing this report.

BOMBAY :

15th December 1971.

V. P. NAIK.

Chief Minister.

## **PART I**

## CHAPTER 1

### INTRODUCTION

1.1. The employment of women in public services on a large scale is of recent origin. The problem of over-population with attendant economic distress on the one hand and the change in the family pattern on the other, have made women in general, to take to employment and to add to the family income. With the spread of education among the masses and the rapid advancement of the society, the number of educated women has increased progressively in the recent years. The various development schemes/programmes undertaken by Government for the rural uplift opened wide opportunities for these ladies to secure gainful employment. The Community Development Scheme was introduced in the State from 2nd October, 1953. Through this scheme, ladies from urban areas were able to set their feet firmly in the rural areas. The whole of the State was covered by this scheme within a period of about 10-12 years. In the meanwhile, the State undertook the scheme of Democratic Decentralisation under which, development activities in the State Sector undertaken for rural uplift were made over to the Zilla Parishads for execution. A sizable number of women working in the State Sector in the rural areas thus came under the control of these Zilla Parishads.

1.2. From the evidence before the Committee, it is found that employment of women in the rural areas did not pose any problem of serious magnitude till about 1964. In subsequent years, however, complaints started pouring in, in the Police Stations from ladies working in the rural areas in regard to the harassment and/or criminal assault from the anti-social element. The number of complaints so received was 1, 6 and 9 in the years 1964, 1965 and 1966, respectively. In the subsequent two years, crimes against person or life of women employees increased steeply. The number of cases registered by the Police in which women employees were involved were 13 in the year 1967 and 20 in the year 1968. Of these, the one pertained to the murder of Kum. Kamal Vaidya, a family planning propagandist at Kudus in Thana district, on the 26th January 1968.

1.3. The murder of Kum. Kamal Vaidya and death of a couple of other women employees caused wild commotion. The increase in the incidence of assault, particularly in the rural areas, swept a wave of indignation in the public and evoked widespread concern about the personal safety of the women employees. In the State Legislature also, the issue came in for hot discussion.

A number of questions were asked since then, by the Members of the Legislature in regard to various such incidents and in particular about the problem of personal safety of women employees in the rural areas. On 2nd December, 1969, the Chief Minister, while replying to a question put by Dr. (Smt). Sushila Balraj, M.L.A., stated that Government was considering the question of setting up of a Committee to enquire into the problems faced by the women employees particularly in the rural areas. On 4th December 1969, when a discussion was raised in this behalf in the State Assembly by Sarvashri R. K. Mhalgi, Hashu Advani, and other members, the Minister of State for Home, in his reply, announced the Government's decision to set up a State Level Committee to go into the problems facing women employees—particularly those working in the rural areas.

1.4. In pursuance of this decision of Government, a State Level Committee consisting of seven officials and ten non-officials with the Chief Minister as its Chairman, was constituted by Government and orders to that effect were issued in Government Resolution, General Administration Department, No. PWE-1070-D, dated the 28th February 1970. A copy of the Resolution will be found in Appendix " A ". The following is the personnel of the Committee:—

*Chairman :*

1. Shri V. P. Naik, Chief Minister.

*Vice-Chairman*

2. Shri N. M. Tidke, Minister (Labour and Rural Development).

*Members :*

3. Shri Kalyanrao Patil, Minister of State (Home and Labour).
4. Smt. Pratibha Patil, Deputy Minister (Public Health, Prohibition, Tourism and Legislative Affairs).
5. The Chief Secretary to Government, General Administration Department.
6. The Secretary to Government, Rural Development Department.
7. The Secretary to Government, Urban Development, Public Health and Housing Department.
8. The Secretary to Government, Education and Social Welfare Department.

9. The Inspector-General of Police, Maharashtra State, Bombay.
10. The Chief Executive Officer, Zilla Parishad, Aurangabad.
11. The Chief Executive Officer, Zilla Parishad, Nasik.
12. Shri Shankar Rao Kale, President, Zilla Parishad, Ahmednagar.
13. Shri Santoshrao Gode, President, Zilla Parishad, Wardha.
14. Smt. Manabai Marotirao Khirade, M.L.A., Mangrulpir (Akola).
15. Smt. Pratibha Bhagwant Tidke, M.L.A., Murtizapur (Akola).
16. Prof. (Kum.) S. Iyengar, Principal, L. A. D. College, Nagpur.
17. Smt. Kamal Vichare, Bombay.

*Secretary :*

18. Under Secretary to Government, General Administration Department, Bombay.

1.5. Requests had been received for giving representation to various individuals and institutions on the Committee. Government, therefore, appointed the following three additional Members on the Committee *vide* Government Resolution, General Administration Department, No. 1070-W, dated the 10th June 1970 (Appendix " B ") :—

1. Kum. Shantabai Dhanaji Dani, M.L.C., Nasik.
2. Dr. (Smt.) Anjanabai Magar, Chairman, Maharashtra State Social Welfare Advisory Board, Bombay.
3. Smt. Tarabai Vartak, Chairman, Finance and Health Committee, Zilla Parishad, Thana.

1.6. Shri K. G. Bhide, Under Secretary, General Administration Department, was associated with the work of the Committee as its Secretary almost throughout the term except from 20th June 1970 to 29th January, 1971, when Shri R. P. Umarji, Under Secretary, General Administration Department, was the Secretary.

1.7. The term of reference of the Committee was :—

To consider generally the circumstances in which women employees functioned in the rural areas, the problems facing them, and to recommend to Government what steps should be taken to create an atmosphere of proper security so as to enable them to work and tour freely and safely within their spheres of jurisdiction.



The Committee was authorised to appoint Sub-Committees which could go into any specific matters referred to them and submit their recommendations to the Committee. It was also asked to meet at least once in every two months.

The Committee or Sub-Committees could undertake tours of such areas of the State as they may deem it proper and take such evidence as they may consider necessary.

The Committee was required to complete its deliberations and submit its recommendations to the Government within a period of six months from the date of its appointment.

1.8. It was also urged that representatives of the working women should be taken on the Committee at least at the stage of finalisation of its report. It appears that these requests were based on an apprehension that the suggestions would not be appreciated by those, who had no first hand information about the condition of working of women in rural areas. The Committee had no power to co-opt any new members. In view of this and in view of the fact that the term of reference mentioned above contained specific direction for making a general study in this behalf, it was not considered necessary to accept this suggestion.

1.9. It was also urged that the recommendations of the Committee should be made applicable to all women employees irrespective of the fact whether they worked under Government, Zilla Parishads, Municipal Authorities or other public concerns. The Committee recommends that the various Departments of the Secretariat should consider the matter as to how the recommendations contained in this report could properly be made applicable to all women employees.

\* \* \*

## CHAPTER II

### METHOD AND RESUME OF WORK

2.1. The Committee held three meetings and four public sittings. The first meeting was held on 11th May, 1970 when it was decided—

(a) to collect necessary data from Government and Zilla Parishad Offices ;  
(b) to ascertain the views of eminent personalities and institutions of repute and call for their suggestions ;

(c) to study the reports/orders etc., if any, issued by the Central as well as other State Governments ;

(d) to hold public sittings at Divisional headquarters and other important places, if so necessary, to collect evidence from members of the public as well as from Government and Zilla Parishad servants.

2.2. For purposes of obtaining factual information and ascertaining the views of the public, the Committee had framed two separate questionnaires. The first one sought information from Government and Zilla Parishad Offices. The second was meant for seeking opinion of individuals and institutions. The questionnaires will be found in Appendices 'C' and 'D'. The first questionnaire was forwarded to all Government and Zilla Parishad Offices by 20th May, 1970 under Government Circular, General Administration Department, No. INF-1070-W, dated the 13th May, 1970 asking them to furnish information in about four to six weeks time. The questionnaire meant for individuals and institutions was issued in stages, from 25th May, 1970 onwards, to 205 institutions and 729 individuals including Members of the Parliament from this State, Members of the State Legislature, prominent female Marathi writers, Lady Welfare Officers in the private and public sectors and social workers and they were requested to send their replies within a period of about two weeks. It was also forwarded to the Lady Welfare Officer for Greater Bombay offices (General Administration Department) and women officers of the Sachivalaya to enable them to express views in their personal capacity.

2.3. Both the questionnaires were published in the "Lok Rajya" in its Marathi issue of 1st June, 1970 and English issue of 16th June, 1970. Wide publicity to the subject was given by issue of Press Notes inviting members of the public to make suggestions either by obtaining copies of the questionnaire or making use of the one published in the "Lok Rajya". A few Marathi magazines like "Stree", "Anuradha", "Maher", "Vasudha", "Lalana", "Apsara" and weekly "Shree" which are largely read by ladies, were requested to give them special publicity in their issues. Smt. Vidya Bal, Executive Editor of "Stree" magazine

of Poona, contributed a special article on this subject in the July 1970 issue. Similarly, the "Hitawada", an English daily of Nagpur, wrote a special editorial on the subject exhorting the readers to extend their full co-operation to the Committee by giving evidence with a view to solving the problem at an early date.

2.4. The questionnaires were only media evolved to ascertain the working conditions and consequential difficulties of the women Government employees. They were by no means exhaustive. The Committee, therefore, took note of all the information and considered all the suggestions it had received which, otherwise, might not have come to its notice had it been decided to consider only the points mentioned in the questionnaires.

2.5. In view of the fact that in the initial period, the material was received only from a few individuals and institutions, and that Government offices also took quite some time in sending the material, it was found necessary to extend the term of the Committee. Government, therefore, issued orders extending the term of the Committee to the end of February, 1971. Even though the material was received during this extended period, it was not possible to hold public sittings of the Committee for taking oral evidence on account of the mid-term elections to the Parliament and consequential difficulties of some of the members in attending the meetings. Government had, therefore, to extend the tenure of the Committee, twice again, upto the end of December, 1971.

2.6. The first public sitting was held on 4th May 1971 at Sachivalaya, Bombay, under the chairmanship of the Chief Minister. It was made known by issue of Press Notes that the general basis of collecting evidence would be the questionnaire though, people could give any information they wanted. Subsequent public sittings were held at Nagpur, Aurangabad and Poona on 26th June, 25th July, and 26th July 1971 respectively. The Vice-Chairman, Shri N. M. Tidke, Minister for Labour and Rural Development, presided over the meeting at Nagpur, while the Minister of State for Home and Labour, Shri Kalyanrao Patil, a Member of the Committee, presided over the meetings at Aurangabad and Poona.

2.7. In order to facilitate the employees of Zilla Parishads to give evidence before the Committee, the Chief Executive Officers of the Zilla Parishads were requested to inform all employees and the women employees—such as Gram Sevikas, Nurses, Mid-wives, Primary Teachers—in particular, about the holding of the public sittings of the Committee and to give evidence, pointing out that so far as the Zilla Parishad employees were concerned it was not necessary to obtain previous sanction under Maharashtra Zilla Parishad District

Service (Conduct) Rules, 1967 for giving evidence before enquiry bodies appointed by Government. As regards Government servants, the relevant provisions in the Conduct, Discipline and Appeal Rules, were relaxed in their favour, enabling them to give evidence before the Committee. Copies of the relevant communications would be found in Appendices 'E' and 'F'. Wide publicity was also given in the Press to this position which enabled a large number of Government and Zilla Parishad servants to appear before the Committee.

2.8. The Committee notes with satisfaction that the response received during these public sittings was very encouraging. Nearly all the papers both from the cities as well as from the districts and the local stations of the All-India Radio gave wide publicity to the holding of the public sittings of the Committee. The Committee had to cancel its original sitting fixed at Aurangabad on 10th July 1971 on account of unavoidable circumstances. The Press and the Radio gave prompt publicity which enabled to avoid inconvenience to the people. The "Kesari" of Poona wrote a special article on the day of the public sitting at Poona, bringing out the problems faced by the women employees and exhorted them to attend the sitting of the Committee in number and to speak out their grievances. This had the necessary effect and nearly 1,000 ladies attended this meeting held in the Council Hall.

2.9. It was also proposed to hold public sittings of the Committee at Nasik and Ratnagiri. However, it was decided to abandon the idea as it was noticed that during the evidence recorded in the four public sittings, the suggestions received were almost the same as those received in response to the questionnaire and hardly any new suggestion was made in the public sittings. There was, therefore, no point in holding these meetings at these two places.

2.10. A large number of legislators and prominent social workers, spokesmen and office-bearers of women's organisations as well as Government and Zilla Parishad Employees' Unions and Associations at state, district and divisional level and Government and Zilla Parishad servants had either sent their suggestions in writing or had given evidence in the public sittings of the Committee. A list of institutions and persons who have either sent their replies in response to the questionnaire or had appeared personally before the Committee to give evidence will be found in Appendix 'G'.

2.11. The Committee records its deep sense of appreciation and conveys its sincere thanks for the assistance and co-operation given by all in accomplishing its task. The Committee also records its high sense of appreciation for the Secretarial work done by the Secretary and the members of the staff of the General Administration Department who, by putting in sincere efforts, have enabled the Committee to complete its report in time.

## CHAPTER III

### REVIEW OF THE DATA RECEIVED FROM GOVERNMENT AND ZILLA PARISHAD OFFICES

3.1. The information received from Government and Zilla Parishad offices in reply to the questionnaire is reviewed below. It pertains to the period of five years from 1964 to 1969 :—

3.2. *Total number of women employees.*—There were about 44,246 women employees : 15,255 in the urban and 28,991 in the rural area, working in the State by the end of 1969. The Zilla Parishads had the largest number of women employees. The over-all percentage of women employees comes to nearly 20. In the Secretariat Departments, there were 980 women employees and their percentage approximated to 30.

Women seem to have made a break-through in all the fields of Government service and have come to hold important positions side by side with their male colleagues. The following break-up shows the number of women employees divided in broad categories :—

(a) Gazetted Officers	..	..	..	641
(b) Ministerial	..	..	..	9,016
(c) Technical/Executive (NGO)	..	..	..	32,073
(d) Class IV servants	..	..	..	2,516
			Total ..	<hr/> 44,246 <hr/>

A detailed cadre-wise break-up is given in Appendix 'H'.

3.3. *Working hours.*—Government offices run to the following two schedules from September, 1965 onwards on all week-days:—

In Greater Bombay	..	From 10 a.m. to 5-00 p.m.
In other places	..	From 10-30 a.m. to 5-30 p.m.

The second Saturday was a holiday while other Saturdays were full working days. Government has since declared fourth Saturday also as a holiday for Government offices, from November 1971. The staff on field duty, however, can not strictly adhere to the office-timings while on tour.

Orders are already in force to the effect that ladies should not be asked to attend office earlier than 9-30 a.m. and stay later than 6-00 p.m. In Greater Bombay offices, lady members of the clerical staff are required to perform late duties for about 1½ hours after office hours. Occasions for sitting late over the prescribed hours do arise in a few offices, but it has been reported that care is being taken to see that they are not detained beyond the prescribed late hours.

The volume of work in the Revenue offices on occasions like elections, recovery of arrears, natural calamities etc., is huge and at times is required to be done by sitting late or on holidays. It has been brought to the notice of the Committee that women employees are not suitable for such heavy type of work.

3.4. *Tours.*—Touring is a part of executive job and women employees have to perform it, wherever it is attached to the posts. Touring is found to be a pre-requisite for the following posts in which women have started getting employed on a large scale:—

Office	Cadre
(a) Collectorate of Bombay..	Revenue Inspectors (Recovery of Sales Tax).
(b) Commissioner of Sales Tax.	Sales Tax Inspectors.
(c) Directorate of Small Savings.	Organisers.
(d) Directorate of Accounts and Treasuries.	Stores Verification Officers and Audit Parties.
(e) Controller of Rationing, Greater Bombay.	Rationing Officers.
(f) Food and Civil Supplies Department.	Audit Parties.
(g) Zilla Parishads	Gram Sevikas, Assistant Deputy Educational Inspectresses, Mukhya Sevikas, Nurses, Midwives, Female Field Workers, Health Visitors, Public Health Nurses, etc.
(h) Police Department	All posts of Police Department. (Women have been taken up, upto Inspectors' posts.)

Many of the incumbents of these posts have to tour 15 to 20 days in a month in an area which ranges from a revenue taluka or a municipal ward to a district, division or even throughout the State. The Executive Staff of the Zilla Parishads have specific areas ranging from five miles to a Panchayat Samiti Block district. Tours in other cases are mostly periodical.

It has been reported that women employees in the offices under Law and Judiciary Department, Buildings and Communications Department and the Agriculture and Co-operation Department have no touring duties. In the Land Records Office, those working in the "Metric Section" will have to undertake tours when conversion of "Records of Rights" in the metric system is taken up.

3.5. *Transport.*—The touring officials, by and large, have to depend upon the public conveyance, unless they have their own vehicles. On occasions, especially when visiting interior villages, they have also to walk quite a long distance. Vehicles, however, are provided to a few Government servants.

3.6. *Escorts.*—Women employees of certain categories are given attendants. Under the Zilla Parishads, full-time female attendants are given to Women Medical Officers, Primary Health Nurses and Nurse Midwives, working at the Primary Health Centres, while part-time female attendants are given to Mukhya Sevikas, Auxiliary Nurse Midwives and Assistant Deputy Educational Inspectresses. No attendant is given to the Gram Sevika. Many female attendants are reported to have been employed on part-time basis. The scales of pay of these attendants have been recently revised.

3.7. *Night-Halts.*—Rest houses and inspection bungalows are the only places of stay during night-halts. This facility is not, however, available in villages and the touring officials have to make their own arrangements. Thus, for example, the Assistant Deputy Educational Inspectresses stay with the women primary school teachers, the Mukhya Sevikas with the Gram Sevikas and the Nurse-Midwives at the places of call. Night-halts have been prescribed to Mukhya Sevikas, Primary Health Nurses, Health Visitors and the Assistant Deputy Educational Inspectresses, but no night halts have been prescribed to Women Medical Officers. Nurse-Midwives and Auxiliary Nurse-Midwives though their assignments often require them to stay at the place of visit. The Female Field Workers (Family Planning) have, however, been asked to tour during day-time only.

3.8. *Accommodation.*—Out of the 15,255 women employees living in the urban areas and 28,991 living in the rural areas, only 1,874 and 1,132 of them respectively, live in Government, Zilla Parishad quarters. The rest have to make their own arrangements. Quite a large number of women employees of urban area live with their parents/guardians/husbands and as such, the problem of accommodation for these women employees has not assumed gravity. Excepting in the big cities like Bombay, Poona, Nagpur and Aurangabad, where the problem is very acute, accommodation in district places is not very difficult to secure. At taluka places, the position is easy, though at some places like Kopargaon, Paithan, etc., it is difficult to get suitable accommodation at reasonable rent. In the city of Greater Bombay, the problem is both of paucity of accommodation and safe travel, as ladies have to come to the place of their work from distant places like Karjat or Virar.

3.9. In villages, there is an acute shortage of residential accommodation of the type in which women employees of urban areas are accustomed to stay and, therefore, those who come to work in rural areas find it very unsafe to stay in the houses where proper means of protection are absent or in those which are usually situated in unhygienic surroundings. Where some decent accommodation is available, it is not many times possible to secure it on account of non-co-operation of villagers or is offered at exorbitant rent.

3.10. Although accommodation is a basic necessity, the number of women employees who have resigned for want of it or because of its inconvenience, is very small as will be seen from the information given below :—

		Women employees who resigned		
		Total resigned	Zilla Parishad	Other Offices
Unmarried	.. ..	1,051	3	2
Married	.. ..	971	..	..

3.11. *Transfers.*—Transfers are made in the interest of public service, and generally after a period of 3 years. These principles seem to have been observed generally in Government departments. It is reported that women employees in many departments have not been disturbed from their place of duty except on transfer on promotion or at their own request. In this connection the Rural Development Department has issued some guide-lines for effecting transfers of the Zilla Parishad employees and are given in Appendix "J".



3.12. Transfers of Class I and Class II officers are made by Government and the Heads of Departments. A bulk of women employees, however, are in Class III service. Under the Zilla Parishads, the authority to transfer these employees within the district, vests in the Chief Executive Officers, though transfers of primary teachers can be done by the Education Officers with the consent of the Chief Executive Officers.

3.13. There are no general orders for posting of husbands and wives at the same place. However, in the guide-lines issued by the Rural Development Department (Appendix "J") it has been indicated that husbands and wives should be kept together as far as possible, and that unmarried girls should be posted at places where their parents reside.

3.14. The number of women who resigned from service during the period under review because they were not given transfers to the place of their husbands duty or where their parents reside, is, indeed, small as can be seen from the table below :—

Category	Total resigned	Transferred to odd places	Not given transfers to place of husbands/parents
Unmarried .. ..	1,051	4	12
Married .. ..	971	....	....

3.15. Usually, the common reason for resignation is " domestic and private affairs ", though in a large number of cases of resignation, no reasons were specified. The number of women employees who had resigned for domestic or unspecified reasons during the said period is as indicated below:—

	Total resigned	For domestic reasons	For no specific reasons
Unmarried .. ..	1,051	273	741
Married .. ..	971	232	696

It is, however, possible that a few women employees might have resigned for not getting transfers at the places of their desire.

3.16. *Safeguards for safety.*—Safety of women employees is generally ensured in offices by exercising proper supervision and control over the members of the staff. Wherever possible, women employees are seated near the officers' cabins and are not given jobs which would bring them in contact with members of the public. The Rationing and Milk Supply Departments are an exception. In the rural areas, the staff being mostly executive has to perform outdoor duties.

3.17. *Welfare amenities.*—Separate cloak-rooms, toilet-rooms, lunch-rooms etc. are provided in some of the offices in Bombay, Poona, Nagpur and Aurangabad and a few other district places. In a few offices in Greater Bombay and other places and most of the offices housed in private buildings, these facilities are not available.

\* \* \*

## CHAPTER IV

### THE PROBLEMS

4.1. On analysing the evidence that came before the Committee, it was noticed that there were about six to seven issues that had direct bearing on the problems before the women employees. They are as under :—

- (a) Personal and moral safety.
- (b) Accommodation.
- (c) Transfers.
- (d) Tours, Night Halts, Escorts.
- (e) Night Calls.
- (f) Transport.
- (g) Service Conditions.

It had been urged in the evidence that the main issue was of moral safety. It was pointed out that in the absence of adequate solutions for the other issues, moral safety is always in danger and that the physical safety is endangered if a woman employee resists with a view to safeguarding her chastity. The Committee has, therefore, been requested to find out satisfactory solutions for these issues, so that an atmosphere of proper security could be created enabling the women employees to work or tour freely.

4.2. There is a large measure of agreement among the respondents in saying that as compared to their counterparts in the rural area the women employees in the urban area are better-placed. They, no doubt, have before them some of the problems faced by the women employees of the rural area but in degree and extent; they patently differ. In the cities, people, on an average, are more educated, cultured, good-mannered and what more, chivalrous. The social out-look is also broad-based and the entire atmosphere is that of sophistication. All these stand in good stead of the urban women. Moving about freely by women employees or their coming in contact with outside individuals, therefore, does not spell any fear or danger. Most of them live with their husbands or parents/guardians and thus get easy protection. Their duties also are spread over the day-time. If any danger is perceived, instant local-help even the police protection is possible.

A few, however, have struck a discordant note by observing that in cities, many are only ostensibly gentlemen, and it is very difficult to spot the one who has feet of clay. In cities, they say, the technique of debasing women's

morality is only different. There are yet a few who hold that women employees in the urban area, create problems for themselves by being extra fashionable, too friendly with male workers and at times keeping over-bearing behaviour. It is, however, difficult to say whether the unpleasant incidents taking place here and there could support a general proposition mentioned above. The general opinion is that safety of women employees is more assured in cities than anywhere else. The representative bodies like the Maharashtra State Women's Council and the Maharashtra Secretariat and Allied Offices Staff Association, Bombay, also share this view.

4.3. As against this, the general conditions in the villages are totally different. Life in villages is still infected by many a drawback such as rigid social outlook, loyalty to old customs and prejudices, false notions of prestige, adherence to social and economic inequalities, appalling idleness, drinking and the tendency to derive delight from trifle and frivolous items of entertainment.

4.4. The women who have now started taking employment in the rural areas under the development schemes are mainly those from the urban areas. As has been observed earlier, they are generally accustomed to a treatment with respect from a sophisticated society. These women employees are not used to the rustic way of life of the rural area. Nor can they adjust quickly to the new environment. The living conditions and the social atmosphere there are so different that these ladies find themselves as fish out of water. The duties assigned to them require them to move freely in masses and come into contact with people of all walks of life. Because of this and also because of their own way of living, they stand out differently and are a source of adverse attention. It has also been pointed out that they do not receive good treatment and respect for the valuable services rendered to the village community at large, but on the contrary are victims of the tendency to take disadvantage of their womanhood. Want of a secure accommodation with at least minimum sanitary facilities, transfer at places which are cut off from the main urban areas on account of absence of good roads, necessity to undertake tours in these areas in primitive vehicles such as bullock-carts or even on foot, absence of suitable places for stay during night-halts and the misuse of the facility of attending on the sick at odd hours of night by unscrupulous and mischievous elements of society, have contributed to a great extent in putting the moral and personal safety of women employees in great jeopardy. It is these factors that have created difficulties for women employees in rural areas.

The problems of women employees in the rural areas thus mainly relate to their personal and moral safety while those of women in the urban areas are predominantly of the working conditions. These deficiencies cannot, however, be wiped out over-night and it would be necessary to find out, in the circumstances, such solutions to the problems as would reduce the grievances to the minimum possible extent.

4.5. The questionnaire framed by the Committee sought to elicit as to whether these problems have arisen because of—

- (a) increase in unsocial activities in the public, or
- (b) unhealthy service conditions, or
- (c) other reasons.

In the replies received by the Committee as well as from the depositions made during the public sittings, there appears to be a near unanimity in asserting that the general increase in the unsocial activities is the root cause of many of the ills of the women employees, though certain service conditions and social lags also account, one way or the other, for their misery.

4.6. It has been specifically alleged that while there is an over-all increase in the unsocial activities, this element goes almost unchecked in the rural areas. There is hardly any respect for the law and this absence is attributed to the non-enforcement of law with an iron hand. It has also been stated that formerly, the punishments given to such offenders were severe and deterrent and the present method of giving reformatory punishments and liberal benefits of doubt has definitely led to the harbouring of an attitude of deliberate defiance of law as well as of being above the law. It has, therefore, been urged that the law should be enforced strictly without showing any mercy or favour to any one on the ground of social and/or economic status. Once there is the fear of deterrent punishment, other things would take their own course and the present-day situation would ease automatically. In a healthy atmosphere that would thus be created, safety of the women employees would go fully assured. The Committee, however, feels that as this aspect has a direct bearing on the issue of administration of justice in general, it will have to be considered independently and cannot be linked with its recommendations in isolation.

4.7. A section of the witnesses, on the other hand, traces the reasons of growing lawlessness to the depressed economic conditions of the masses. Out of despair, the frustrated element in the society takes to disruptive methods. One way to curb the unsocial activities, it says, would be to improve the

economic conditions of masses, especially of those living in the rural areas, where there is a grim problem of unemployment. The edifice of lasting peace and tranquillity can be built only on the economic well-being of the masses. It has also been stated that the habit of drinking has sufficiently lowered the moral standard, in addition to the bringing many families to the doorstep of ruin. Persons addicted to drinking are a special menace in the rural areas. The obscene advertisements, obscene literature, and obscene films have also stepped up the unsocial activities to a large extent. Government is already seized of these problems and, therefore, no comments are called for in this behalf.

4.8. Kum. Sarla Bhatt, ex-member of the Gujarat State Social Welfare Board and the late (Dr.) Iravati Karve, two of the respondents, however, have something different to say in regard to the rise in the unsocial activities. According to the former, the rapid industrial development, which is taking place these days, is bound to have some effect on the social conditions ; while according to the latter, what we see or experience these days was not totally absent in the past. The things, like debasing women's morality (especially of those working on farms) through inducement, infatuation and even by molestation, were not uncommon and occurred so freely that they even defied maintaining proper statistics.

4.9. As regards the "unhealthy service conditions", as a cause of misery, it has been stated that the rule regarding submission of complaints through proper channels and consequent pressure brought on the aggrieved person is the main hindrance in carrying out investigation of offences against women employees. The other unpleasant conditions are compulsory night-halts, absence of adequate departmental transport and escort, tours to lonely places and separation of husband and wife. The Committee has made its recommendations on these points at the proper place.

4.10. The Committee also enquired whether there were other causes which had contributed to the difficulties of the women employees. It has been made out that man has not accepted the woman as an equal partner in life but he expects equal work from her even though nature has already burdened her with the task of procreation. It has also been alleged that many of the officers and social workers look upon women employees as their property or a means of enjoyment and as such, are not ashamed of taking the worst possible advantage of their helplessness which is the result of mainly their economic conditions. The absence of moral and ethical education at the school stage has added to the further deterioration of the social character. It has also been alleged that

ideal leadership is now an unknown thing and that the image that is created before the people is of a person who is out to fill his own pockets rather than of a selfless guide. So far as these observations are concerned, the Committee feels that it is the society at large which should take up the matter and try to exercise adequate checks with a view to heralding a new social order.

4.11. During the course of the enquiry, the Committee tried to find out whether the conditions in the Private Sector differed from those in the Public Sector and whether any measures were taken to reduce the difficulties. It was brought to the notice of the Committee that the conditions prevailing in the Public Sector were better and women had a better degree of security there than in the Private Sector.

4.12. The Committee also tried to find out whether the Centre or other State Governments had any occasion to consider such issues. Excepting the Government of Mysore, the replies from other Governments were in the negative. The Government of Mysore had appointed a committee similar to the present one, in the year 1966. The Committee had the benefit of the recommendations made in the Mysore report.

4.13. The suggestions that have been placed before the Committee are set out in Appendix "K". The fact that all these suggestions could not be accepted cannot be construed to mean that many of them were not worth accepting. The fact is that the Committee had to keep before itself its terms of reference and had to select those, or make its own suggestions which had a direct bearing on the problem of safety. The Committee also noted that in some cases, there was a tendency to take up an issue applicable to a small section of women employees, generalise it and try to apply to all. In such cases, it was inevitable that exceptions were required to be made every now and then and, therefore, there could be no end to the making of the suggestions and exceptions. Many of the suggestions received by the Committee, particularly those relating to service conditions, were found to be of this nature and because of this also, the Committee was not in a position to accept them.

4.14. There were then a large number of suggestions which, in fact, have no direct bearing on the problem of safety. These suggestions will have to be considered by Government with sympathy so that ultimately, it would result in lessening the rigour and hardships to the women employees.

## CHAPTER V

### PERSONAL AND MORAL SAFETY

5.1. A major portion of the evidence tendered in writing or given orally during public sittings of the Committee was intended to bring home the woes and harassments which the women-employees are subjected to. Women-witnesses in particular spoke with agitated mind stating that many of the women-employees had narrated such heart-rending stories which could hardly be spoken in public. Women could complain openly against matters like transfers, accommodation etc., where injustice was suspected, but they would complain with great reluctance against any one who has violated their chastity for that would adversely affect their future life. A very large number of cases, therefore, it is alleged, remained undetected.

5.2. Making transfers to odd places or refusing them when needed, spoiling of service record, supersession in promotion, and meeting out contemptuous treatment by addressing individuals as "अग" or "तो" were only a few forms of harassment in offices. Outside the office, many women-employees were deliberately deprived of supply of milk or drinking water, of services of domestic servants, etc. Obstructions were deliberately put in with a view to preventing from getting good residential accommodation. Knocking the doors at night, slandering the good name in public by writing in filthy language on walls in bold letters about the character of the persons, and regular pursuit by unsocial elements while on duty or on tour, were some of the methods of harassments in the rural areas.

5.3. Many times the women-employees were forced to seek financial assistance from unscrupulous villagers as they did not receive their pay in time. It was further alleged that certain social workers managed things in a way as would create difficult situations for women-employees and ultimately forced them to walk into their trap totally unaware till the last moment. It was also alleged during the public sittings that confidential records of the women-employees were deliberately spoiled and good remarks could be expected only if the officers were kept "pleased". It was further stated that women were always submissive and more dutiful than men and, therefore, if they earned a bad remark, it should be attributed to the refusal on their part to bow to the evil desires of the officials.



5.4. It was further alleged that the system of submission of application through proper channel worked very harshly against the women-employees. No note of complaints was either taken and if the aggrieved party insisted, every effort was made to suppress the complaints or twist the facts or bring influence from all possible sources to reduce punishment to the minimum.

5.5. On the other hand, there were also witnesses who deposed that it was not true that all persons in the rural areas were of bad character. In fact, it was pointed out that whenever anti-social elements tried to harass women-employees, elder persons not only gave protection to them but also, in certain circumstances, gave sound beating to the *goondas*. It was also brought to the notice of the Committee that many of the women were themselves to be blamed for the predicament they were put in. They often invited troubles for themselves which ultimately engulfed them. Unbridled behaviour in the public, putting on dresses devoid of any good taste, were a few of the causes that brought women-employees in disrespect of the persons in the rural area, where the atmosphere was very conservative.

5.6. It was also alleged that the women-employees were not prepared to mix with the local people. Those who became one with the rural life, were given ample protection against any type of harassment. Women-employees were, therefore, given a well-meant advice of observing restraint and self-discipline in their behaviour and deportment and to avoid being showy or mods.

5.7. The need to make special arrangements for investigation of the complaints—particularly involving criminal offences—was stressed to a great extent. There were various types of suggestions for setting up this machinery. Among the many suggestions, the main were about setting up of committees of officials and non-officials to investigate the grievances, at the village, taluka, district and State levels. There were also suggestions for appointment of lady welfare officers in each office or at least in each district.

5.8. The Committee considered all these requests and came to the conclusion that the creation of a new machinery would not only involve extra financial burden, but as it would have no legal or otherwise substantial status, its activities would only remain either nominal or in an advisory capacity. It would be possible to make use of the existing machinery in such a manner as would obtain quick results, and fix responsibility on the individual concerned. It was not the number of cases that really mattered. Even if there was a single case, it was the duty of Government to investigate it. Where the honour and safety of the women-employees are involved, it is necessary to take quick action so that prompt relief could be given.

5.9. The Committee also feels that even though ladies are generally shy and are not prone to complain, it would be necessary for them to muster courage and state the facts boldly if proper investigation is to be made. Keeping all these things in view, the Committee recommends as follows:—

(a) Enquiry committees be set up at the four Divisional Head Quarters with the Commissioner of Division concerned as the chairman of the respective committee. The Head of the Department to which the aggrieved lady belongs and the senior-most lady officer in the Division should be the member of this committee. So far as Sachivalaya is concerned, a committee consisting of the Chief Secretary as its chairman, the head of the Sachivalaya Department to which the aggrieved lady belongs, and the Lady Welfare Officer of the General Administration Department should be the members of the committee.

(b) The committees should adopt for themselves their own procedure for investigation of the grievances including calling of the assistance of the Police where necessary; and all Heads of Departments shall supply such material and other information and assist in such a way as would be required for completion of the investigation on priority basis within a period of three months. The committee should then hand over to Government the proceedings including the findings, for taking suitable action against the offender. Where a *prima facie* case is established, the delinquent officer should be promptly transferred without indicating on papers the cause of transfer and then take action as would be necessary in the circumstances.

(c) In cases involving criminal offences, the normal procedure of making reports of the offence to the nearest police station should be followed. The Police, no doubt, would entrust the investigation to the C. I. D. or such other agency for prompt investigation of the fact. In such cases, the aggrieved party can approach the highest police officer, i.e., the Commissioner of Police or the Superintendent of Police, as the case may be, who should look into the cases personally.

(d) The aggrieved persons should be permitted to approach the Chief Secretary or the Divisional Commissioner, as the case may be, direct without requiring to obtain previous permission for the same.

(e) No disciplinary action shall be taken against the aggrieved woman-employee for approaching the highest authority direct and she should be free to submit her application direct to the enquiry officer, without requiring it to be submitted through the proper channel. Nor the propriety of submitting such an application direct be questioned *unless* it is subsequently found

during the evidence that the complaint was frivolous or was made with a view to assassinate the character of the person complained against.

(f) The existing provisions contained in sections 55, 56 and 57 of the Bombay Police Act (relating to externment of *goondas*) should be extended further to the rural areas and action be taken against bad characters against whom complaint of harassment of a woman-employee has been proved.

(g) The "Village Police Act" be amended further fixing on the Police Patil the responsibility to give protection to the woman-employee.

(h) The concerned Statute (s) should be amended suitably to provide for debarring, for a specific period, the elected members of the Zilla Parishad/Panchayat Samities/Village Panchayat etc. against whom charges of misbehaviour against women-employees are proved.

(i) The district head such as the Collector, or the Chief Executive Officer should maintain a record giving names and postings of woman-employees with a view to finding out whether any of them has been put to harassment.

(j) The Ministers should also make enquiries while on tour about the welfare of the women-employees.

(k) Whenever requests for protection are made by women-employees, they should be granted and the senior police officers should see that the orders issued by Government in Home Department Letter No. C-II-1168/K-397-VIII dated the 2nd July 1968 regarding ascertaining from the concerned officers about the cases in which police protection was asked for by the women-employees and granted, and if refused, to satisfy themselves that there was full justification for such a refusal, are strictly followed.

(l) The outcome of the police investigation should be communicated to the women-employees as soon as possible, and in any case not later than three months.

(m) No woman clerical staff, without any exception, should be detained in office after the office-hours or the permissible hour for late sitting and that calling upon women-employees by male officers at late hours in the night should be totally prohibited.

(n) It should be recorded in the confidential rolls, the good work done by the Police for investigation of crimes against women-employees and it should be considered as an additional qualification for promotion.

(o) It should be a part of duties of the officers to see that while effecting transfers and postings no injustice is done to the women-employees.

(p) In the case of officers, with general reputation for misbehaviour with women employees, entries should be taken in their confidential reports.

(q) It was brought to the notice of the Committee that totally raw and new hands were employed in far-off villages with the result that as they had no knowledge of village life and customs, they were exposed to many difficulties including danger to their safety. The Committee, therefore, recommends that only senior and experienced ladies be posted in areas which are far away in the interior and cut off from urban areas.

(r) The existing rules regarding formation of Association be amended so that women employees can form their Unions and air their grievances regarding their personal and moral safety.

(s) It was brought to the notice of the Committee that there was a great need for giving training to the female employees in self-defence such as exercises in "Judo". The Committee accepts the recommendation and recommends that all women employees be given sufficient training, and if possible before their employment, in the art of self-defence.

(t) The investigation Committees headed by the Divisional Commissioners should make special enquiry into the grievances of the nursing staff in their respective jurisdiction.

5.10. A valuable suggestion has been made by a retired Civil Judge, regarding the method of proving allegations. According to the existing provision in the Indian Evidence Act, the responsibility to prove the allegations lies on the complainant. The suggestion seeks to change this procedure making it obligatory on the part of the accused to prove his innocence. The Committee, after taking into account the pros and cons of the suggestion, has come to the conclusion that the suggestion, if accepted, would be very unfair to the male servants as it would not be possible for them to produce any evidence except denying the allegations. It is likely that the complaints might have been made maliciously, and women employees might be encouraged to make any allegation and then keep quiet leaving the male officer to face the aftermaths. This conclusion has been supported by an incident narrated at the Nagpur sitting of the Committee, that a women employee was forced to make a false complaint by a social worker against his rival that the rival had raped her. It was also brought to the notice of the Committee that it would be difficult to assume all complaining women employees to be innocent and that there was every possibility of the provision being put to mis-use. While doing away with one injustice, it was pointed out, the proposed suggestion would perpetrate another injustice. The canons of natural justice also require that the complainant

himself/herself should prove his/her allegation and that there could not be a separate law in this respect for women employees only. The existing legal position will, therefore, have to be accepted with all its drawbacks. The Committee, however, would like it to be considered whether it would be possible to discontinue the liberal grant of "benefit of doubt" to the accused in such cases without affecting the provisions of law.

5.11. It was urged that non-official members should also be associated with the investigation committees, recommended earlier. The Committee feels that apart from the possibility of the complaint getting a political colour, there would always be a possibility of its being dragged on. However, there would be no objection to the social workers taking up the matters with the investigating bodies.

5.12. The Committee also is unable to accept the suggestion that women employees be supplied with fire-arms for their protection, as it would be a dangerous proposition since it was the experience that women were not able to hold arms in the face of danger and this would ultimately lead to the falling of these weapons in the wrong hands. The Committee also agrees to the view that there is hardly any woman employee in the rural area who could afford to purchase arms which are very costly.

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## CHAPTER VI

### ACCOMMODATION

6.1. Next to personal and moral safety, accommodation has been reported to be a serious problem confronting women employees of both the rural and urban areas, though in nature and effect, there are substantial differences. As has been stated earlier, in the big industrial cities, the problem of accommodation is indeed very acute though it may not be so in other district places and somewhat easy in taluka places. The problem is equally acute in villages where suitable buildings of the type which exist in urban areas are not available. The process to urbanize the rural area by applying suitable rules and regulations pertaining to the Town Planning to the villages is, of course, a slow one. Many times people are required to be persuaded to adopt these rules. The economic conditions prevailing there may not also permit the villagers to construct houses of the type of those in the urban area. It would, therefore, be necessary, it has been urged, to make other efforts for making available suitable accommodation for women employees coming from urban areas. The problem of accommodation has eluded its solution so far and perhaps at least for some years to come, it would not be possible to provide accommodation to many of the women employees, both in the urban and rural areas.

6.2. The Committee has noted that Government, in Rural Development Department and Urban Development, Public Health and Housing Department has issued orders for construction of residential accommodation for certain category of staff. The Urban Development, Public Health and Housing Department orders pertain to construction of quarters for the health staff attached to the Primary Health Centres. In the Rural Development Department orders, the Chief Executive Officers of Zilla Parishads have been directed to take up construction programme of quarters for employees working under these bodies. Such staff quarters have been constructed for a few employees working at the headquarter centres of the Community Development Projects. It is alleged, there is no uniformity in the policy in regard to the construction of staff quarters for women employees; for, though women Medical Officers/ Nurse-midwives and a few Auxiliary midwives have been provided with accommodation, no such facility exists for Mukhya Sevikas, Gram Sevikas, Education Inspectresses and other women employees.

6.3. The Committee, therefore, recommends as follows:—

The pace of construction programme of residential quarters should be accelerated particularly in villages through all agencies and all women

employees, including Harijans, should be given accommodation on priority basis. These quarters should be located centrally in the heart of the villages, preferably near the police stations. Pending execution of construction programme by the State, Zilla Parishads, etc., it is recommended that the Requisition Act be applied and suitable premises be compulsorily requisitioned and allotted to the women employees on priority basis.

If suitable premises are not available even by employing the above methods, the women employees should be permitted to stay outside the place of service, if it is possible for them to attend duty in time and that it should not be insisted that they must stay at the place of work only.

6.4. With a view to alleviate the hardships about accommodation in the urban areas, the Committee recommends that the State and the Housing Boards should undertake the work of construction of hostels for working women in Corporation cities and in such other urban areas where accommodation problem is acute. Generous grants should also be given to private agencies which would be undertaking this work. It should, however, be stipulated that while granting admission in these hostels, preference is given to widows, poor girls and such others who need protection the most.

6.5. It has been brought to the notice of the Committee that in the absence of the family quarters in the hospital premises, the nursing staff has to face a lot of difficulties. They have to waste much of their energy and time on travel to and from the place of duty. As they have to perform their duties almost standing, the long distance travels add to their burden. The Committee feels that the difficulty is genuine and, therefore, requests Government to undertake the construction of family quarters for the nursing staff in hospital premises.

6.6. It was also brought to the notice of the Committee that women constables have no separate rooms at the place of duty particularly in the police stations and in the courts where they are required to spend quite a long time, and are exposed to sun or rain. The Committee requests Government to look into these grievances and solve their problem by providing suitable accommodation to them.

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## CHAPTER VII

### TRANSFERS

7.1 The main intention in making transfers is to prevent officials from creating vested interest for themselves and the tendency is likely to grow if they are allowed to continue at a place for a very long time. Transfers are made with a view to avoiding this danger and this principle is made applicable to the women employees also. It has, however, been brought to the notice of the Committee that so far as women employees are concerned, the transfers are made deliberately, irrespective of the fact whether they are necessary and such transfers adversely affected their family life, education of children, and they are required to suffer monetary loss because of the maintenance of two establishments. Loss of a secure home also affects the efficiency, it is pointed out, particularly, of widows and unmarried women.

7.2. The general orders regarding effecting transfers are contained in the ex-Political and Services Department Circular of the 8th December 1948 in which it has been stated that a transfer should be in the public interest after the incumbent has stayed at one place for a period of 3 or more years. This principle seems to have generally been observed by Government Departments. It has been, however, brought to the Committee's notice that in urban areas, particularly in headquarter towns, these transfers are resisted on various grounds, giving rise to many administrative difficulties including requiring the male members of the staff to shoulder the burden of constant touring. In a couple of cases reported to it, the Committee caused enquiries to be made into the grievances regarding not granting transfers to the place asked for. The Government offices concerned reported that the requests could not be acceded to, as in one case, there were genuine administrative difficulties and in the other, the grounds on which the transfer was asked for, were false.

7.3. The Rural Development Department has issued some guide-lines in regard to the transfer of Zilla Parishad employees which have been reproduced in Appendix "J". The Committee feels that there would be very little opportunities for women employees in the rural areas to create vested interests for themselves. The guide-lines issued by the Rural Development Department would also be quite adequate to solve a large number of difficulties and, therefore, these orders should be extended to women employees of all other Departments also.



7.4. Another major problem that affected the security of women employees is that of separation of husband and wife. It was brought to the notice of the Committee that this demand cannot be met, as a rule, particularly in the Police Department, where discipline is likely to be affected adversely. There was also a fear that this facility would encourage male employees to ask for transfers to the place of work of their wives and such demands could be carried to their absurd end. The Committee has noted that the Administrative Enquiry Committee appointed in the year 1946 had also recommended that, as far as possible, husbands and wives should be posted at one place. Even then, it has not been possible to issue specific orders in this behalf. However, from the guide-lines issued by the Rural Development Department referred to in Appendix "J" the intention of Government in this regard is abundantly clear and, therefore, the Committee recommends that women employees should be appointed, as far as possible, to the place of work of their husbands with a view to see that their hardships are lessened. Where wives are transferred away from their husbands' place of work, orders of the concerned Commissioner of Division be taken in the case of transfers in the division and that of the Heads of the Departments in the case of State-wide transfers, where such transfers are found necessary. Similar arrangements could be made in regard to the transfers in the Police Department where the orders of the concerned Deputy Inspector-General be obtained without affecting discipline.

7.5. It has been brought to the notice of the Committee that in many cases, equivalent posts in Government or Zilla Parishad offices are not available with the result that married women cannot be posted to the place of work of their husbands. The Committee, therefore, recommends that in such cases, transfers such as inter-department, inter-district, from Government to Zilla Parishads or Municipalities and *vice versa* should be allowed to married women employees with a view to reducing their hardships, on the condition that they, on their transfer, do not claim any benefit which they had obtained in their previous employment.

7.6. It was also pointed out that elected members of the Zilla Parishads often effected transfers of Zilla Parishad employees. However, according to the relevant provisions in the Maharashtra Zilla Parishad and Panchayat Samiti Act, 1961, which are quite clear on the point, such transfers are not possible; and even if any specific rule is made, it would be difficult to stop or put a check to such an alleged unhealthy practice. The Committee, therefore, recommends that any transfer made in disregard to the principles laid down

by Government would be on the personal responsibility of the Chief Executive Officers, and they would be answerable for those who exercise their power.

7.7. The Committee also recommends that long distance transfers of women employees such as from a district of Vidarbha to that in Konkan area should be avoided.

7.8. It has also been brought to the notice of the Committee that women, transferred to other places on promotion, many times refuse such promotions on account of the fact that they are required to stay alone at the other places. However, they are not considered for a promotion-post if available subsequently in the same place. It has, therefore, been urged that women employees should not thus be superseded and that they should be given promotion at their original place whenever available. The Committee considered this matter from many angles. It was pointed out that if the request was to be granted at one place, it would have to be granted, in similar circumstances, to women of other places also. In such circumstances, granting of request of ladies of previous place, which is usually the headquarters town, would be at the cost of other places who would equally be aspiring for such posts in the similar way the women employees and, therefore, while doing justice to one, it would give rise to injustice to others. The Committee feels that this argument has a strong force and, therefore, it would not be possible to accept the suggestion. The women employees will have to choose between family-life and promotion and will have to forgo one for the sake of the other.

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## CHAPTER VIII

### TOURS, TRANSPORT, NIGHT-HALTS, NIGHT-CALLS AND ESCORTS

8.1. Tours are of two types. The first are supervisory. They are generally undertaken to see that the work is done properly and also to give guidance to the subordinate staff. These tours are undertaken by Class I and Class II Officers and in a few cases by the Class III staff. The second type of tours are those which are undertaken for execution of jobs and are performed by a few Class II and mostly Class III staff. It has been brought to the notice of the Committee that women Class I and Class II Officers have not much difficulty in undertaking these tours as many facilities are available to them. It is the Class III women servants who have to face a lot of difficulties as either they have mostly to depend on public transport or even cover the distance on foot in its absence. It was, therefore, urged that no tours should be assigned to women employees at all, or if this was not possible, their touring duties should be reduced to the minimum. The Committee gave a careful thought to these suggestions but regrets it just cannot accept them for obvious reasons.

8.2. It was further brought to the notice of the Committee that there was a growing tendency on the part of certain officers to take women employees with them on tour. Many times, disadvantage was being taken of their loneliness and women had to put up to all sorts of miseries that consequently ensued. The Committee feels that, while an incident or two of the kind referred to above might have taken place, it cannot be assumed to be a general position. The Committee, however, recommends that those who are not willing to accompany male officers on tours should not be compelled, at all, to do so.

#### Transport

8.3. Want of adequate transport was considered to be another handicap which, many times, endangered the safety of women employees. It was urged that independent departmental transport should be made available to every touring woman employee in the rural area, as a rule. It was also pointed out that had such transport been made available, many of the unfortunate incidents that had actually taken place, could have been averted. The Committee feels that it would not be physically possible to provide transport to each and every woman employee. There is also the possibility of duties being refused to be performed by putting finger on the letter rather than taking into account the spirit behind such a facility, if granted. However, there is no objection to making available Government or Zilla Parishad vehicles to touring women

employees of any department if they are not otherwise being used and the Committee feels that the women employees should not be refused the use of such vehicles on one pretext or the other.

8.4. There was also a suggestion that conveyance be given to Mukhya Sevikas, who have to conduct meetings of villagers in nearby villages till midnight or to pay extra travelling allowance to them for meeting expenses on return journey. The Committee feels that Mukhya Sevikas should arrange in advance their tours on a few fixed days so that, Government or Zilla Parishad vehicles could be made available to them for their travel. In that case, the question of paying extra travelling allowance would not arise.

8.5. So far as the public conveyance such as S.T. buses is concerned, the Committee recommends that women employees should be given preference while on tour in the rural areas on production of identity cards.

8.6. In the urban areas and particularly in Greater Bombay and to some extent in Poona also, a large number of women employees have to travel long distances by rail or by bus for reaching their places of duty. In the city of Bombay, ladies come from distant places like Karjat on the Central Railway and Virar on the Western Railway. During the last two/three years, a few cases of assault on women, travelling in the first class compartments, had taken place. There was, therefore, a persistent demand for taking more precautionary measures for ensuring safety of women commuters. The main demands were as follows :—

(a) To provide one more third class ladies compartment on each local train. At present there is only one compartment which is packed to its capacity during peak hours and the police on duty do not prevent unruly elements and urchins from entering it during that period.

(b) Urchins, who invariably travel without ticket in ladies compartment, cause a lot of nuisance. They even damage the seats and the police neither restrains nor apprehends them for travelling without ticket.

(c) The need for provision of escort in the ladies compartment is more keenly felt during non-peak hours, night hours and on long sectors beyond particular stations. The recent happening were due to non-provision of this amenity.

(d) To remove the present partition walls in the first class compartments or to so adjust them as would enable outsiders to see whether any untoward incident is taking place in the ladies compartments and also the ladies inside to watch whether any undesirable person is entraining their compartment.

The matter was taken up with the Central and Western Railway authorities and the Committee is happy to note that they have taken adequate steps. The Central Railway has taken the following precautions :—

(i) Separate first and two third class ladies compartments have been provided.

(ii) Alarm chain apparatus has been provided in ladies compartment.

(iii) Government Railway Police are detailed to travel in ladies compartment. Besides this, occasional raids are conducted by the ticket checking staff with the assistance of the RPF staff to book male passengers travelling in ladies compartment.

(iv) Lady ticket collectors are deputed to check the ladies compartments in local trains.

(v) Ladies compartments are provided just near the guard's cabin and in the centre so that the guards and drivers can help in case of any emergency.

(vi) Males are prohibited to enter into ladies compartment. Prosecution under section 119 of the Indian Railway Act is launched against the offenders.

(vii) Regular announcement is made over the Public Address System requesting the male passengers to desist from travelling in ladies compartments.

(viii) At stations, separate waiting rooms, latrines and benches have been provided for lady commuters.

(ix) At important stations, lady police constables, lady passenger guides have also been provided.

The Western Railway authorities have also taken similar measures. It has not, however, been possible for them to provide additional 3rd class ladies compartment during peak hours because that would reduce the accommodation for gents during the same hours. The Committee highly appreciates the co-operation extended by the Railway authorities in this behalf.

8.7. The Committee also recommends that the city bus services like the B.E.S.T. in Bombay or the P.M.T. in Poona be requested to give priority on their return journey to women employees who either stay at far-away places or in localities where returning at late hours, many times, is considered unsafe.

### Night halts

8.8. In view of the fact that touring is a part of duty, it becomes necessary for women employees to halt at night at some of the places of tour. Many times, they have to go to distant villages where there are no facilities for camping. It was, therefore, suggested that inspection bungalows or rest rooms be constructed in every village. While the suggestion may appear to be attractive, from the practical point of view, however, this would not be feasible. The Committee however recommends that so far as accommodation in the existing inspection/dak bungalows is concerned, women employees should be given preference over the male employees of the same cadre even if the requests from male employees have been received earlier.

8.9. The Committee also recommends that women employees should not be compelled to make a night halt if they are able to return to their headquarters because of the availability of the transport facility, but this should not be an encouragement to claim extra travelling allowance on this account.

### Night calls

8.10. Night call is a peculiar duty, which is required to be performed by a section of the women employees namely, nurses, midwives and such other public health staff. While no cases were brought to the notice of the Committee about the danger to the safety of the nursing staff in the urban area, it was pointed out that a large number of women employees in the rural area who accepted to perform these duties as a moral binding, fell victim to the licentious desires of unscrupulous persons who made false requests to attend "the sick" or the delivery cases. With a view to solving this problem the following suggestion were made:—

- (1) The women employees should refuse to attend night calls.
- (2) They should attend to only such calls, in respect of maternity cases if they are registered at the primary health centre.
- (3) Instead of the public health employees going to the patient, the patient herself/himself should be brought to the primary health centre or to a place in a village which may be a miniature maternity home.
- (4) Mobile dispensary units be established and moved in round about villages in the shape of English figure "8".

The Committee has carefully considered these suggestions but is not able to accept them particularly because public health facilities are totally inadequate in the villages and the measures suggested above would only deprive them of whatever small facilities that are now being made available. The Committee feels that its suggestion to extend sections 55, 56 and 57 of the Bombay Police Act (relating to externment of *goondas*) to the villages would meet the requirement and go a long way in eliminating mischievous tendencies. The Committee, however, recommends that public health women employees should always take attendants of their choice with them while attending the night calls and if there are no posts of attendants for them, they should be created.

8.11. In the orders issued by the Urban Development, Public Health and Housing Department, under Government Circular No. NUR.1065/68514-G, dated the 1st December 1965 it has been stated as under:—

“ Calls which are required to be attended to by the female staff (a) at the residence of the patients or (b) maternity cases to be attended to at places outside the Head Quarter of the female staff, must be intimated first to the Sarpanchas or the Police Patil of the village who should verify the genuineness of the call, ensure safety of the female staff (midwife) and obtain name and address of the persons calling on the staff and accompanying to place of the patient/ maternity case and back. The Sarpanch or the Police Patil in case of doubt regarding the genuineness of the call or the safety of the female staff should have a right to refuse to send the midwife.

The person calling the female staff for duty at place outside Head Quarter must provide her safe conveyance and escort to and fro. When, however, the place to be visited is connected by public conveyance and when the same is readily available, it is not necessary for the calling person to provide transport.

Female staff should be required to attend the night calls when they are at the Head Quarter only and no outside calls should be required to be attended to, while on tours.”

The Committee feels that these orders are adequate and should be followed scrupulously so as to ensure that only genuine cases are attended to.

8.12. A peculiar complaint was made to the Committee stating that the nursing staff in the hospitals was very much in danger because of the menacing

attitude of ward-boys and other menial staff. It was pointed out that Class IV staff in the hospitals neglected their duties and conveniently slept at night leaving everything to be done by the nurses on duty. The sweepers especially got drunk and the nursing staff was very much apprehensive of being molested at the hands of these servants. It was also brought to the notice of the Committee that the male Class IV staff was behaving more and more rudely with women employees. When this was brought to the notice of the higher authorities like the doctors, they advised the nurses to handle the Class IV staff more tactfully. This, however, indirectly encouraged the lower staff in continuing their mischievous tendencies. The nurses, therefore, needed protection from their co-workers.

The Committee immediately took up the matter with Government in the Urban Development, Public Health and Housing Department and it is heartening to know that suitable instructions have been issued to all the heads of institutions under that department directing that they must maintain discipline and that the officers in-charge should enquire into the grievances personally and take prompt and suitable action and that this work should not be entrusted to the subordinates. It is hoped that this would go a long way in preventing the recurrence of such incidents.

### Escorts

8.13. The recommendation that every touring woman employee should be provided with an attendant could not be accepted as it would amount to doing of a work by two people where it should be possible to do it by one. It would also not be possible to accept the recommendation of giving full-time attendants to Mukhya Sevikas instead of on part-time basis as at present, as their duties do not seem to demand employment of such attendants. The Committee, however, recommends that those holding posts which have attendants attached thereto may be allowed to take attendants of their choice, wherever feasible, on duties such as night calls so that they could perform their duties with confidence and security.

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## CHAPTER IX

### SERVICE CONDITIONS

9.1. In the questionnaire prepared by the Committee, the members of the public were requested to indicate whether any service conditions were harsh enough to cause hardships to women employees. A variety of observations were found to have been made in response to this query. In regard to making appointments, it was pointed out that at present, women were recruited to many posts simply because they fulfilled the requirement of the recruitment rules regardless of the fact whether they could withstand the stress and strain of the duties they would be required to perform or whether they could work in the surroundings in which they were expected to stay. Most of the women appointed in the villages were those who had just been out of school and had hardly any knowledge of the worldly affairs. Posting women of past middle age in the rural areas and young girls in the urban areas was, therefore, expected to help considerably in lessening the danger of molestation etc. Women of mature age would be able to exert healthy influence on the public and command motherly respect.

9.2. The Rural Development Department has however already issued orders in this behalf under Maharashtra Zilla Parishad District Services (Recruitment) Rules, 1967, which will be found in Appendix " M ". It will be seen therefrom that the provisions contained in these orders are sufficient to meet the alleged defects pointed out above. It seems, persons senior in age could not be appointed probably due to their non-availability. The Committee, therefore, feels that what is really needed is the observance of these orders in their proper spirit. The Committee would therefore emphasise the need to follow these orders more scrupulously. It also recommends that the provisions regarding appointment of unmarried women at road-side villages or where their parents/ guardians reside, should be made applicable in the case of widows also.

9.3. In view of the fact that the social atmosphere in the villages is still orthodox and acceptance of employment by women or unmarried girls is probably looked down upon, it has been suggested that it is not desirable to appoint outside women to the rural areas. Women employees from cities or towns also do not adjust quickly to the rural atmosphere. It has, therefore, been suggested that a training centre should be started and women or young girls from the rural areas be trained and sent back to their own places for duty. When such a worker returns, she is known to the villagers and, therefore, would

not be confronted with the problem of harassment, molestation etc. It was reported that such a scheme was tried by the U. P. Government in 1942. While the Committee appreciates the spirit behind the suggestions, it is wondered, how far it would be practicable. It is, therefore, recommended that, while making appointment of women employees from rural area, they should be given posting at the places from where they came.

9.4. There was another suggestion that women teachers should not be appointed in one-teacher schools because they would have to work alone in distant villages. The Committee came to the conclusion that this is ultimately likely to affect adversely the employment prospects of ladies. Incidentally, it was also pointed out that the problem of safety could also arise even in the case of two-teachers school, if one of them is a male.

9.5. There was a further suggestion that the work of family planning propaganda should not be entrusted to women employees. The Committee considers that even though a few mischievous persons might have taken disadvantage, it would not be proper to have a total ban on women taking up this work.

9.6. There was yet another suggestion that a "uniform" be prescribed for women employees so that, it would have a moderating effect on the behaviour of the women. The Committee thinks that apart from the practical side of the question, such a move is likely to be resented by ladies themselves. The Committee, however, feels that women on duty should always wear simple dress and any tendency to be showy should be discouraged.

9.7. A serious complaint was made to the effect that women employees in rural areas were not paid their salaries in time with the result that, they had to approach persons with little acquaintance for financial assistance. It was brought to the notice of the Committee that quite a large number of cases had taken place where disadvantage of such requests was taken, even though it was not possible to prove them openly. The Committee feels that this is the most unsatisfactory position and a serious view should be taken of the lapses on the part of the persons responsible for this. The Committee recommends that very strict orders be issued in this regard making it a personal duty to see that the ladies especially from rural areas are paid their pay on the days already fixed, and if it is not possible to do so on account of reasons beyond control, to intimate them in advance, the next possible day of disbursement of pay.

9.8. It was also reported that even in big offices, there were no toilet or cloak-rooms for ladies. When ladies had to make alternate arrangements, where possible, or go home otherwise, officers took opportunity to harass them. No concrete incidents were brought to the notice of the Committee. The Committee, however, feels that every office should have separate toilet-cum-cloak-room for ladies and wherever possible separate tiffin room should also be arranged. Now that women have started taking employment in large number, it should be seen that such facilities are made available, if they do not exist while opening new offices.

9.9. There was a large number of other suggestions pertaining to service conditions. But as has been observed in the concluding portion of Chapter IV, the Committee leaves them to Government for consideration on their merit.

\* \* \*

## CHAPTER X

### THE CONCLUSION

10.1. In the questionnaire meant for the members of public and institutions, three pertinent points were raised, viz. :—

(i) whether any measures, if adopted, would amount to grant of special concessions and would be discriminatory against male employees ;

(ii) whether the concessions or facilities would affect the efficiency in work ; and if so, what steps should be taken to enforce discipline and toning up of work ; and

(iii) whether facilities are likely to be mis-used either by the working women or through them by others ; if so, what measures should be taken to prevent such mis-use.

10.2. The women now enjoy equality with men. The Constitution also provides for equal pay for equal work. The first point referred to above, therefore, needs to be considered in this context. From the evidence received by the Committee, it is found that, the majority of persons have expressed their opinion in favour of taking suitable measures. A section of these persons has not given any reason in support of its views. The other section favours adoption of such measures having regard to the womanhood of these employees. Women are biologically different from men, and, therefore need special treatment. It has been pointed out that working women, and more so the married women, have a double duty. At home, there are the routine chores such as daily cooking, and, in many cases, the care of the children and the aged. At outside are their employment duties. Much racing is required to be done in playing this dual role and, therefore, they need some relief and relaxation. It has also been stated that since the concessions are to be given for compelling reasons, they should not be treated as discriminatory. The Committee feels that its recommendations are not concessions, but are safeguards which are required to be adopted in the interest of society at large and, therefore, the question of their being discriminatory does not arise. It would be necessary to see that disruptive trends are checked in time so that a healthy atmosphere is created, in which women can enjoy their rights with grace, freedom and equality.

10.3. In regard to the question of affecting the efficiency in work, it has been contended overwhelmingly that protectional and welfare measures would go a long way in bringing about a greater degree of efficiency amongst the women employees. Women themselves, it is stated, have more sense of devotion and if, in addition, a feeling of security and comfort is created in their minds, they would have the necessary incentive and drive for doing more work which would ultimately enable them to give a better performance. It has been further stated that lingering doubts, if any, about the fall of efficiency can be dispelled by laying down some standard or a guide for daily work which every woman employee is expected to do. Nor any leniency be shown to those who either neglect their duties or fail to come up to the mark. In view of the fact that, there are already in existence a large number of O. & M. measures for assessing the work-load and efficiency, no separate recommendations are needed in this behalf. The Committee hoped that the measures would assist in increasing the efficiency rather than affecting it adversely.

10.4. In regard to the third point, the opinion, that the measures are not likely to be misused, is not unanimous. The possibility of a misuse has been admitted but it has also been stated by important respondents including the late (Dr.) Iravati Karve, that they should not be denied because some persons may take disadvantage. It has been pointed out by others that on some occasions, the facilities might be misused in the initial stages, but this should not be the reason for withholding or denying them. It has also been stated that grant of facilities would not, at least, worsen the situation than what it is today. For, the tendency to abuse facilities exists even in other fields also. The Committee feels that this danger is not altogether absent and, therefore, it has suggested suitable checks in its recommendations wherever found necessary.

10.5. In making these recommendations, the Committee has kept before it the most important aspect and it is that the recommendations should be practical and easy for adoption. It has, therefore, avoided either being sentimental and extra liberal or conservative. The Committee, therefore, expresses its fervent hope that the measures, if implemented in their true spirit, would go a long way in solving many of the problems faced by the women employees.

and provide a firm ground for their further advancement for which they have been struggling so far.

N. M. Tidke,  
Minister (Labour and Rural Deve-  
lopment), *Vice-Chairman.*

V. P. Naik,  
Chief Minister,  
*Chairman.*

(Smt.) P. D. Patil,  
Deputy Minister (Public Health),  
*Member.*

K. P. Patil,  
Minister of State (Home),  
*Member.*

M. N. Heble,  
Secretary, Rural Development  
Department, *Member.*

L. G. Rajwade,  
Chief Secretary to Government,  
*Member.*

H. Nanjundiah,  
Secretary, Urban Development,  
Public Health and Housing  
Department, *Member.*

A. U. Shaikh,  
Secretary, Education and Social  
Welfare Department,  
*Member.*

Shankerrao Kale,  
President, Zilla Parishad,  
Ahmednagar, *Member.*

A. G. Rajadhyaksha,  
Inspector-General of Police,  
*Member.*

Santoshrao Gode,  
President, Zilla Parishad, Wardha,  
*Member.*

(Kum.) Shantabai Dani,  
M. L. C., *Member.*

Chief Executive Officer, Auran-  
gabad, *Member.*

(Smt.) Manabai Khirade,  
M. L. A., *Member.*

Chief Executive Officer, Nasik,  
*Member.*

(Smt.) Pratibha Tidke,  
M. L. A., *Member.*

Prof. (Kum.) S. Iyengar,  
*Member.*

(Smt.) Kamal Vichare,  
*Member.*

(Smt.) Tarabai Vartak,  
*Member.*

(Smt.) Anjanabai Magar,  
*Member.*

K. G. Bhide,  
Under Secretary to Government,  
*Secretary,*

## **SUMMARY OF RECOMMENDATIONS**

**Problems facing women employees in Government service  
Summary of the recommendations made by the Committee**

Serial No.	Recommendations	Para.
<i>Personal and Moral Safety</i>		
1	Various Departments of the Secretariat should consider as to how these recommendations could properly be made applicable to all women employees working under Zilla Parishads, Municipal Authorities, and other Public concerns.	1 : 9
2	Enquiry Committees should be set up at the Divisional headquarters with the Commissioner of Division concerned as the Chairman, the Head of the Department to which the aggrieved lady belongs and the senior lady officer in the Division as members. So far as Sachivalaya is concerned, a Committee consisting of the Chief Secretary as its Chairman the Head of the Sachivalaya Department to which the aggrieved lady belongs and the Lady Welfare Officer of the General Administration Department should be the member of the Committee.	5 : 9(a)
	The Committees should adopt for themselves their own procedure for investigation of the grievances. All officers shall assist the Committees in their task. The investigation should be completed on priority basis within 3 months. It should then hand over to Government the proceedings including its findings for taking suitable action against the offender.	5 : 9(b)
3	Where a <i>prima-facie</i> case is established the delinquent officer should be transferred without indicating on paper the cause of transfer and then take action as would be necessary in the circumstances.	5 : 9(b)
4	In cases involving criminal offences, the normal procedure of making report of offence to the nearest Police Station should be followed. The aggrieved party can approach the highest police officer of the place, who should look into the cases personally.	5 : 9(c)
5	Women employees should be permitted to approach directly the Commissioner of Division or the Chief Secretary, as the case may be for redressal of grievances without incurring disciplinary action.	5 : 9(d)



Serial No.	Recommendations	Para.
6	No disciplinary action should be taken against the aggrieved women employees for approaching the highest authority direct. She should be free to submit the application direct to the enquiry officer.	5 : 9(e)
7	The provisions of the Bombay Police Act relating to externment of goondas be extended to the rural area and action be taken against bad characters against whom complaint of harassment of women employees has been proved.	5 : 9(f)
8	The responsibility for giving protection to the women employees working in the rural area, should be fixed on the police patil and the Village Police Act amended accordingly.	5 : 9(g)
9	Concerned Statute(s) should be amended suitably to provide debarring for a specific period of the elected members of Zilla Parishads/Panchayat Samitis against whom charges of misbehaviour with women employees have been proved.	5 : 9(h)
10	The District Head such as the Collector/Chief Executive Officer should maintain a record giving names and postings of the women employees with a view to finding out whether any of them has been put to harassment.	5 : 9(i)
11	The Ministers should also enquire about the welfare of the women employees, whenever they go on tour.	5 : 9(j)
12	Police protection to women employees should be granted when asked for unless there is full justification for refusal, which should be verified by senior Police officers on tour.	5 : 9(k)
13	The outcome of the police investigation should be communicated to the complainant woman employee as soon as possible and not later than 3 months.	5 : 9(l)
14	Detaining of women clerical staff after office-hours or calling on them by male officers at late hours in the night, should be prohibited.	5 : 9(m)
15	Good work done by the Police in investigating crimes against women employees, should be recorded in his Confidential Record and it should be considered as a qualification for promotion.	5 : 9(n)
16	Officers to see that no injustice is done to women employees while effecting transfers or making postings.	5 : 9(o)

Serial No.	Recommendations	Para.
17	In the case of officers with general reputation for misbehaviour with women employees, entries should be taken in their confidential records.	5 : 9(p)
18	Only senior and experienced ladies should be appointed in interior or secluded areas.	5 : 9(q)
19	Women employees should be permitted to form their "Associations" to air their grievances about personal and moral safety.	5 : 9(r)
20	All women employees be given training, and if possible before their employment in the art of self-defence such as exercise in "judo".	5 : 9(s)
21	The investigation Committees headed by the Divisional Commissioners should make special enquiry into the grievances of the nursing staff into their respective jurisdiction.	5 : 9(t)
<i>Accommodation</i>		
22	The pace of construction programme of residential accommodation through all agencies be accelerated, and all women employees in the rural areas, should be given accommodation on priority.	6 : 3
23	Pending execution of construction programme the "Requisition Act" be applied to the rural area and suitable premises be compulsorily requisitioned and allotted to women employees on priority basis.	6 : 3
24	Women employees should be permitted to stay outside the place of service if it is possible for them to attend duty in time, if no accommodation could be provided to them.	6 : 3
25	Government and the Housing Boards should undertake construction of hostels for working girls in the Corporation cities or where housing problem is acute. Generous grants be given to private agencies which would be undertaking this work.	6 : 4
26	Family quarters for the nursing staff should be constructed in the hospital premises.	6 : 5
27	Women constables should be provided separate rooms at the place of duty.	6 : 6

Serial No.	Recommendations	Para.
<i>Transfers</i>		
28	The orders regarding transfers issued by the Rural Development Department, should be extended to women employees of other Departments also.	7 : 3
29	Women employees should be appointed, as far as possible, to the place of work of their husband.	7 : 4
30	Where wives are transferred away from their husbands' place of work, orders of the concerned Commissioner of Division in the case of transfers within the Division and that of the Head of the Department, in the case of State-wide transfers be taken if such transfers are found necessary. Similar orders of concerned Deputy Inspector General of Police in the case of police personnel should be obtained without however affecting discipline.	7 : 4
31	Transfers such as inter-department, inter-district, from Government service to Zilla Parishad/Municipalities and <i>vice versa</i> may be allowed to married women employees if they do not claim any benefit obtained in their previous employment.	7 : 5
32	Transfers made in disregard to the principles laid down by Government would be on the personal responsibility of the Chief Executive Officer.	7 : 6
33	Long distance transfers of women employees such as from a district of Vidarbha to that in a Konkan should be avoided.	7 : 7
<i>Tours</i>		
34	Women employees unwilling to accompany male officers on tour should not be compelled to do so.	8 : 2
<i>Transport</i>		
35	Women employees should not be refused the use of vehicles of other Departments/Zilla Parishad, if they are not otherwise in use.	8 : 3

Serial No.	Recommendations.	Para.
36	Mukhya Sevikas should arrange in advance their tour on a few fixed days so that Government or Zilla Parishad vehicles could be made available to them for travel.	8 : 4
37	Women employees should be given preference in S. T. buses while on tour in the rural areas on production of identity cards.	8 : 5
38	City bus services like the B. E. S. T. (Bombay) or the P. M. T. (Poona) be requested to give priority on their return journey to women employees who stay at far away, or odd places.	8 : 7
<i>Night-halts</i>		
39	Women employees should be given preference over male employees of the same cadre, in the matter of reservation of accommodation in inspection bungalows even if the requisition from the male officer has been received earlier.	8 : 8
40	Women employees should not be compelled to take a night-halt if they are able to return to their head-quarter. This, however, should not entail any claim for extra travelling allowance.	8 : 9
<i>Night-calls</i>		
41	The public health women employees should always take attendants of their choice while attending a night-call and if there are no posts, they should be created.	8 : 10
The Urban Development, Public Health and Housing Department orders set out in Government Circular No. NUR. 1065/685749, dated the 1st December 1965 appear to be adequate and they should be scrupulously followed.		
<i>Escorts</i>		
42	Women employees holding the posts which have attendants attached to them may be allowed to take attendants of their choice, wherever feasible.	8 : 13

Serial No.	Recommendations	Para.
<i>Service matters</i>		
43	Women of past middle age be posted in the rural area and young girls in the urban area. The orders issued by the Rural Development Department should be followed scrupulously.	9 : 1
44	Unmarried women or widows should be posted at roadside villages or where their parents/guardians reside.	9 : 2
45	While making appointment, women employees from rural area should be given posting at the places from where they come.	9 : 3
46.	Women on duty should be prevailed upon to wear always simple dress. Any tendency to be showy should be discouraged.	9 : 6
47	It should be seen that ladies working in the rural areas, are paid their pay invariably on the day fixed for. In case of any likely delay they should be intimated in advance the next possible day of disbursement.	9 : 7
48	Every office should have separate toilet-cum-cloak room for ladies and wherever possible separate tiffin room should also be arranged.	9 : 8
49	The suggestions pertaining to service conditions should be considered on merit.	9 : 9

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## PART II

## APPENDICES

## APPENDIX A

*Problems facing women employees in  
Government Service :  
Constitution of a Committee to  
examine the —*

## GOVERNMENT OF MAHARASHTRA

## GENERAL ADMINISTRATION DEPARTMENT

Resolution No. PWE-1070/D.

Sachivalaya, Bombay-32(BR), dated the 28th February 1970

**RESOLUTION**

The increase in incidence of assault on women employees particularly in rural areas has been engaging the attention of Government for sometime past. It has come to the conclusion that it is necessary to go into the problems facing women employees in the execution of their duties with a view to providing adequate protection for their personal safety. Government has, therefore, decided to appoint a Committee to consider the question of various problems facing such employees and to recommend measures to Government for ensuring their safety. The Government is now pleased to set up a Committee consisting of the following members:-

The Chief Minister	..	..	..	Chairman
The Minister (Rural Development Department)	..			Vice-Chairman
The Minister of State (Home)	..	..	..	Member
The Deputy Minister (Public Health, Prohibition, Tourism and Legislative Affairs).				Member
The Chief Secretary to Government, General Administration Department.				Member
The Secretary to Government, Rural Development Department.				Member
The Secretary to Government, Urban Development, Public Health and Housing Department.				Member
The Secretary to Government, Education and Social Welfare Department.				Member
The Inspector-General of Police, Maharashtra State, Bombay.				Member
The Chief Executive Officer, Zilla Parishad, Nasik	..			Member
The Chief Executive Officer, Zilla Parishad, Aurangabad.				Member
The President, Zilla Parishad, Ahmednagar	..			Member
The President, Zilla Parishad, Wardha	..	..		Member
Smt. Manabai Marotirao Khirade., M.L.A., Mangrulpir (Akola).				Member

Smt. Pratibha Bhagwant Tidke, M.L.A., Murtizapur (Akola).	Member
Prof. Kum. Iyengar, L.A.D. College, Nagpur	.. Member
Smt. Kamal Vichare, Bombay	.. .. Member
The Under Secretary to the Government of Maharashtra, General Administration Department.	Secretary

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

(1) To consider generally the circumstances in which women employees function in the rural areas, the problems facing them, and to recommend to Government what steps should be taken to create an atmosphere of proper security so as to enable them to work and tour freely and safely within their spheres of jurisdiction.

(2) The Committee shall meet at least once every two months.

(3) The Committee shall be competent to appoint Sub-Committees to go into any specific matters referred to them, and submit their recommendations to the Committee.

(4) The Committee or Sub-Committees may tour such areas of the State and take such evidence as they may consider necessary.

(5) The Committee shall complete its deliberations and submit its recommendations to the Government within a period of 6 months from the date of appointment.

The non-official members, other than members of the Legislature, of the Committee will be entitled to travelling allowance in accordance with rule I (1)(b) I in Appendix XLII-A of Maharashtra Civil Services Rules, Volume II. The Members of the Legislature on the Committee will be paid travelling allowance in accordance with Government Resolution, Finance Department, No. TRA. 1463/1024/XVIII, dated the 25th July 1967.

By order and in the name of the Governor of Maharashtra,

A. N. BATABYAL,  
Deputy Secretary to the Government of Maharashtra,  
General Administration Department.

\* \* \*



**APPENDIX B**

*Problems facing women employees in  
Government Service :  
Constitution of a Committee to examine  
the —*

**GOVERNMENT OF MAHARASHTRA**

**GENERAL ADMINISTRATION DEPARTMENT**

**Resolution No. PWE-1070-W**

Sachivalaya, Bombay-32 (BR), dated the 10th June 1970

*Read.*—Government Resolution, General Administration Department, No. PWE-1070-D dated the 28th February 1970.

*Resolution.*—Government is pleased to appoint the following non-officials as additional members of the Committee constituted under Government Resolution, General Administration Department, No. PWE-1070-W, dated 28th February 1970 to examine problems facing women employees in Government service:—

- (1) Kum. Shantabai Dani, M.L.C., Nasik,
- (2) Dr. (Smt.) Anjanabai Magar, Chairman, Maharashtra State Social Welfare Advisory Board, Bombay,
- (3) Smt. Tarabai Vartak, Chairman, Finance and Health Committee, Zilla Parishad, Thana.

By order and in the name of the Governor of Maharashtra,

**K. G. BHIDE,**

Under Secretary to the Government of Maharashtra,  
General Administration Department.

\* \* \*

## APPENDIX C

IMMEDIATE

*Committee appointed to examine  
problems facing women employees.*

## GOVERNMENT OF MAHARASHTRA

## GENERAL ADMINISTRATION DEPARTMENT

Circular No. INF-1070-W

Sachivalaya, Bombay-32 (BR), dated 13th May 1970

## CIRCULAR

The State Level Committee constituted as per orders contained in Government Resolution, General Administration Department, No. PWE-1070-D, dated 28th February 1970, to examine problems facing women employees in Government service, decided in its first meeting held on 11th May 1970, that information in the *pro forma* approved by the Committee, should first be collected so as to enable it to consider the question referred to it in all its aspects. The Committee also decided that as it has to complete its deliberations and submit the report to Government by the end of August 1970, the requisite information should be collected expeditiously and placed before it in its next meeting.

2. All Heads of Departments including the Chief Executive Officers of the Zilla Parishads and Heads of Offices under them are, therefore, requested to furnish the information in the *pro forma*\* attached herewith. The Heads of Offices (not under the Zilla Parishads) are requested to forward the information to their respective Heads of Departments by the 1st June 1970. The Heads of Offices (both Government and others) under the Zilla Parishads should take similar action in forwarding the necessary information to the Chief Executive Officers by the same date. The Heads of Departments are requested to consolidate the information and forward it along with the information pertaining to their own offices to their respective Secretariat Departments by the 10th June 1970. The Chief Executive Officers are similarly requested to consolidate information for all offices under them and to forward it to the Rural Development Department by the same date. The Secretariat Departments are requested to forward the information pertaining to their respective Heads of Departments and Offices and their own information to this Department by the 15th June 1970.

3. The Secretariat Departments and the Heads of Departments including the Chief Executive Officers of the Zilla Parishads are particularly requested to see that the information reaches the higher authorities precisely by the due date.

By order and in the name of the Governor of Maharashtra,

K. G. BHIDE,  
Secretary of the Committee and Under  
Secretary to the Government of Maharashtra,  
General Administration Department.

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\* Printed as an accompaniment to this circular

**Accompaniment to Government Circular, General Administration Department,  
No. INF-1070-W, dated the 13th May 1970**

**PRO FORMA**

*Problems facing women employees in Government service Questionnaire for  
Government: Departments*

*Note.*— The information below should be given for each cadre of service in the Urban areas and Rural areas separately. Statistical information should be given for 5 years from 1964 to 1969.

1. Name of the Department/Office .. .. .
2. Headquarter .. .. .
3. No. of women employees working ..  
(in each cadre of service).
4. Please state :
  - (a) nature of duties of the post held by the women employees.
  - (b) timings of performing duties .. .. .
  - (c) whether women employees are given duties after office hours. If so, generally how long and on what authority?
  - (d) Whether duties involve tours. If so :
    - (i) the frequency of tours .. .. .
    - (ii) area under tour .. .. .
    - (iii) arrangements for conveyance .. .. .
    - (iv) whether attendant is given. If yes, whether male or female.
    - (v) whether tour envisages night-halts, if yes, what arrangements exist for such halts.
5. Please state :
  - (i) number of women employees living in Government accommodations.
  - (ii) what difficulties are experienced by women employees in securing private owned accommodation.
  - (iii) whether the problem of safety is involved in private accommodation (please elaborate).
  - (iv) are the accommodations far away from the place of duty. .

6. How many women employees in your department/office :
- (i) resigned from service during the last five years after getting married.
  - (ii) did they resign because:
    - (a) they were not provided with accommodation.
    - (b) they were not given transfers to the place of their husband's duty or the place they desired.
    - (c) they were transferred to odd places and were separated from their husbands.
    - (d) of other inconveniences .. .. .
  - (iii) how many married women were recruited during the last five years, how many of them resigned and generally for what reasons ?
  - (iv) who is competent to effect transfers and when are the transfers generally made ?
7. Please State :
- (i) Whether there were complaints of harassment to women employees by :
    - (a) male colleagues .. .. .
    - (b) superior staff .. .. .
  - (ii) If so, nature of complaints and what action was taken by you in this behalf.
8. Whether there were cases of assault on women employees in your department by :
- (a) Government servants .. .. .
  - (b) Others .. .. .  
(Please give details such as position of the person causing assault, time, place etc.).
9. How far women employees themselves are to be blamed for harassment to or assault on them ?
10. What arrangements do exist in your department/office for the general safety of women employees while in office and outside the office ?
11. What welfare amenities does your department/office provide to women employees ?

12. Do you think that the measures if adopted, would amount to special concession to women and would be discriminatory against male employees. If so, in what way ?
13. Would not such concessions or facilities affect the efficiency in work. If so, what remedies you would suggest for enforcing discipline and toning of work ?
14. Do you think that the facilities are likely to misused either by some of the working women or through them by undesirable elements in the public; and if so, what measures you would suggest to prevent such a misuse ?
15. Other remarks, if any .. ..

## APPENDIX D

## PRO FORMA

*Problems facing women employees in Government service : Questionnaire for  
Individuals/Institutions*

1. Names and place of residence .. ..  
Name of the Institution and its head quarters.
2. Profession/Aim of the Institution ..
3. Are you connected with any organisation, concerning the welfare of the women (for individuals)?
4. What are the activities of the organisation?
5. Had you/the Institution, any opportunity to study the problems of women employees in general?
6. What particular problems are being faced or required to be faced by women employees so far as their personal safety is concerned?
7. Are in your opinion the problems faced by women working in the urban areas, similar to those faced by the women working in rural areas. If not, what is the difference?
8. What problems the women working in Private sector are required to face so far as their personal safety is concerned?
9. What are the causes of the common problems. Can it be said that they exist, because of—  
(a) increase in unsocial elements in the public?  
(b) unhealthy conditions of service?  
(c) other reasons (please give details of each)?
10. What remedial measures do you suggest in respect of the problems under each of the categories mentioned above. Please give detailed statement on a separate sheet?
11. Do you think that the measures if adopted, would amount to special concession to women and would be discriminatory against male employees?  
if so, in what way.
12. Would not such concessions or facilities affect the efficiency in work. If so, what remedies you would suggest for enforcing discipline and toning of work?
13. Do you think that the facilities are likely to be misused either by some of the working women or through them by undesirable elements in the public; and if so, what measures you would suggest to prevent such a misuse?
14. Any other remarks .. ..

No. SGN-1070-W,  
 GENERAL ADMINISTRATION DEPARTMENT,  
 Sachivalaya, Bombay-32-BR.

From

Shri K. G. Bhide,  
 Secretary of the State Level Committee,  
 on problem facing women-employees and,  
 Under Secretary to the Government of Maharashtra,  
 General Administration Department.

To.....

.....

*Subject.*—Problems facing women-employees in Government service.—

Sir/Madam,

The problem of safety of women-employees particularly in rural areas, has been engaging the attention of the State Government for some time past. After careful consideration, Government has appointed a State Level Committee consisting of Officials and Non-officials to consider the problems facing them and to recommend measures, which, if taken, would help in creating an atmosphere of personal safety necessary in the execution of their duties. The Committee has decided to invite suggestions in this matter from Social Workers and Public Institutions.

2. The Committee feels that your valuable suggestions in this behalf would go a long way in enabling it to make useful recommendations to solve the problem. I, accordingly, forward herewith a questionnaire approved by the Committee, and shall be glad, if you kindly arrange to return it duly filled in *by the 15th June 1970*.

Your kind co-operation is solicited.

Yours faithfully,

K. G. BHIDE,  
 Secretary of the Committee and Under  
 Secretary to the Government of Maharashtra  
 General Administration Department.

Immediate

## APPENDIX E

No. INT-1071/14043-W,  
GENERAL ADMINISTRATION DEPARTMENT,  
Sachivalaya, Bombay-32-BR.

Dated the 29th March 1971.

From

Shri K. G. Bhide,  
Secretary of the Committee an.  
Under Secretary to the Government of Maharashtra,  
General Administration Department.

To

All the Chief Executive Officers,  
of the Zilla Parishads.

*Subject.*—Problems facing women employees in Government service—

Sir,

The State Level Committee appointed to examine the problems facing women employees in Government service proposes to hold its sittings at the Divisional headquarters from April 1971 onwards, in order to collect evidence from the members of the public, and office bearers and employees of the Zilla Parishads. According to the provision contained in sub-rule 3(a) of Rule of the Maharashtra Zilla Parishads District Services (Conduct) Rules, 1967 employees of the Zilla Parishads can give evidence before a Committee, appointed by Government.

2. In view of the fact that this Committee has been appointed by Government. I am to request you, kindly, to inform all concerned to allow those who would like to appear before the Committee to give evidence. The Committee in particular would like to record evidence of the office bearers of the Zilla Parishads and they may kindly be persuaded to give evidence also.

3. The exact date, place and time of the meetings would be announced *in Press*.

4. This letter issues with the concurrence of the Rural Development Department *vide* its unofficial reference No. 1352/A, dated the 25th March 1971.

Yours faithfully,

K. G. BHIDE,  
Secretary of the Committee and  
Under Secretary to the Government of Maharashtra,  
General Administration Department.

\* \* \*



## APPENDIX F

Immediate*Evidence—*

Grant of permission to give to the Government servants before the Committee appointed to examine the problems facing women employees in Government service.

## GOVERNMENT OF MAHARASHTRA

GENERAL ADMINISTRATION DEPARTMENT,

Resolution No. INT-1071-W

Sachivalaya, Bomby-32 (BR), dated the 1st April 1971.

*RESOLUTION*

Government is pleased to relax, Rule 27 of the Bombay Civil Services Conduct, Discipline and Appeal Rules, Rule 19 of Ex-Madhya Pardesh Government Servants Conduct Rules and Rule 21 of the Ex-Hyderabad Government Servants Conduct Rules and to permit the State Government servants governed by these rules, to give evidence before the Committee constituted under Government Resolution, General Administration Department, No. PWE-1070-D, dated the 28th February 1970, to examine the problems facing women employees in Government service. No Government servant, while giving such evidence, shall however, criticise the policy *or* decision of Government.

By order and in the name of the Governor of Maharashtra,

K. G. BHIDE,

Under Secretary to the Government of Maharashtra,  
General Administration Department.

\* \* \*

## APPENDIX G

## List of Persons/Institutions, who replied the Questionnaire

Serial No.	Name	Profession	Address
1	2	3	4
PERSONS			
1	Shri K. K. Shah	.. Union Minister, now Governor of Tamil-Nadu.	New Delhi.
2	Kum. Sarojini Babar.	.. Member of Parliament	Poona.
3	Late Dr. (Smt.) Iravati Karve,	Research Prof., Deccan College, Poona.	Do.
4	Dr. (Smt.) C. A. Hate	.. Ex-Prof. S.N.D.T. University.	Bombay.
5	Smt. Lila Chitale.	.. Professor	.. Nagpur
6	Smt. Sudha Kaldate	.. Professor	.. Aurangabad.
7	Smt. Sumanbai Patil	.. M. L. A.	.. Matola, (Buidhana)
8	Shri D. B. Patil	.. Do.	.. Lasalgaon, (Nasik)
9	Shri S. K. Athalye	.. Do.	.. Lanja, (Ratnagiri)
10	Dr. T. R. Narvane, J. P.	Do.	.. Bombay-28.
11	Smt. S. G. P. Athaide, J. P.	.. M. L. C.	.. Bombay-20.
12	Smt. Malatibai Shirole	.. Ex-M.L.A. Hon. Magistrate.	Poona.
13	Smt. Ashatai Tale.	.. Ex-M.L.C.	.. Hingoli, (Parbhani).
14	Smt. Kamalabai Ajamera	.. Ex-M.L.C.	.. Dhulia.
15	Smt. Kusumtai Wankhede	.. Social Worker	.. Bombay-26.
16	Smt. Premalata Balasaheb Sawant.	Do.	.. Satara.
17	Smt. Tarabai Kulkarni	.. Do.	.. Sholapur.
18	Smt. Sindhutai Bhalerao.	.. Do.	.. Ahmednagar.
19	Smt. Rajamati Chajed.	.. Do.	.. Nasik.
20	Smt. Sarla Mudholkar.	.. Do.	.. Dhulia.
21	Kum. Sarla J. Bhatt.	.. Ex-member Gujrat State S. W. Board.	Kalyan.

Serial No.	Name	Profession	Address
1	2	3	4
<i>PERSONS—contd.</i>			
22	Smt. Keshar Rajadhyaksha	L.W.O., G.A.D.	.. Bombay.
23	Smt. Hemlata Gawali	.. Hon. Magistrate	.. Akola.
24	Kum. Manik Sathye	.. Dy. Director, Bombay Labour Institute.	Bombay-12.
25	Smt. Indumati Shewade	.. Research Officer, U. P. S. C.	.. New Delhi.
26	Kum. Kumud Rege	.. Principal, S. R. Desai College.	Ratnagiri.
27	Smt. Shirish Pai	.. Editor "Maratha" Daily	Bombay-18.
28	Smt. Snehalata Dasnurkar	.. Writer	.. Kolhapur.
29	Shri D. B. Godbole	.. Retired Civil Judge	.. Poona.
30	Shri Manohar Bodade	.. Agriculturist.	.. Bhalegaon (Buldhana).
31	Shri Bhanudas Borale	.. Do.	.. Nanded.
32	Smt. Girijabai Watane-Patil	Member, M. S. Social Welfare Advisory Board.	Amravati.
33	Smt. Vimalabai Keshvrao Borase.	Member, Z. P., Hon. Magistrate.	Pimpalner (Dhulia).
34	Shri Purshottam S. Patake	.. Industrial Adviser and News Paper Columist.	Poona.
35	Kum. Jyostna Tribhuvan	.. Advocate	.. Ahmednagar.
36	Kum. Lilatai Godbole	.. Municipal Councillor	.. Sangli.
37	Smt. Shantabai Limaye	.. Member, Municipal Corporation, Poona.	Poona.
38	Smt. Sharadini Mohite	.. Writer	.. Sangli.
39	Smt. Vimlabai Dhighe	.. Social Worker.	.. Thana.
40	Smt. Kamala Devikishan Sarda	.. Do.	.. Nasik.
41	Smt. Indutai Kulkarni	.. Do.	.. Bombay-22.
42	Smt. Tai Ranade.	.. Do.	.. Nasik.
43	Smt. Mathurabai Mohite	.. Do.	.. Miraj, (Sangli).

Serial No. 1	Name 2	Profession 3	Address 4
<i>PERSONS—contd.</i>			
44	Smt. Lilabai Kshatriya	.. Social Worker	.. Sinner, (Nasik).
45	Smt. Jaimulaben Shah	.. Do.	.. Buldhana.
46	Smt. Chandubai Akhade	.. Do.	.. Sangli.
47	Smt. Maltibai Tamhankar	.. Do.	.. Kolhapur.
48	Smt. Sakhutai Gaikwad	.. Do.	.. Poona.
49	Smt. Sonubai Soni	.. Do.	.. Sholapur.
50	Smt. Vijaya Bhosale	.. Do.	.. Kolhapur.
51	Smt. Leelabai Pawar.	.. Do.	.. Do.
52	Smt. Taramati Phatak	.. Do.	.. Bhorghat (Bhor).
53	Smt. Mangala Phadke	.. Do.	.. Bombay-2.
54	Smt. Sulochanadevi Kadam.	Do.	.. Miraj (Sangli).
55	Kum. Usha Kale	.. Household	.. Chalisgaon.
56	Smt. Leela Patil	.. Do.	.. Vinchur (Nasik).
57	Smt. Sonubai Awate	.. Matron.	.. Sholapur.
58	Smt. Laxinibai Pachalag.	.. Social Worker	Do.
59	Smt. S. T. Konge	.. Health Visitor	.. Karhad.
60	Smt. Nalini Ambade	.. Nurse	.. Avadi (Madras).
61	Smt. Malati Bapat.	.. F. F. W.	.. Goverdhan (Akola).
62	Dr. (Kum.) Shakuntala Paranjape	Service	.. Lasalgaon (Nasik).
63	Smt. Sindhu Chaudhari	.. Primary Teacher	.. Pimpalgaon B. (Nasik)
64	Smt. Punjabai Page	.. Do.	.. Pimpalgaon-Baswant (Nasik).
65	Smt. Fulabai More	.. Do.	.. Do.
66	Smt. Kashibai Bakar	.. Do.	.. Do.
67	Smt. Manjulabai Jadhav	.. Do.	.. Do.
68	Smt. Sushila Dhanawate	.. Do.	.. Do.
69	Smt. Indumati Tupe	.. Do.	.. Do.

Serial No. 1	Name 2	Profession 3	Address 4
PERSONS— <i>contd.</i>			
70	Smt. Leelabai Gite	Primary Teacher	Pimpalgaon-Baswant. (Nasik)
71	Smt. Kamlabai Beraste	Do.	Saikheda (Nasik).
72	Smt. Suman Derale	Do.	Do.
73	Smt. Shantabai Sonawane	Do.	Do.
74	Smt. Gangubai Nirantar	Do.	Do.
75	Smt. Mirabai Walte	Do.	Do.
76	Smt. Gangubai Kulkarni	Government service	Pimpalgaon-Basawant.

#### INSTITUTIONS

Serial No. 1	Name 2	Address 3
77	Phadakewadi Mahila Mandal	Bombay-4.
78	Matravastal Mandal	Bombay-28.
79	Hindu Women's Rescue Home Society and Shradhanand Mahilashram.	Bombay-19.
80	Shirole Taluka Prathamik Shikshak Samiti	Shirwad (Kolhapur).
81	Indian Nursing Council	New Delhi-1.
82	Tara Mashruwala Vice-Chairman, Kasturba Sarvodaya Mandal.	Maghan (Amravati).
83	Sarvodaya Mahila Mandal	Chandrapur.
84	The Bombay Mothers' and Children Welfare Society	Bombay-11.
85	Seva Sadan Society	Poona-30.
86	The Western Maharashtra Mahila Mandal	Phadkewadi, Talegaon Dhabhade.
87	"Matru-mandir"	Deorukh (Ratnagiri).
88	The Maharashtra State Women's Council	Bombay-1.
89	"Stree Hitakarini"	Bombay-25.
90	Balikhshram	Ahmednagar.
91	Maharashtra Secretariat and Allied Offices' Association	Bombay-32.

Serial No. 1	Name 2	Address 3
<i>INSTITUTIONS—contd.</i>		
92	Maharashtra State Zilla Parishad Employees' Union	Nagpur.
93	Culture League .. ..	Poona.
94	Mahila Reception Centre. .. ..	Ahmednagar.
95	Bhagini Samaj .. ..	Thana.
96	Maharashtra State Sramik Mahila Samiti	Poona.
97	Uttar Vibhag Stree Sanstha Sanyukta Samiti	Bombay-28.

**List of persons who deposed their views before the Committee during its public sittings.**

Serial No. 1	Name 2	Profession 3	Address 4
1	Shri R. K. Mhalgi ..	M. L. A.	.. Poona-2.
2	Dr. (Smt.) Sushila Balraj ..	Do.	.. Nagpur-1.
3	Smt. Manabai Khirade ..	Do.	.. Mangrulpir (Akola).
4	Smt. Pratibha Tidke ..	Do.	.. Murtizapur (Akola).
5	Dr. (Smt.) Prabha Sonawane ..	Do.	.. Bombay-14.
6	Shri Gunderao Mahajan ..	Do.	.. Ramtek (Nagpur).
7	Shri Yadavrao Deogade ..	Do.	.. Nagpur.
8	Shri V. G. Deshpande ..	M. L. C.	.. Mehakar (Buldhana).
9	Kum. Shantabai Dani ..	Do.	.. Nasik.
10	Shri Sadashivrao Shinde ..	Do.	.. Kolhapur.
11	Smt. Ashatai Waghmare ..	Ex-M. L. A.	.. Aurangabad.

Serial No. 1	Name 2	Profession 3	Address 4
12	Shri R. D. Pawar	.. Ex-M. L. A.	.. Ahmednagar.
13	Prof. Kum. S. Iyengar	.. Principal	.. LAD College, Nagpur.
14	Smt. Kamal Vichare	.. Social Worker	.. Bombay-12.
15	Smt. Tarabai Vartak	.. Chairman, Finance and Health Committee, Zilla Parishad.	Thana.
16	Smt. Sharadini Hudlikar	.. Inspectress of Schools	Bombay-25.
17	Smt. Sushila Desai M.P.	.. Social Worker	.. Bomaby-1.
18	Smt. Leela Alvaris	.. Do.	.. Bombay-18.
19	Smt. Pramila Dandvate	.. Do.	.. Bombay-28.
20	Smt. Ahilya Rangnekar	.. Do.	.. Bombay-19.
21	Smt. Tara Reddy	.. Do.	.. Bombay-4.
22	Smt. Mrunalini Gore	.. Do.	.. Bombay.
23	Smt. Nalini Parkar	.. Do.	.. Bombay-4.
24	Smt. Leela Gujarathi	.. Do.	.. Bombay-60.
25	Dr. (Smt.) Indumati Parikh	Do.	.. Bombay-19.
26	Shri P. M. Dekate	.. Chairman, Education Committee, Zilla Parishad.	Nagpur.
27	Shri Tejsinharao Bhonsale	Ex-Mayor, Municipal Corporation, Nagpur.	Nagpur.
28	Shri R. V. Meshram	.. Vice-President, Zilla Parishad.	Nagpur.
29	The District Health Officer	.. Government service	.. Buldhana.
30	Kum. A. J. Cama	.. Advocate	.. Nagpur.
31	Dr. M. S. Kayarkar	.. A. M. O.	.. Bhinhor (Wardha).
32	Shri K. R. Bidkar	.. General Secretary, Asso- ciation of the Subor- dinate Services of Engineers, M. S.	Nagpur.

Serial No. 1	Name 2	Profession 3	Address 4
33	Shri M. W. Onkar	.. General Secretary, M. S. Z. P., Employees, Union.	Nagpur.
34	Smt. Nalini Pendse	.. Social Worker	.. Yeotmal.
35	Smt. Yashodhara Bajaj	.. Do.	.. Chandrapur.
36	Smt. Snehlata Bhatia	.. Do.	.. Do.
37	Smt. Chandrabhagabai Pachare	.. Do.	.. Badnera.
38	Kum. Kashi Govind Ukidwe	Matron	.. Nagpur.
39	Smt. Anusayabai Subnis	.. Asstt. Matron	.. Do.
40	Smt. Shakuntala Dadhe	.. Mukhya Sevika	.. Kuhi.
41	Smt. Dhote	.. Do.	.. Savari.
42	Smt. Indira Kelkar	.. Do.	.. Hingana.
43	Smt. Kamble	.. Do.	.. Chandrapur.
44	Smt. Shashikala Dhamorikar	Mid-wife	.. Dighudi.
45	Smt. Malini Khisty	.. S. E. O.	.. Maholi (Badnera).
46	Kum. Date	.. F. F. W.	.. Jalgaon.
47	Shri Nagorao Pathak	.. Social Worker	.. Aurangabad.
48	Shri R. S. Diwan	.. Advocate	.. Latur (Osmanabad).
49	Smt. Sushila Diwan	.. Social Worker	.. Do.
50	Shri M. Y. Kulkarni	.. Do.	.. Do.
51	Shri S. D. Bangale	.. President, Primary Teachers' Association, Aurangabad Division.	Nanded.
52	Shri M. P. Shahane	.. President, M. S. Employees' Association, Aurangabad.	Aurangabad.
53	Shri P. Y. Ballal	.. President, M. S. Z. P. Servants' Union, Aurangabad Branch.	Do.
54	Shri V. T. Kulkarni	.. Chairman, Laboratory Technicians' Association.	Do.



Serial No. 1	Name 2	Profession 3	Address 4
55	Shri Manohar Gowali	.. Ex-President, Maharashtra Government Servants' Association, Aurangabad.	Aurangabad.
56	Smt. Chhaya Durugkar	.. Asstt. Head Mistress ..	Tulzapur (Osmanabad).
57	Smt. Vijayalaxmi Barje	.. Government Service ..	Aurangabad.
58	Smt. Ranade	.. Do. ..	Do.
59	Smt. G. R. Kulkarni	.. Do. ..	Do.
60	Smt. Shantabai Sontakke	.. Do. ..	Do.
61	Smt. Gharpure	.. F. F. W. ..	Do.
62	Smt. Kaveri Joshi	.. Service ..	Bhir.
63	Smt. Rao	.. Government service ..	Nanded.
64	Kum. V. H. Eke	.. Do. ..	Aurangabad.
65	Smt. Indira Mule	.. Do. ..	Do.
66	Kum. Prema Raut	.. Sister Tutor ..	Nanded.
67	Shri Dnyanprakash Madan	.. ....	Aurangabad.
68	Smt. S. M. Shahane	.. P. H. Supervisor ..	Paithan (Aurangabad).
69	Smt. Yamutai Kirloskar	.. Social Worker ..	Poona.
70	Smt. Awaben Deshpande	.. Do. ..	Poona.
71	Smt. Malati Paranjpe	.. Do. ..	Do.
72	Smt. Anutai Limaye	.. Do. ..	Do.
73	Smt. Kusum Chondhekar	.. Do. ..	Do.
74	Smt. Malati Tamhankar	.. Do. ..	Kolhapur.
75	Smt. Banubai Pathan	.. Do. ..	Ichalkaranji (Kolhapur).
76	Smt. Nalini Shinde	.. Do. ..	Poona.
77	Smt. Malini Tulpule	.. Do. ..	Do.
78	Smt. Tarabai Sathe	.. Do. ..	Do.

Serial No.	Name	Profession	Address
1	2	3	4
79	Smt. Indutai Pendharkar ..	Social Worker ..	Sangli.
80	Smt. Sundarabai Bhopatkar ..	Do. ..	Poona.
81	Smt. Malati Gadgil ..	Chairman, Working Womens' Council.	Do.
82	Smt. Shanta Ranade ..	Secretary, Working Womens' Council.	Do.
83	Smt. Jayashri Vaidya ..	Chairman, Poona Womens' Council and Samyukta Stree Sans- tha, Poona.	Do.
84	Smt. Dwarkabai Deshpande ..	Organiser Rashtra Vikas Balak Mandir.	Sholapur.
85	Dr. (Smt.) Sushila Agashe ..	President, Western Maharashtra Mahila Mandal.	Lonawla (Poona).
86	Smt. Pramila Naik ..	Secretary, Western Maharashtra Mahila Mandal, Poona.	Talegaon-Dabhade (Poona).
87	Padmshri Smt. Sumatiben Shah.	Sanchalika, Shramika Vidyapith.	Sholapur.
88	Smt. Usha Chaudhary ..	Trade Union Leader ..	Poona.
89	Smt. Usha Gokhale ..	Supdt., Sant Janabai Girls Hostels, Poona.	Do.
90	Shri D. G. Londhe ..	General Secretary, Poona District Primary Teachers Union, Poona Branch.	Manchar (Poona).
91	Shri Prabhakar Dhumane ..	Secretary, M. S. Primary Teachers, Union.	Poona.
92	Shri Narayan Joshi ..	General Secretary, Federation of Poona District Government Servants, Unions.	Poona.
93	Shri Anant A. Desai ..	General Secretary, M. S. Primary Teachers' Association.	Ratnagiri.
94	Smt. Indumati Lonkar ..	Treasurer, M. S. Teachers' Association, Poona Branch.	Poona.

Serial No. 1	Name 2	Profession 3	Address 4
95	Smt. K. N. Deshpande	.. Chief Instructress Gram-sevak Training Centre.	Manjari Farm (Poona)
96	Smt. Malatibai Pardeshi	.. Matron	.. Satara.
97	Smt. Malini Kulkarni	.. Gram Sevika	.. Sangli.
98	Smt. Shakuntala Mahajan	.. Do.	.. Kolaba.
99	Smt. Prabha Jadhav	.. Government service	.. Poona.
100	Smt. Manisha Kale	.. Do.	.. Do.
101	Smt. V. M. Bhelwa	.. Do.	.. Do.
102	Smt. Shashikala Desai	.. Do.	.. Do.
103	Smt. Mira Nirogikar	.. Do.	.. Do.
104	Smt. Deshpande	.. Do.	.. Do.
105	Smt. Kamal Khodve	.. Do.	.. Ahmednagar.
106	Smt. Malati Pathak	.. Do.	.. Poona.
107	Smt. Mina Sontakke and other Women employees, Z. P. Satara.	Do.	.. Satara.
108	Kum. Meera Nerkar	.. Do.	.. Dhulia.
109	Smt. K. K. Pitre	.. Do.	.. Dhond.
110	Women employees, Treasury Office, Poona.	Do.	.. Poona.
111	Women employees of (i) Government Milk Scheme, Poona, (ii) Regional Dairy Development, Poona.	Do.	.. Do.
112	Smt. Sumati Mangaonkar	.. Do.	.. Sangli.

## APPENDIX H

Total number of women employees in Government service divided in broad categories 1969

Serial No.	Name of the Department	Gazetted Post	Technical and Executive Post	Ministerial Post	Class IV	Total	Remarks.
1	2	3	4	5	6	7	8
1	G.A.D. ..	5	23	272	87	387	
2	R. & F. D. ..	10	10	1,157	66	1,243	
3	F.D. ..	11	22	965	5	1,003	
4	F. & C.S.D. ..	2	4	885	..	891	
5	U.D.P.H. & H.D.	228	1,531	730	1,389	3,878	
6	I. & L.D.	28	45	495	4	572	
7	I. & P. D. ..	5	35	564	66	670	
8	B. & C.D. ..	5	17	416	50	488	
9	L. & J.D. ..	6	2	508	11	527	
10	R. D.D. ..	43	29,582	843	422	30,890	
11	A. & C.D. ..	3	75	897	69	1,044	
12	H.D. ..	7	432	703	147	1,294	
13	E. & S.W.D. ..	288	293	553	200	1,334	Part information
14	M.L.S. ..	Nil	2	23	Nil	25	
Total ..		641	32,073	9,016	2,516	44,246	

DETAILED STATISTICS OF  
APPENDIX 'H'

## Statement showing number of women employees working

Departments	Class I		Class II			Class III		Clerks
	Deputy Secretary	Under Secretary	Section Officer	Superintendent	Lady Welfare Officer	Assistant		
G. A. D. ..	..	1	..	2	1	27	29	
R. D. D. ..	..	..	1	2	..	9	..	
F. D. ..	..	3	..	3	..	45	53	
F. & C. S. D.	..	..	..	..	..	8	23	
R. & F. D.	..	..	..	2	..	23	47	
B. & C. D. ..	..	2	..	2	..	15	43*	
A. & C. D. ..	..	1£	..	..	..	18	39	
I. & P. D. ..	..	1	..	1	..	24	32	
U. D. P. H. & H. D.	..	..	..	3	..	9	56*	
I. & L. D. ..	..	2	..	1	..	16	11	
L. & J. D. ..	..	1	..	..	..	17	29*	
H. D. ..	..	..	..	2	..	18	24	
E. S. & S. W. D.	..	..	..	4	..	8	42	
M. L. S. ..	..	..	..	..	..	3	4	
Total ..	1	10	1	22	1	240	432	

\*including typists.

## in the Secretariat Departments (Sachivalaya), 1969

Typists	Class III						Class IV		Total
	Steno Reporter	Steno-Typist	Translator	Telephone Operator	Librarian	Assistant Librarian	Sweeper		
14	7	..	..	..	8	..	..	2	91
42†	3	..	..	..	..	..	..	..	57
23	15	..	..	..	..	..	..	..	142
14	4	..	..	..	..	..	..	..	49
27	4	..	5	..	..	..	..	..	108
..	4	..	..	1	..	..	..	..	67
20	4	..	..	..	..	..	..	..	82
13	3	..	1	..	..	1	1	..	77
..	5	..	..	..	..	..	..	..	73
7	4	..	..	..	..	..	..	..	41
..	..	..	..	..	..	..	..	..	47
22	..	..	..	..	..	..	..	..	66
..	1	..	..	..	..	..	..	..	55
11	1	1	..	3	2	..	..	..	25
193	55	1	6	4	10	1	1	2	980

†including Clerks.

£ since is promoted as Deputy Secretary.

## Total number of women employees (cadre-wise)

Cadre	Total	G.A.D.	R. & F. D.	F. D.	F. & C. S. D.	U. D., P. H. & H. D.
Deputy Secretary	1	1	..	..	..	..
Under Secretary	10	..	..	3	..	..
Section Officer	1	..	..	..	..	..
Superintendents	22	2	2	3	..	3
Lady Welfare Officer	1	1	..	..	..	..
Assistants	240	27	23	45	8	9
Clerks	432	29	47	53	23	56
Typists	193	14	27	23	14	..
Stenos	55	7	4	15	4	5
Reporter	1	..	..	..	..	..
Stenotypists	6	..	5	..	..	..
Translators	4	..	..	..	..	..
Librarian	1	..	..	..	..	..
Assistant Librarian	1	..	..	..	..	..
Telephone-Operators	10	8	..	..	..	..
Sweepers	2	2	..	..	..	..
<b>Total</b>	<b>980</b>	<b>91</b>	<b>108</b>	<b>142</b>	<b>49</b>	<b>73</b>



## working in the Secretariat Department (Sachivalaya), 1969

I. & L. D.	I. & P. D.	B. & C. D.	L. & J. D.	R. D. D.	A. & C. D.	H. D.	E. S. & S. W.D.	M. L. S.	Remarks
..	..	..	..	..	..	..	..	..	
2	1	2	1	..	1£	..	..	..	£Since one is promoted as Deputy Secretary.
..	..	..	..	1	..	..	..	..	
1	1	2	..	2	..	2	4	..	
..	..	..	..	..	..	..	..	..	
16	24	15	17	9	18	18	8	3	
11	32	@43	29	..	39	24	42	4	@including typists.
7	13	..	..	*42	20	22	..	11	*including clerks.
4	3	4	..	3	4	..	1	1	
..	..	..	..	..	..	..	..	1	
..	1	..	..	..	..	..	..	..	
..	..	1	..	..	..	..	..	3	
..	1	..	..	..	..	..	..	..	
..	1	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	2	
..	..	..	..	..	..	..	..	..	
41	77	67	47	57	82	66	55	25	

## Statement showing total number of women employees in each

Gazetted

Cadre	Total	G. A. R. & D.		F. D.	F. & C. S.	U. D. & P. H. D.	I. & L. D.	& H. D.
		D.	F. D.					
Deputy Secretary .. ..	1	1	..	..	..	..	..	..
Under Secretary .. ..	10	..	..	3	..	..	2	..
Assistant Director, Publicity .. ..	1	1	..	..	..	..	..	..
Manager Information Centre, Bombay .. ..	1	1	..	..	..	..	..	..
Deputy Commissioner, Sales Tax .. ..	1	..	..	1	..	..	..	..
Statistical Officer .. ..	2	..	..	2	..	..	..	..
Research Officer .. ..	2	..	..	2	..	..	..	..
Deputy Collector .. ..	1	..	1	..	..	..	..	..
Assistant Collector .. ..	3	..	3	..	..	..	..	..
Tahsildar .. ..	1	..	1	..	..	..	..	..
Land Records Officer .. ..	3	..	3	..	..	..	..	..
Assistant Director Civil Supplies .. ..	1	..	..	..	1	..	..	..
Accounts Officer (C. S.) .. ..	1	..	..	..	1	..	..	..
Assistant Accounts Officer .. ..	1	..	..	..	..	..	..	..
M. M. Class I .. ..	10	..	..	..	..	10	..	..
M. M. Class II .. ..	87	..	..	..	..	87	..	..
Medical Officer .. ..	133	..	..	..	..	107	..	..
Medical Inspector .. ..	6	..	..	..	..	6	..	..
Assistant Director, Haffkine Institute .. ..	1	..	..	..	..	1	..	..
Senior Scientific Officer (H. I.) .. ..	1	..	..	..	..	1	..	..
Junior Scientific Officer (H. I.) .. ..	9	..	..	..	..	9	..	..
Assistant Commissioner of Labour .. ..	4	..	..	..	..	..	4	..
Special Officer (Commissioner of Labour) .. ..	1	..	..	..	..	..	1	..
Labour Officer .. ..	4	..	..	..	..	1	3	..



Cadre	Total	G. A. R. &		F. D.	F. & C. S. D.	U. D. I & P. H. L. D. & H. D.	I & L. D.
		D.	F. D.				
Employment Officer	4	..	..	..	..	..	4
Professor	1	..	..	..	..	..	1
Lecturer	16	..	..	..	..	..	11
Junior Engineer	4	..	..	..	..	..	..
B. D. O.	2	..	..	..	..	..	..
Education Class I (Administration).	3	..	..	..	..	..	..
Education Class I (Inspection)	4	..	..	..	..	..	..
Education Class I (Teaching)	29	..	..	..	..	..	..
Education Class II (Administration)	16	..	..	..	..	..	..
Education Class II (Teaching)	220	..	..	..	..	..	..
Superintendent	1	..	..	..	..	..	..
Education Officer (MESI)	1	..	..	..	..	..	..
Dy. Education Officer	1	..	..	..	..	..	..
Head Mistress	4	..	..	..	..	..	..
Section officer	2	..	..	..	..	..	..
Civil Judge Class-I	4	..	..	..	..	..	..
Civil Judge Class II	1	..	..	..	..	..	..
Police Inspector	3	..	..	..	..	..	..
Prohibition Officer	1	..	..	..	..	..	..
Technical Officer (Forensic Laboratory).	1	..	..	..	..	..	..
Supdt (Sachivalaya)	22	2	2	3	..	3	1
Asstt Dir. Health Services	2	..	..	..	..	2	..
Asstt Dir. of Libraries	1	..	..	..	..	..	..
Inspector Tech. Edn. Deptt.	10	..	..	..	..	..	..
Asstt. Registrar of Unions	1	..	..	..	..	..	1
Asstt. Registrar (Co-op.)	1	..	..	..	..	..	..
Factory Canteen Supervisor. (Haffkine Institute).	1	..	..	..	..	1	..
<b>Total</b>	<b>641</b>	<b>5</b>	<b>10</b>	<b>11</b>	<b>2</b>	<b>228</b>	<b>28</b>

—contd.

I. & P. D.	B. & C. D.	L. & J. D.	R. D. D.	A. & C. D.	H. D.	E. S. & S. W. D.	M. L. S.	Remarks
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	5	..	..	..	..	
3	1	..	..	..	..	..	..	
..	..	..	2	..	..	..	..	
..	..	..	..	..	..	3	..	
..	..	..	..	..	..	4	..	
..	..	..	..	..	..	29	..	
..	..	..	..	..	..	16	..	
..	..	..	..	..	..	220	..	
..	..	..	..	..	..	1	..	
..	..	..	1	..	..	..	..	
..	..	..	1	..	..	..	..	
..	..	..	4	..	..	..	..	
..	..	..	2	..	..	..	..	
..	..	4	..	..	..	..	..	
..	..	1	..	..	..	..	..	
..	..	..	..	..	3	..	..	
..	..	..	..	..	1	..	..	
..	..	..	..	..	1	..	..	
1	2	..	2	..	2	4	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	1	..	
..	..	..	..	..	..	10	..	
..	..	..	..	..	..	..	..	
..	..	..	..	1	..	..	..	
..	..	..	..	..	..	..	..	
5	5	6	43	3	7	288	..	

Total number of women employees  
Technical & Executive

Cadre	Total	G.A. D.	R.& F.D.	F.D.	F.& C.S.D.	U.D.	
						P.H. & H.D.	I.& L.D.
Scientific Crade. (Scientific Asstt.)	3	..	..	..	..	..	..
Jr. Scientific Asstt. .. ..	1	..	..	..	..	1	..
Lab.- technician .. ..	1	..	..	..	..	..	1
Lab.-Asstt. .. ..	2	..	..	..	..	1	..
Sr. Tech. Asstt. .. ..	41	..	1	..	..	40	..
Jr. Tech. Asstt. .. ..	3	..	..	..	..	3	..
Chemist. .. ..	5	..	..	..	..	..	5
Bacteriologist .. ..	1	..	..	..	..	..	..
Asstt. Dairy Chemist .. ..	2	..	..	..	..	..	..
Research Asstt. .. ..	8	1	..	4	1	..	2
Sr. Nutritionist .. ..	4	..	..	..	..	4	..
Jr. Nutritionist .. ..	1	..	..	..	..	1	..
Technician .. ..	21	..	..	..	..	14	..
Technical Asstt. .. ..	1	..	..	..	..	..	1
Physio therapist .. ..	1	..	..	..	..	..	..
Occupational therapist .. ..	2	..	..	..	..	..	..
Factory Asstt. .. ..	2	..	..	..	..	2	..
Radio Mechanic .. ..	1	1	..	..	..	..	..
Radio Assembler .. ..	4	4	..	..	..	..	..
Inspector .. ..	4	..	..	..	..	..	..
Metron .. ..	17	..	..	..	..	..	..
Mukhya Sevika/S.E.O. .. ..	184	..	..	..	..	..	..
Gram Sevika .. ..	639	..	..	..	..	..	..
Health Visitor .. ..	176	..	..	..	..	1	..
Primary Health Nurse .. ..	19	..	..	..	..	..	..
Nurse Midwives .. ..	896	5	5	..	..	187	1

**in each cadre of service  
(Non-Gazetted), 1969**

I.&P.D.	B.&C. D.	L.&J. D.	R.D.D.	A.&C. D.	H.D.	E.S.& S.W.D.	M.L.S.	Remarks
3	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
1	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	1	..	..	..	
..	..	..	..	2	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	2	..	..	..	5	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	1	..	
..	..	..	..	..	..	2	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	4	..	
..	..	..	..	..	15	2	..	
..	..	..	184	..	..	..	..	
..	..	..	639	..	..	..	..	
..	..	..	175	..	..	..	..	
..	..	..	19	..	..	..	..	
3	..	..	680	..	..	15*	..	*Nurses.

## Technical and Executive

Cadre	Total	G.A. D.	R.& F.D.	F.D.	F.& C.S.D.	U.D.	I.& L.D.
						P.H. & H.D.	
Auxiliary Nurse Midwife	.. 1,695	..	..	..	..	..	..
Female Field Workers	.. 1,563	..	..	..	..	..	..
Operation Theatre Nurse	.. 8	..	..	..	..	..	..
Attendants	.. 763	..	..	..	..	..	..
Other hospital duty staff	.. 1,257	..	..	..	..	1,257	..
Compounder	.. 1	..	..	..	..	..	..
Dresser	.. 11	..	..	..	..	..	..
A.D.E.I.	.. 24	..	..	..	..	..	..
Class III teaching	.. 131	..	..	..	..	..	..
Secondary School Teacher	.. 961	..	..	..	..	..	..
Primary School Teachers	.. 22,944	..	..	..	..	..	..
Craft Instructor	.. 9	..	..	..	..	..	..
Camp Assistant	.. 2	2	..	..	..	..	..
Social guide	.. 5	..	..	..	..	5	..
Certifying Supervisor	.. 1	..	..	..	..	..	1
Price-Inspector	.. 5	..	..	..	..	..	5
Telephone Operators (Sectt.)	.. 10	8	..	..	..	..	..
Telephone Operators (Others)	.. 20	1	4	..	3	1	6
Key Board Operator	.. 9	..	..	..	..	..	9
Punch Operator	.. 26	..	..	12	..	..	..
Embossing Machine Operator	.. 1	..	..	..	..	..	..
Jr. Operator (Dairy)	.. 3	..	..	..	..	..	..
Centre Sales Manager	.. 26	..	..	..	..	..	..
Librarian (Sectt)	.. 1	..	..	..	..	..	..
Librarian (Others)	.. 18	..	..	..	..	..	7



(Non-Gazetted)—contd.

I.&P.D.	B.&C. D.	L.&J. D.	R.D.D.	A.&C. D.	H.D.	E.S.& S.W.D.	M.L.S.	Remarks
..	..	..	1,695	..	..	..	..	
..	..	..	1,563	..	..	..	..	
..	..	..	8	..	..	..	..	
..	..	..	739	..	..	24	..	
..	..	..	..	..	..	..	..	
..	..	..	1	..	..	..	..	
..	..	..	11	..	..	..	..	
..	..	..	24	..	..	..	..	
..	..	..	..	..	..	131	..	
..	..	..	892	28	..	41	..	
..	..	..	22,944	..	..	..	..	
..	..	..	..	..	..	9	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	2	
4	..	..	..	..	1	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	14	..	..	..	
..	..	..	..	1	..	..	..	
..	..	..	..	3	..	..	..	
..	..	..	..	26	..	..	..	
1	..	..	..	..	..	..	..	
1	..	2	..	..	..	8	..	

## Technical and Executive

Cadre	Total	G.A. D.	R.& F.D.	F.D. F. & C.S.D.	U.D.		
					P.H. & H.D.	I.& L.D.	
Asstt. Librarian (Sectt.)	1	..	..	..	..	..	
Asstt. Librarian (Others)	4	..	..	..	1	..	
Supervisory Staff	13	..	..	..	5	..	
Warden (Hostel)	18	..	..	..	..	..	
Gauge Overseer	1	..	..	..	..	..	
Overseer	1	..	..	..	..	..	
Draftsman	3	..	..	..	..	3	
Asstt. Draftsman	4	..	..	..	..	..	
Case worker	3	..	..	..	..	..	
House mother	3	..	..	..	..	..	
Tracer	31	..	..	..	..	..	
Drawing Staff	8	..	..	..	8	..	
Comptist	1	..	..	1	..	..	
Proof Reader	4	..	..	..	..	4	
Tailoring Instructor	8	1*	..	..	..	..	
Organiser Small Savings	5	..	..	5	..	..	
Jailor	2	..	..	..	..	..	
Police Sub-Inspector	16	..	..	..	..	..	
Police Head Constable	53	..	..	..	..	..	
Police Constable	335	..	..	..	..	..	
Sr. Care Taker	19	..	..	..	..	..	
Care Taker	1	..	..	..	..	..	
Jr. Care Taker	6	..	..	..	..	..	
<b>Total</b>	<b>32,073</b>	<b>23</b>	<b>10</b>	<b>22</b>	<b>4</b>	<b>1,531</b>	<b>45</b>

(Non-Gazetted)— contd.

I.&P.D.	B.&C. D.	L.&J. D.	R.D.D.	A.&C. D.	H.D.	E.S.& S.W.D	M.L.S.	Remarks
1	..	..	..	..	..	..	..	
..	..	..	..	..	..	3	..	
..	..	..	..	..	5	3	..	
..	..	..	..	..	..	18	..	
1	..	..	..	..	..	..	..	
..	1	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
4	..	..	..	..	..	..	..	
..	..	..	..	..	..	3	..	
..	..	..	..	..	..	3	..	
16	14	..	1	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	7	..	..	..	..	*Tailor
..	..	..	..	..	..	..	..	
..	..	..	..	..	2	..	..	
..	..	..	..	..	16	..	..	
..	..	..	..	..	53	..	..	
..	..	..	..	..	335	..	..	
..	..	..	..	..	..	19	..	
..	..	..	..	..	..	1	..	
..	..	..	..	..	..	6	..	
35	17	2	29,582	75	432	293	2	

## Total number of women employees

## Ministerial

Cadre	Total	G.A.D.	R.& F.D.	F.D.	F.& C.S.D.	U.D.	
						P.H. & H.D.	I.& L.D.
Lady Welfare Officer (Secretariat)	1*	1*	..	..	..	..	..
W.W.O.(Mofussil) .. ..	5	5	..	..	..	..	..
L.W.W. .. ..	4	..	..	..	..	..	..
Rationing Officer .. ..	1	..	..	..	1	..	..
Asstt. Rationing Officer .. ..	19	..	..	..	19	..	..
Supdt. (Non-Gazetted) .. ..	29	..	..	1	2	..	10
Dy. Supdt. .. ..	1	..	..	..	..	..	..
Asstt. Supdt. .. ..	5	..	..	..	..	..	..
Awal Karkun .. ..	52	..	52	..	..	..	..
Mahalkari .. ..	1	..	1	..	..	..	..
Revenue Inspector .. ..	3	..	3	..	..	..	..
Sub-Registrar .. ..	1	..	1	..	..	..	..
Statistical Assistant .. ..	29	..	..	23	1	..	5
Assistant (Sectt.) .. ..	240	27	23	45	8	9	16
Assistant(Other Offices). .. ..	30	8	..	2	..	1	16
Sr. Assistant .. ..	64	..	..	..	..	..	..
Jr. Assistant .. ..	327	..	..	..	..	..	..
Translator .. ..	62	59	..	..	..	..	..
Interpretors .. ..	4	..	..	..	..	..	..
Head Clerk .. ..	16	..	2	..	1	..	7
Selection Grade Clerk .. ..	2	..	..	..	..	..	..
Sr. Clerk .. ..	422	3	7	..	228†	15	33
Jr. Clerk .. ..	959	5	62	..	35†	129	37
Clerk (Sectt.) .. ..	432	29	47	53	23	56	11
Clerk (Other offices) .. ..	5,373	83	885	788	517	480	138

in each cadre of service (1969)

I.&P.D.	B.&C. D.	L.&J. D.	R.D.D.	A.&C. D.	H.D.	E.S.& S.W.D.	M.L.S.	Remarks
..	..	..	..	..	..	..	..	*Now Gazetted Officer.
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	4	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	4	..	..	..	12	..	
..	..	..	..	..	..	1	..	
..	..	3	..	..	..	2	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
24	15	17	9	18	18	8	3	
..	..	..	..	..	3	..	..	
..	..	..	63	..	1	..	..	
..	..	..	327	..	..	..	..	
..	..	..	..	..	..	..	3	
..	..	4	..	..	..	..	..	
1	3	..	..	1	1	..	..	
..	..	2	..	..	..	..	..	
49	16	5	35	11	13	7	..	†Including U.D.C.
155	78	21	259	11	148	19	..	†Including L.D.C.
32	43	29	*	39	24	42	4	*Including typists.
231	218	289	45	776	471	452	..	

## Ministerial

Cadre	Total	G.A. D.	R & F.D.	F. D.	F.& C.S.D.	U.D.	
						P.H. & H.D.	I.& L.D.
Sr. Daftar Karkoon .. ..	2	..	..	..	..	..	..
Gauge karkoon .. ..	1	..	..	..	..	..	..
Sr. Accountant .. ..	9	..	2	..	..	..	..
Head Acctt./Acctts. Supervisor .. ..	9	..	..	..	..	..	..
Accountant .. ..	22	4	13	..	..	..	..
Dy. Accountant .. ..	16	..	..	7	2	..	..
Jr. Accountant .. ..	12	..	..	..	9	..	..
Asstt. Accountant .. ..	6	..	..	..	1	2	..
Cashier .. ..	11	4	5	..	1	..	1
Steno. (Sectt.) .. ..	55	7	4	15	4	5	4
Ledger Keeper .. ..	1	..	..	..	..	1	..
Steno. (Other) .. ..	42	5	..	2	4	2	10
Steno-typist .. ..	26	1	5	..	1	..	13
Typist (Sectt.) .. ..	193	14	27	23	14	..	7
Typist (Other Offices) .. ..	161	12	7	..	12	..	73
Reporter (M.L.S.) .. ..	1	..	..	..	..	..	..
Clerk-Typist .. ..	193	5	..	..	..	30	109
Section-writer .. ..	76	..	..	..	..	..	..
Computer .. ..	68	..	..	..	..	..	..
Comptist .. ..	2	..	..	..	2	..	..
Stamp Vendor .. ..	10	..	10	..	..	..	..
Record Keeper .. ..	1	..	1	..	..	..	..
Stock Verifier .. ..	6	..	..	6	..	..	..
Copy-holder .. ..	1	..	..	..	..	..	1
Copist .. ..	4	..	..	..	..	..	..

—contd.

I.& P.D.	B.&C. D.	L.& J. D.	R.D.D.	A.&C. D.	H.D.	E.S.& S.W.D.	M.L.S.	Remarks
2	..	..	..	..	..	..	..	
1	..	..	..	..	..	..	..	
4	3	..	..	..	..	..	..	
..	..	..	7	1	..	1	..	
..	..	4	..	..	..	1	..	
..	..	..	4	3	..	..	..	
..	..	..	..	3	..	..	..	
..	..	..	..	*3	..	..	..	*Account Clerk
..	..	..	..	..	..	..	..	
3	4	..	3	4	..	1	1	
..	..	..	..	..	..	..	..	
2	2	9	..	2	4	..	..	
3	..	1	..	2	..	..	..	
13	..	..	42	20	22	..	11	
31	10	12	..	3	..	1	..	
..	..	..	..	..	..	..	1	
..	18	28	..	..	2	1	..	
..	..	76	..	..	..	..	..	
13	6	..	49	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	4	..	..	..	..	..	

## Ministerial

Cadre	Total	G.A. D.	R.& F.D.	F.D.	F.& C.S.D.	U.D. P.H. & H.D.	I.& L.D.
Asstt. Mining -Clerk ..	3	..	..	..	..	..	3
Library-cum-Museum Asstt.	1	..	..	..	..	..	1
Personal Asstt.	1	..	..	..	..	..	..
Publishing Asstt.	1	..	..	..	..	..	..
<b>Total</b>	<b>9016</b>	<b>272</b>	<b>1157</b>	<b>965</b>	<b>885</b>	<b>730</b>	<b>495</b>

## Total number of

## Class IV

Carde	Total	G.A. D.	R.& F.D.	F.D.	F.& C.S.D.	U.D. P.H. & H.D.	I.& L.D.
Cook ..	46	..	..	..	..	..	..
Class IV	1,777	..	11	5	..	1,388	..
Mali ..	66	12	51	..	..	1	..
Sweeper	168	58	4	..	..	..	4
Aya ..	29	..	..	..	..	..	..
Daya ..	295	..	..	..	..	..	..
Mazdoor	82	9	..	..	..	..	..
Poultry Farm Labourer	2	..	..	..	..	..	..
Labourer	19	..	..	..	..	..	..
Helper	3	3	..	..	..	..	..
Field Worker	5	5	..	..	..	..	..
Maid Servants	24	..	..	..	..	..	..
<b>Total</b>	<b>2,516</b>	<b>87</b>	<b>66</b>	<b>5</b>	<b>..</b>	<b>1,389</b>	<b>4</b>



—concl.

I.&P.D.	B.&C. D.	L.&J. D.	R.D.D.	A.&C. D.	H.D.	E.S.& S.W.D.	M.L.S.	Remarks
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	1	..	..	
..	..	..	..	..	..	1	..	
564	416	508	843	897	708	553	23	

women employees—cadre-wise

1969

I.&P.D.	B.&C. D.	L.&J. D.	R.D.D.	A.&C. D.	H.D.	E.S.& S.W.D.	M.L.S.	Remarks
..	..	..	..	..	..	46	..	
1	50	..	26	47	145	104	..	
..	..	1	..	..	..	1	..	
19	..	10	50	1	..	22	..	
3	..	..	21	..	2	3	..	
..	..	..	295	..	..	..	..	
43	..	..	30	..	..	..	..	
..	..	..	..	2	..	..	..	
..	..	..	..	19	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	
..	..	..	..	..	..	24	..	
66	50	11	422	69	147	200	..	

Number of Women  
(in each cadre of service)

Serial No.	Department/offices	Number of Women (in each cadre of service)				
		Dy. Secretary	Assistant Director of Publicity	Manager, Information Centre (Director of Publicity)	Superintendent	Lady welfare Officer
<b>General Administration</b>						
1	General Administration Department (Sectt.) ..	1	..	..	2	1
2	Aviation Adviser, Bombay .. ..	..	..	..	..	..
3	Director of Languages, Bombay/Poona/Nagpur/Aurangabad. ..	..	..	..	..	..
4	Executive Editor, District Gazetteer, Bombay. ..	..	..	..	..	..
5	Director, Cultural Affairs, Bombay .. ..	..	..	..	..	..
6	State Board for Literature/Culture, Bombay/Wai. ..	..	..	..	..	..
7	Maharashtra Public Service Commission, Bombay. ..	..	..	..	..	..
8	Vigilance Commission, Bombay .. ..	..	..	..	..	..
9	Examiner of Books and Publications, Bombay. ..	..	..	..	..	..
10	Controller of Accommodation, Bombay .. ..	..	..	..	..	..
11	Director of Archives, Bombay .. ..	..	..	..	..	..
12	Director of Publicity and Regional Offices ..	..	1	1	..	..
13	Comptroller to Governor's Household, Bombay ..	..	..	..	..	..
14	Director of Rural Broadcasting .. ..	..	..	..	..	..
15	Defence Project Wing, Bombay/Nagpur/Nasik/Chanda/Bhandak. ..	..	..	..	..	..
16	Executive Editor, History of Freedom Movement. ..	..	..	..	..	..
17	Special Commissioner, Delhi .. ..	..	..	..	..	..
18	Director of Resettlement of Project Affected Persons. ..	..	..	..	..	..
19	Director, Relief and Rehabilitation, Chandrapur. ..	..	..	..	..	..
20	Secretary to Governor .. ..	..	..	..	..	..
	<b>Total</b> ..	1	1	1	2	1

\*Including Bill Acctt.

\*\*Including Clerk-typists.

Employees Working  
in the Department), 1969

	Assistant	Research Assistant	Translator	Clerk	Senior Clerk	Junior Clerk	Accountant	Cashier	Steno	Steno-Typist
Department										
27	..	..	..	*29	..	..	..	..	7	..
..	..	..	..	4	..	..	..	..	..	..
..	..	..	43	3	..	..	..	..	..	..
2	1	..	..	..	..	..	..	..	..	..
1	..	..	..	..	1	..	..	1	1	..
..	..	..	..	**5	..	..	..	..	..	..
3	..	..	..	8	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..
..	..	..	16	5	..	..	..	..	..	..
1	..	..	..	5	..	..	†4	3	..	..
1	..	..	..	†8	..	..	..	..	..	..
..	..	..	..	34	..	1	..	..	..	..
..	..	..	..	1	..	..	..	..	..	..
..	1	..	..	4	..	..	..	..	1	..
..	..	..	..	4	2	3	..	..	2	..
..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	2	..	..	..	..	..	..
..	..	..	..	..	..	1	..	..	1	1
..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..
35	1	59	112	3	5	4	4	12	1	

†Including 2 Accts. clerks.

‡Including typist.

Serial No.	Department/Offices	Clerk-Typist	General Administration			
			Typist	Radio Mechanic	Radio Assembler	Telephone Operator
1	General Administration Department (Sectt.) ..	..	14	..	..	8
2	Aviation Adviser, Bombay .. ..	..	..	..	..	..
3	Director of Languages, Bombay/Poona/ Nagpur/Aurangabad. ..	..	..	..	..	..
4	Executive Editor, District Gazetteer, Bombay ..	2	..	..	..	..
5	Director, Cultural Affairs, Bombay .. ..	..	2	..	..	..
6	State Board for Literature/Culture, Bombay/ Wai. ..	..	* *3	..	..	..
7	Maharashtra Public Service Commission, Bombay. ..	..	4	..	..	..
8	Vigilance Commission, Bombay .. ..	..	..	..	..	..
9	Examiner of Books and Publications, Bombay ..	..	..	..	..	..
10	Controller of Accommodation, Bombay .. ..	..	2	..	..	..
11	Director of Archives, Bombay .. ..	..	..	..	..	..
12	Director of Publicity and Regional Offices ..	..	..	..	..	..
13	Comptroller to Governor's Household, Bombay ..	..	..	..	..	..
14	Director of Rural Broad-casting .. ..	2	1	1	4	1
15	Defence Project Wing, Bombay/Nagpur/Nasik/ Chanda/Bhandak ..	..	..	..	..	..
16	Executive Editor, History of Freedom Move- ment. ..	..	..	..	..	..
17	Special Commissioner, Delhi .. ..	..	..	..	..	..
18	Director of Resettlement of Project Affected Persons. ..	1	..	..	..	..
19	Director, Relief and Rehabilitation, Chandrapur ..	..	..	..	..	..
20	Secretary to Governor .. ..	..	..	..	..	..
	<b>Total</b> ..	<b>5</b>	<b>26</b>	<b>1</b>	<b>4</b>	<b>9</b>

\*Including Bill Acctt.

\*\*Includes Clerk-typists.

Field Worker	Camp Assistant	Women Welfare Officer (Rehabilitation Office)	Tailor	Mid-Wife	Helper	Sweeper	Mazdoor	Mali	Total
Department—contd.	..	..	..	..	..	2	..	..	91
..	..	..	..	..	..	..	..	..	4
..	..	..	..	..	..	..	..	..	46
..	..	..	..	..	..	..	..	..	5
..	..	..	..	..	..	..	..	..	6
..	..	..	..	..	..	..	..	..	8
..	..	..	..	..	..	..	..	..	15
..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	21
..	..	..	..	..	..	..	..	..	15
..	..	..	..	..	..	..	..	..	9
..	..	..	..	..	..	..	..	..	37
..	..	..	1	1	..	3	9	12	27
..	..	..	..	..	3	..	..	..	17
..	..	..	..	..	..	..	..	..	11
..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	2
..	..	..	..	..	..	..	..	..	4
5	2	5	..	4	..	53	..	..	69
..	..	..	..	..	..	..	..	..	..
5	2	5	1	5	3	58	9	12	387

Number of women  
(in each cadre of service)

Serial No.	Department/Offices	Dy. Collector	Assistant Collector	Land Records Officer	Tahsildar	Superintendent
						<b>Revenue and</b>
1	Revenue and Forests Department(Sectt.)	..	..	..	..	2
2	Commissioner's Offices, Bombay/Aurangabad, Poona, Nagpur.	1	3	..	1	..
3	26 Collectorates	..	..	..	..	..
4	Land Records Offices, Poona and District places.	..	..	3	..	..
5	Superintendent of Stamps, Bombay	..	..	..	..	..
6	Maharashtra Revenue Tribunal, Bombay, Poona, Nagpur, Aurangabad.	..	..	..	..	..
7	Inspector-General of Registration	..	..	..	..	..
8	Forest Department	..	..	..	..	..
9	Collectorate of Bombay Suburban district.	..	..	..	..	..
<b>Total ..</b>		<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>2</b>

employees working  
in the Department), 1969

Assistant	Senior Technical Assistant	Head Clerk	Sub-Registrar	Awal Karkoon	Clerk	Senior Clerk	Junior Clerk	Mahalkari	Steno
<b>Forests Department</b>									
23	..	..	..	..	47	..	..	..	4
..	..	..	..	1	27	..	..	1	..
..	..	..	..	48	594	1	57	..	..
..	..	..	..	..	173	..	..	..	..
..	..	..	..	..	17	..	..	..	..
..	..	..	..	..	9	1	5	..	..
..	1	2	1	..	21	5	..	..	..
..	..	..	..	..	19	..	..	..	..
..	..	..	..	3	25	..	..	..	..
23	1	2	1	52	932	7	62	1	4

Serial No.	Department/Offices	Revenue and				
		Steno-typist	Typist	Revenue Inspector	Senior Accountant	Cashier
1	Revenue and Forests Department (Sectt.)	5	27	..	..	..
2	Commissioner's Offices, Bombay/Aurangabad, Poona, Nagpur.	..	4	..	..	..
3	26 Collectorates	..	1	3	..	4
4	Land Records Offices, Poona and District Places.	..	..	..	..	..
5	Superintendent of Stamps, Bombay ..	..	..	..	..	..
6	Maharashtra Revenue Tribunal, Bombay, Poona, Nagpur, Aurangabad.	..	..	..	..	..
7	Inspector General of Registration	..	..	..	..	..
8	Forests Department	..	..	..	2	..
9	Collectorate of Bombay Suburban District.	..	2	..	..	1
	<b>Total</b>	<b>5</b>	<b>34</b>	<b>3</b>	<b>2</b>	<b>5</b>



Junior Accountant	Telephone Operator	Stamp Vendor	Nurse Mid-Wife	Record Keeper	Class IV	Mali	Sweeper	Total
..	..	..	..	..	..	..	..	108
..	..	..	..	..	..	3	..	45
..	..	..	..	..	10	48	3	769
..	..	..	..	..	..	..	..	176
..	..	10	..	..	1	..	..	28
..	..	..	..	..	..	..	..	15
..	..	..	..	..	..	..	1	31
13	..	..	5	..	..	..	..	39
..	..	..	..	1	..	..	..	32
13	4	10	5	1	11	51	4	1,243

Number of women  
(in each cadre of service)

Serial No.	Department/Office	Deputy Commissioner of Sales Tax.	Under Secretary	Statistical Officer	Research Officer	Superintendent	Research Assistant	Statistical Assistant	Organiser	
									<b>Finance</b>	
1	Finance Department (Sectt.)	..	3	..	..	3	..	..	..	
2	Sales Tax Offices, Bombay and Mofussil.	1	..	..	..	..	..	..	..	
3	Maharashtra S. T. Tribunal, Bombay.	..	..	..	..	..	..	..	..	
4	Directorate of Small Savings, Bombay.	..	..	..	..	..	..	..	5	
5	Bureau of Economics and Statistics, Bombay.	..	..	2	2	..	4	23	..	
6	Director of Accounts and Treasuries, Bombay and Mofussil.	..	..	..	..	1	..	..	..	
	<b>Total</b>	..	1	3	2	2	4	4	23	5

Clerk & Typist  
Class III

employees working  
in the department), 1969

	Assistant	Clerks	Deputy Accountant	Steno	Typist	Comptist	Punch Operator	Stock Verifier	Class-IV	Total
<b>Department</b>										
	45	53	..	15	23	..	..	..	..	42
	..	452	..	..	..	..	..	..	5	158
	..	4	..	..	..	..	..	..	..	4
	2	3	..	..	..	..	..	..	..	10
	..	*48	..	1	..	..	12	..	..	92
	..	‡281	..7	1	..	1	..	6	..	297
	47	841	7	17	23	1	12	6	5	1,003





Serial No.	Department/Offices	Factory Assistant			Urban Development, Public Health			Hospital duties Staff	Clerk-typist	Assistant Accountant
		Assistant	Clerk	Senior Clerk	Junior Clerk	Steno				
1	U. D., P. H. & H. D. (Sectt.)	9	56	..	..	5	..	..	..	
2	Maharashtra Housing Board, Bombay.	..	202	..	..	..	..	..	..	
3	Haffkine Institute, Bombay.	2	..	..	..	..	..	30	2	
4	Food & Drug Admn., Bombay.	..	20	..	..	2	..	..	..	
5	Assistant Director, Food and Drug Admn., Bombay.	..	5	..	..	..	..	..	..	
6	Assistant Director, Food and Drug Admn., Poona.	..	1	..	..	..	..	..	..	
7	Drug Control Lab.	..	1	..	..	..	..	..	..	
8	Assistant Commissioner, Food & Drugs Admn., Nagpur.	..	..	1	1	..	..	..	..	
9	Directorate of Town Planning, Poona.	..	64	..	..	..	..	..	..	
10	Directorate of Municipal Admn.	1	5	..	..	..	..	..	..	
11	Directorate of Ayurveda, Bombay.	..	2	..	..	..	..	..	..	
12	R. A. Podar Medical College, Bombay.	..	14	..	..	..	..	..	..	
13	M. A. Podar Hospital, Bombay.	..	2	..	..	..	29	..	..	

\* Medical



Serial No.	Department/Offices	Assistant Director Hafkine Institute.	Assistant Director of Health Services.	Senior Scientific Officer	Urban Development, Public Health					
					Class I	Class II	Superintendent	Junior Scientific Officer	Medical Officer	Labour Welfare Officer
14	Asst. Directorate of Ayurveda, Poona.	..	..	..	..	..	..	..	..	..
15	Asst. Directorate of Ayurveda, Nagpur.	..	..	..	..	..	..	..	..	..
16	Govt. Ayurvedik Col- lege, Nanded.	..	..	..	..	..	..	..	..	..
17	Dean Ayurvedic College & Hos- pital, Nanded.	..	..	..	..	..	..	..	..	..
18	Dean i/c Govern- ment Ayurvedic & Unani Pharmacy.	..	..	..	..	..	..	..	..	..
19	Dean Ayurvedic College, Nagpur.	..	..	..	2	8	..	..	..	..
20	Government Ayur- vedic Hospital, Nagpur.	..	..	..	..	..	..	..	..	..
21	Director E.S.I.S., Bombay.	..	..	..	1	..	..	..	42	..
22	Directorate of Health Services.	..	..	..	7	75	..	..	62	..
23	Offices under Joint Director	..	2	..	..	..	..	..	..	..
Total		1	2	1	10	87	3	9	107	1

\*Including Malaria Technician  
 φ Includes Leprosy Technician.





Serial No.	Department/Office	Urban Development, Public Health									
		Factory Assistant	Assistant	Clerk	Senior Clerk	Junior Clerk	Steno	Hospital duties Staff	Clerk-typist	Assistant Accountant	
14	Asstt. Directorate of Ayurveda, Poona.	..	..	2	..	..	..	..	..	..	
15	Asst. Directorate of Ayurveda, Nagpur.	..	..	..	2	11	..	..	..	..	
16	Govt. Ayurvedik College, Nanded.	..	..	2	..	..	..	..	..	..	
17	Dean Ayurvedic College & Hospital, Nanded.	..	..	11	..	..	..	..	..	..	
18	Dean i/c Government Ayurvedic & Unani Pharmacy.	..	..	..	..	..	..	..	..	..	
19	Dean Ayurvedic College, Nagpur.	..	..	6	..	..	..	..	..	..	
20	Government Ayurvedic Hospital Nagpur.	..	..	27	..	..	..	..	..	..	
21	Director Bombay. E.S.I.S.,	..	..	116	..	..	..	..	..	..	
22	Directorate of Health Services.	..	..	..	..	..	..	..	..	..	
23	Offices under Joint Director.	..	..	..	12	117*	..	..	..	..	
Total		..	2	10	536	15	129	7	29	30	2



Serial No.	Department/Office	Urban Development, Public Health									
		Factory Assistant	Assistant	Clerk	Senior Clerk	Junior Clerk	Steno	Hospital duties Staff	Clerk-typist	Assistant Accountant	
14	Asstt. Directorate of Ayurveda, Poona.	..	..	2	..	..	..	..	..	..	
15	Asst. Directorate of Ayurveda, Nagpur.	..	..	..	2	11	..	..	..	..	
16	Govt. Ayurvedik College, Nanded.	..	..	2	..	..	..	..	..	..	
17	Dean Ayurvedic College & Hospital, Nanded.	..	..	11	..	..	..	..	..	..	
18	Dean i/c Government Ayurvedic & Unani Pharmacy.	..	..	..	..	..	..	..	..	..	
19	Dean Ayurvedic College, Nagpur.	..	..	6	..	..	..	..	..	..	
20	Government Ayurvedic Hospital Nagpur.	..	..	27	..	..	..	..	..	..	
21	Director E.S.I.S., Bombay.	..	..	116	..	..	..	..	..	..	
22	Directorate of Health Services.	..	..	..	..	..	..	..	..	..	
23	Offices under Joint Director.	..	..	..	12	117*	..	..	..	..	
Total		..	2	10	536	15	129	7	29	30	2



Number of women  
(in each cadre of service)

Serial No.	Department/Offices	Education Officer	Section Officer	Superintendent	B.D.O.	Head Mistress	A. D. E. I.
<b>Rural Development</b>							
1	R. D.D. (Secctt.)	..	..	1	2	..	..
2	Ahmednagar ZP	..	..	..	..	..	..
3	Kolhapur ..	..	..	..	..	..	2
4	Poona ..	..	..	..	..	..	4
5	Sholapur ..	..	..	..	..	..	2
6	Jalgaon ..	..	..	..	..	..	..
7	Dhulia ..	..	..	..	..	..	1
8	Amaravati ..	..	..	..	..	1	2
9	Akola ..	..	..	..	..	..	..
10	Nagpur ..	..	..	..	..	..	3
11	Buldhana ..	..	..	..	2	..	..
12	Bhandara ..	..	..	..	..	..	..
13	Nanded ..	..	..	..	..	2	..
14	Bhir ..	..	..	..	..	..	..
15	Yeotmal ..	..	..	..	..	..	..
16	Aurangabad ..	..	..	..	..	..	..
17	Ratnagiri ..	..	..	..	..	..	1
18	Wardha ..	..	1	..	..	1	2
19	Chandrapur ..	..	..	..	..	..	1
20	Sangli ..	..	..	..	..	..	2
21	Thana ..	..	..	1	..	..	..
22	Kolaba ..	..	..	..	..	..	..
23	Nasik ..	..	..	..	..	..	4
24	Parbhani ..	..	..	..	..	..	..
25	Satara ..	..	..	..	..	..	..
26	Osmanabad ..	..	..	..	..	..	..
<b>Total ..</b>		<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>24</b>

Employees working  
in the Department), 1969

Deputy E. O.	Lecturer	Secondary School Teacher	M. O.	O. T. N.	Daya	Aya	Compounder
<b>Rural Development Department (urban area)</b>							
..	..	..	..	..	..	..	..
..	..	8	1	..	6	..	..
..	..	..	4	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	2	..	4	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	5	..	..
1	4	73	3	..	..	..	..
..	..	36	1	1	2	..	..
..	..	58	1	3	7	..	..
..	..	181	..	..	..	..	..
..	..	..	1	1	14	..	..
..	..	..	..	..	40	..	..
..	..	..	..	..	29	..	..
..	..	..	..	1	..	..	..
..	..	..	1	..	39	..	1
..	..	351	..	..	26	..	..
..	1	20	..	..	9	..	..
..	..	..	1	..	10	..	..
..	..	..	..	..	..	..	..
..	..	..	7	..	11	17	..
..	..	..	..	..	4	..	..
..	..	..	..	..	..	..	..
..	..	165	..	..	36	1	..
..	..	..	4	2	4	..	..
..	..	..	..	..	49	3	..
1	5	892	26	8	295	21	1

Seral No.	Deptt./offices	Dresser	Assistant (Sect.)	Senior Assistant (Z.P.)	Junior Assistant (Z.P.)	Head Accountant,	Deputy Accountant	
							Rural	
1	R.D.D. (Sectt.)	..	9	..	..	..	..	
2	Ahmednagar ZP	..	11	..	..	..	..	
3	Kolhapur	..	..	*	*35	..	..	
4	Poona	..	..	10	52	..	..	
5	Sholapur	..	..	5	16	..	..	
6	Jalgaon	..	..	..	14	..	..	
7	Dhulia	..	..	3	10	..	..	
8	Amaravati	..	..	..	..	..	..	
9	Akola	..	..	..	10	..	..	
10	Nagpur	..	..	..	..	..	..	
11	Buldhana	..	..	1	10	..	..	
12	Bhandara	..	..	..	..	..	..	
13	Nanded	..	..	..	5	..	..	
14	Bhir	..	..	..	..	..	..	
15	Yeotmal	..	..	..	..	..	..	
16	Aurangabad	..	..	..	20	..	..	
17	Ratnagiri	..	..	7	98	..	..	
18	Wardha	..	..	..	..	..	..	
19	Chandrapur	..	..	..	..	..	..	
20	Sangli	..	..	26	..	..	..	
21	Thana	..	..	..	..	1	2	
22	Kolaba	..	..	10	..	..	..	
23	Nasik	..	..	1	30	6	2	
24	Parbhani	..	..	..	..	..	..	
25	Satara	..	..	..	24	..	..	
26	Osmanabad	..	..	..	3	..	..	
	Total	..	11	9	63	327	7	4



Clerk	Senior Clerk	Junior Clerk	Steno	Tracer	Computer	Clerk-Typist	Class IV	Total (Urban area)
..	..	..	3	..	..	42	..	57
..	..	17	..	..	4	..	..	47
..	..	..	..	..	..	..	..	41
..	4	28	..	..	33	..	..	131
..	..	..	..	..	..	..	..	29
..	..	..	..	..	..	..	..	14
..	..	..	..	..	..	..	25	44
..	..	19	..	..	..	..	..	103
..	..	..	..	..	..	..	..	50
..	..	22	..	..	..	..	..	94
..	..	..	..	..	..	..	..	194
..	..	13	..	..	..	..	1	30
..	..	..	..	..	..	..	..	47
..	..	..	..	..	..	..	..	42
..	..	8	..	..	..	..	..	9
..	..	..	..	..	..	..	..	61
12	..	..	..	..	8	..	..	503
..	..	7	..	..	..	..	..	41
..	..	6	..	..	..	..	..	18
..	..	..	..	..	..	..	..	28
8	31	79	..	..	4	..	..	161
..	..	47	..	..	..	..	..	61
..	..	..	..	..	..	..	..	43
8	..	..	..	1	..	..	..	211
5	..	..	..	..	..	..	..	39
12	..	..	..	..	..	..	..	67
45	35	259	3	1	49	42	26	*2,165

Serial No.	Department/Offices	M.S./S.E.O.	Nurse/Midwife	A.N.M.W. (including F.P.P.)	Primary Teacher	P. H. N.	
					Rural Development (Rural area)		
1	R.D.D. (Secctt.)	..	..	..	..	..	
2	Ahmednagar ZP	..	7	31	92	1,223	
3	Kolhapur	..	2	112	2	789	
4	Poona	..	13	110	100	1,739	
5	Sholapur	..	6	99	..	1,060	
6	Jalgaon	..	8	11	75	1,458	
7	Dhulia	..	4	9	90	594	
8	Amaravati	..	12	22	143	991	
9	Akola	..	18	..	69	800	
10	Nagpur	..	11	..	54	794	
11	Buldhana	..	7	..	53	262	
12	Bhandara	..	13	29	58	634	
13	Nanded	..	2	53	..	463	
14	Bhir	..	2	14	49	399	
15	Yeotmal	..	5	..	63	73	
16	Aurangabad	..	8	11	133	838	
17	Ratnagiri	..	6	109	..	1,646	
18	Wardha	..	7	..	66	79	
19	Chandrapur	..	6	..	79	414	
20	Sangli	..	3	..	64	1,237	
21	Thana	..	11	10	48	2,271	
22	Kolaba	..	8	30	132	1,193	
23	Nasik	..	7	20	79	1,574	
24	Parbhani	..	8	..	108	495	
25	Satara	..	7	10	69	1,339	
26	Osmanabad	..	3	..	69	579	
	Total	..	184	680	1,695	22,944	19

H. V.	F. F. W.	Gram Sevika	Tailoring Instructor	Attendant	Mazdoor	Sweeper	Total (Rural-area)
..	..	..	..	..	..	..	<i>Nil</i>
..	121	33	..	..	..	..	1,507
..	96	23	..	39	..	..	1,063
..	..	40	..	93	..	..	2,097
..	95	21	..	13	..	..	1,295
..	85	27	..	13	..	..	1,677
..	1	16	..	26	..	15	756
..	..	31	..	..	..	..	1,199
13	68	13	..	13	..	..	995
16	53	24	..	15	..	..	967
4	65	19	..	33	..	..	443
16	88	35	3	86	..	1	963
..	55	20	..	29	..	..	622
..	52	31	..	34	..	..	583
9	69	31	..	32	..	..	283
..	77	29	..	57	..	..	1,155
26	117	34	4	109	..	3	2,055
9	38	17	..	8	..	8	233
19	77	41	..	2	..	..	639
12	48	18	..	31	..	..	1,414
..	80	31	..	20	..	20	2,491
..	..	19	..	..	..	..	1,382
..	85	22	..	..	..	3	1,790
9	..	23	..	63	..	..	708
25	93	22	..	23	30	..	1,619
17	100	19	..	..	..	..	789
175	1,563	639	7	739	30	50	*28,725.

\*Urban + \*Rural—Total  
area area  
2,165 + 28,725 = 30,890

Number of women  
(in each cadre of service)

Serial No.	Department/Office	Under Secretary	Civil Judge	Class II	Superintendent	Assistant Superintendent	Selection Grade Clerk	Assistant	Librarian	Accountant	Law and Judiciary	
1	Law and Judiciary Department (Sectt.).	1	..	..	..	..	..	17	..	..		
2	Prothonotary and Senior Master, High Court, Bombay.	..	1	..	..	..	..	..	..	..		
3	Registrar, High Court, Appellate Side, Bombay	..	..	..	..	..	..	..	..	..		
4	Chief Presidency Magistrate, Bombay	..	..	1	..	..	..	..	..	..		
5	Principal Judge, City Civil Court, Bombay	..	..	..	2	3	..	..	1	..		
6	Sheriff of Bombay	..	..	..	..	..	..	..	..	..		
7	Editor, Indian Law Reporter.	..	..	..	..	..	..	..	..	..		
8	Office of the Public Prosecutor, Greater Bombay	..	..	..	..	..	..	..	..	..		
9	Chief Judge, Court of small Causes, Bombay.	..	..	..	2	..	..	..	1	..		
10	Additional Government Pleader, High Court, Nagpur.	..	..	..	..	..	..	..	..	1		
11	Government Pleader, City Civil Court, Bombay.	..	..	..	..	..	..	..	..	..		
12	Government Pleader, High Court, Bombay.	..	..	..	..	..	2	..	..	..		
13	Charity Commissioner and Regional Offices at Poona, Kolhapur, Nasik, Akola, Aurangabad	..	..	..	..	..	..	..	..	3		
14	25 Districts Judge courts	..	‡3	..	..	..	..	..	..	..		
15	High Court of Bombay, Nagpur Bench.	..	..	..	..	..	..	..	..	..		
Total ..		1	4	1	4	3	2	17	2	4		

\*Including typist.

†Record Clerk.

‡One each at Nagpur, Nasik, Satara.

employees working  
in the Department) 1969

	Stenographer	Interpreter	Senior Clerk	Steno-typist	Clerks	Junior Clerk	Typist	Clerk-typist	Copist	Section Writer	Mali	Sweeper	Total
Department													
..	..	..	..	..	*29	..	..	..	..	..	..	..	47
..	..	..	..	..	..	..	..	..	..	..	..	..	1
..	..	..	..	..	..	..	..	..	..	..	..	..	<i>Nil.</i>
..	..	..	..	..	..	..	..	..	..	..	..	..	1
2	3	..	..	..	*30	..	..	..	..	..	..	..	41
..	..	..	..	..	..	..	..	2	..	..	..	..	2
..	..	..	..	..	..	..	..	..	..	..	..	..	<i>Nil.</i>
..	..	..	..	..	..	..	..	..	..	..	..	..	<i>Nil.</i>
4	1	..	1	44	..	..	..	..	..	..	..	..	53
..	..	..	..	4	..	..	..	..	..	..	..	..	5
1	..	..	..	..	..	..	..	3	..	..	..	..	4
2	..	..	..	..	..	1	..	23	..	..	..	..	28
..	..	5	..	..	..	18	4	..	4	..	..	..	34
..	..	..	..	198	2	8	..	..	..	76	1	8	296
..	..	..	..	13	..	..	..	..	..	..	..	2	15
9	4	5	1	318	21	12	28	4	4	76	1	10	527

Number of women  
(in each cadre of service)

Serial No.	Department/Offices	Number of women					Clerk
		Under Secretary	Superintendents	Assistant	Junior Engineer	Technical	
<b>Buildings and Communications</b>							
1	Buildings and Communications Department (Secretariat).	2	2	15	..	..	..
2	Chief Engineer, Bombay Road Development ..	..	..	..	..	..	..
3	Superintending Engineer, Bombay Circle, ..	..	..	..	..	2	..
4	Superintending Engineer, Design Circle, ..	..	..	..	1	..	..
5	Superintending Engineer, Road Development Design Circle, Bombay.	..	..	..	..	..	..
6	Superintending Engineer, National Highways, Bombay.	..	..	..	..	..	..
7	Superintending Engineer, Central Circle, Poona	..	..	..	..	..	1
8	Superintending Engineer, (Buildings and Communications) Circle, Amravati.	..	..	..	..	..	..
9	Superintending Engineer, (Buildings and Communications) Circle, Aurangabad.	..	..	..	..	..	..
10	Chief Engineer (Electrical), Buildings and Communications, Bombay.	..	..	..	..	..	..
11	Office of the Architect to Government, Bombay	..	..	..	..	..	..
12	Technical Examiner's Unit, Bombay	..	..	..	..	..	..
13	Chief Port-Officer, Port Organisation, Bombay	..	..	..	..	..	..
14	Office of the Superintendent, Parks and Gardens, Bombay.	..	..	..	..	..	..
15	Superintending Engineer, Konkan, Bombay..	..	..	..	..	..	..
16	Superintending Engineer, Nasik.	..	..	..	..	..	..
17	Superintending Engineer, Nagpur	..	..	..	..	..	..
	Total	.. 2	2	15	1	2	1

\*Class III

employees working  
in the Department) 1969

Department	Senior Accounts Clerk*	Head Clerk	Overseer	Senior Clerk	Clerk	Junior Clerk	Drawing Tracer	Clerk Typist	Computer	Typist	Stenographer	Class IV	Total
.. .. .	..	..	..	43	..	1	..	..	..	..	4	..	67
.. .. .	..	..	..	..	..	..	..	..	1	2	..	..	3
.. .. .	..	..	..	41	..	8	..	..	..	..	..	12	63
.. .. .	..	..	..	..	..	2	18	..	..	..	..	..	21
.. .. .	..	..	3	..	13	1	..	1	8	1	..	..	27
.. .. .	1	1	2	..	15	..	..	2	..	..	..	..	21
3 .. .	..	..	8	6	34	..	..	2	..	..	1	..	55
.. .. .	..	..	..	*5	..	..	..	..	..	..	..	..	5
.. .. .	..	..	..	4	..	..	..	..	..	..	..	38	42
.. .. .	..	..	..	53	..	..	..	..	..	..	..	..	53
.. .. .	..	..	..	..	..	1	..	..	..	..	..	..	1
.. .. .	..	..	..	..	6	..	..	..	..	..	..	..	6
.. .. .	1	..	..	..	7	..	..	..	..	..	..	..	8
.. .. .	..	..	3	..	3	..	..	..	..	..	..	..	6
.. .. .	..	..	..	35	..	1	..	..	..	..	..	..	36
.. .. .	..	..	..	27	..	..	..	..	..	..	..	..	27
.. .. .	..	..	..	47	..	..	..	..	..	..	..	..	47
3 .. .	2	1	16	261	78	14	18	6	10	6	50	..	488

Number of women  
(In each cadre of service)

Serial No.	Department/Offices	Assistant Director	Accounts Officer	Superintendent	Rationing Officer
				<b>Food and Civ</b>	
1	Food and Civil Supplies Department (Secretariat).	..	..	..	..
2	Directorate of Civil Supplies (Ware Housing and Movement).	..	..	..	..
3	Supply Commissioner's Office	..	1	..	2
4	Controller of Rationing	..	..	..	1
5	Chief Accounts Officer and Deputy Secretary (F. and C.S.D.).	..	1	..	..
	<b>Total</b>	..	1	1	2
		1	1	2	1

4 Bill Accountants are included in clerks post.



employees working  
in the Department), 1969

	Assistant	Statistical Assistant	Research Assistant	A. R. O.	Head Clerk	Clerk	Senior Clerk	Junior Clerk
<b>Supplies Department</b>								
	8	..	..	..	..	23	..	..
	..	..	..	..	1	..	6	9
	..	..	..	..	..	..	8	16
	..	1	1	19	..	517	193	..
	..	..	..	..	..	..	..	..
	8	1	1	19	1	540	207	25

Serial No.	Department/Offices	Food and Civil			
		U.D.C.	L.D.C.	Deputy Accountant	Assistant Accountant
1	Food and Civil Supplies Department (Secretariat).	..	..	..	..
2	Directorate of Civil Supplies (Ware Housing and Movement).	..	..	..	1
3	Supply Commissioner's Office	..	..	..	..
4	Controller of Rationing	..	..	2	..
5	Chief Accounts Officer and Deputy Secretary (F. and C.S.D.).	21	10	..	..
Total		21	10	2	1

4 Bill Accountants are included in clerks post.

Junior Accountant	Cashier	Steno	Steno-Typist	Typist	Tel-operator	Comptist	Total
<b>Supplies Department—contd.</b>							
..	..	4	..	14	..	..	49
..	..	2	..	2	1	..	22
..	1	..	..	6	..	..	34
2	..	1	..	..	2	..	739
7	..	1	1	4	..	2	47
9	1	8	1	26	3	2	891

Number of women  
(in each cadre of service)

Serial No.	Department/Office	Under Secretary	Superintendent	Junior Engineer	Scientific Cadre	Assistant
						<b>Irrigation and</b>
1	Irrigation and Power Department (Sectt.)	1	1	..	..	24
2	Superintending Engineer Water Resources Investigation Circle, Poona.	..	..	1	..	..
3	Director, Maharashtra Engineering Research Investigation, Nasik.	..	..	..	3	..
4	Superintending Engineering, Central-Design Organisation, Bombay.	..	..	..	..	..
5	Superintending Engineer, P. H. Circle, Aurangabad.	..	..	..	..	..
6	Superintending Engineer, P. H. Circle, Nagpur.	..	..	..	..	..
7	Superintending Engineer, P. H. Circle, Poona.	..	..	..	..	..
8	Superintending Engineer, P. H. Circle, Bombay.	..	..	..	..	..
9	Superintending Engineer, Marathwada irrigation Circle, Aurangabad.	..	..	..	..	..
10	Superintending Engineer, Marathwada Irrigation Circle (Construction) Aurangabad.	..	..	..	..	..
11	Superintending Engineer, Vidarbha Irrigation, Akola.	..	..	..	..	..
12	Superintending Engineer, Vidarbha Irrigation (East) Nagpur.	..	..	..	..	..
13	Superintending Engineer, Vidarbha Irrigation (Construction), Nagpur.	..	..	2	..	..
14	Superintending Engineer, Deccan Irrigation (Construction) Circle I, Nasik.	..	..	..	..	..



Serial No.	Department/Offices	Under Secretary	Superintendent	Junior Engineer	Scientific Cadre	Assistant
						Irrigation and
15	Superintending Engineer, Deccan Irrigation (Construction) Circle II, Poona.	..	..	..	..	..
16	Superintending Engineer, Deccan Irrigation (Construction) Circle III, Satara.	..	..	..	..	..
17	Superintending Engineer, Deccan Irrigation (Construction) (Central), Poona.	..	..	..	..	..
18	Superintending Engineer, Deccan Irrigation (Construction) Circle (South), Kolhapur.	..	..	..	..	..
19	Superintending Engineer, Deccan Irrigation (Construction) Circle (North), Nasik.	..	..	..	..	..
20	Superintending Engineer, Irrigation Project Investigation, Aurangabad.	..	..	..	..	..
21	Superintending Engineer, Irrigation Project Investigation, Nagpur.	..	..	..	..	..
22	Chief Engineer, Koyana, Bombay	..	..	..	..	..
23	Chief Engineer, (Electrical) Hydro, Bombay.	..	..	..	..	..
24	Superintending Engineer, Bhatsai Dam and Design, Shahapur.	..	..	..	..	..
25	Superintending Engineer, Jayakwadi-project, Aurangabad.	..	..	..	..	..
26	Principal Engineering Staff College, Nasik	..	..	..	..	..
27	Director, Irrigation Research and Development, Poona.	..	..	..	..	..
28	Superintending Engineer, Mechanical Circle (Construction Plant), Poona.	..	..	..	..	..
29	Superintending Engineer, Mechanical Circle (Gates), Poona.	..	..	..	..	..
30	Superintending Engineer, Mechanical Circle (Hydro), Bombay.	..	..	..	..	..
	Total ..	1	1	3	3	24

\*including Typist.



Serial No.	Department/ Offices	Guage Overseer	Assistant Draftsman	Junior Clerk	Typist	Steno
						<b>Irrigation and</b>
1	Irrigation and Power Department (Sectt.)	..	..	..	13	3
2	Superintending Engineer Water Resources Investigation Circle, Poona.	1	1	17	6	..
3	Director, Maharashtra Engineering Research Investigation, Nasik.	..	..	..	..	..
4	Superintending Engineering, Central Design Organisation, Bombay	..	1	3	7	2
5	Superintending Engineer, P. H. Circle, Aurangabad.	..	..	7	..	..
6	Superintending Engineer, P. H. Circle, Nagpur.	..	..	3	..	..
7	Superintending Engineer, P. H. Circle, Poona.	..	..	..	..	..
8	Superintending Engineer, P. H. Circle, Bombay.	..	1	22	1	..
9	Superintending Engineer Marathwada Irrigation Circle, Aurangabad.	..	..	..	..	..
10	Superintending Engineer, Marathwada Irrigation Circle (Construction) Aurangabad.	..	..	..	..	..
11	Superintending Engineer, Vidarbha Irrigation, Akola.	..	..	2	..	..
12	Superintending Engineer, Vidarbha Irrigation (East), Nagpur.	..	..	..	..	..
13	Superintending Engineer, Vidarbha Irrigation (Construction) Nagpur.	..	..	2	..	..
14	Superintending Engineer, Deccan Irrigation (Construction) Circle I, Nasik.	..	..	21	..	..



	Steno-typist	Tracer	Telephone Operator	Computers	Nurse	Class IV	Aya	Sweeper	Mazdoor	Total
<b>Power Department—contd.</b>										
1	..	..	..	..	..	..	..	..	..	77
..	4	..	4	..	..	..	..	..	..	44
..	..	..	..	..	..	..	..	..	..	16
2	1	2	3	..	..	..	..	..	..	24
..	1	..	..	..	..	..	..	..	..	9
..	..	..	..	..	..	..	..	1	..	6
..	..	..	..	..	..	..	..	..	30	103
..	1	..	3	..	..	..	..	..	..	47
..	..	..	1	..	..	..	..	..	..	11
..	..	..	..	..	..	..	..	..	..	2
..	..	..	..	..	..	..	..	..	..	2
..	..	..	..	..	..	..	..	..	1	1
..	..	..	..	..	..	..	..	..	..	7
..	..	..	..	..	..	1	2	4	1	34

Serial No.	Department/Office	Guage Overseer	Assistant Draftsman	Junior Clerk	Typist	Steno	
						Irrigation and	
15	Superintending Engineer, Deccan Irrigation (Construction) Circle II, Poona.	..	..	12	5	..	
16	Superintending Engineer, Deccan Irrigation (Construction) Circle III, Satara.	..	1	12	2	..	
17	Superintending Engineer, Deccan Irrigation (Construction) (Central), Poona.	..	..	11	4	..	
18	Superintending Engineer, Deccan Irrigation (Construction) Circle (South), Kolhapur.	..	..	19	1	..	
19	Superintending Engineer, Deccan Irrigation (Construction) Circle (North),-Nasik.	..	..	14	..	..	
20	Superintending Engineer, Irrigation Project Investigation, Aurangabad.	..	..	6	..	..	
21	Superintending Engineer, Irrigation Project Investigation, Nagpur.	..	..	4	..	..	
22	Chief Engineer, Koyana, Bombay	..	..	..	..	..	
23	Chief Engineer, (Electrical) Hydro, Bombay.	..	..	..	1	..	
24	Superintending Engineer, Bhatsai Dam and Design, Shahapur.	..	..	..	..	..	
25	Superintending Engineer, Jaykwadi Project, Aurangabad.	..	..	..	..	..	
25	Principal Engineering Staff College, Nasik.	..	..	..	..	..	
27	Director, Irrigation Research and Development, Poona.	..	..	..	2	..	
28	Superintending Engineer, Mechanical Circle (Construction Plant) Poona.	..	..	..	..	..	
29	Superintending Engineer, Mechanical Circle (Gates) Poona.	..	..	..	..	..	
30	Superintending Engineer, Mechanical Circle (Hydro) Bombay.	..	..	..	2	..	
	Total	..	1	4	155	44	5

Steno typist	Tracer	Telephone Operator	Computer	Nurse	Class IV	Aya	Sweeper	Mazdoor	Total
..	2	..	..	..	..	..	..	..	25
..	2	..	..	..	..	..	..	..	18
..	2	..	..	..	..	..	2	11	41
..	1	..	1	..	..	..	..	..	28
..	1	..	..	..	..	..	..	..	20
..	..	..	..	..	..	..	..	..	6
..	..	..	..	..	..	..	..	..	9
..	..	..	..	3	..	1	1	..	42
..	..	2	..	..	..	..	1	..	8
..	..	..	..	..	..	..	..	..	15
..	..	..	..	..	..	..	..	..	3
..	..	..	..	..	..	..	..	..	<i>Nil</i>
..	1	..	..	..	..	..	..	..	15
..	..	..	..	..	..	..	..	..	14
..	..	..	..	..	..	..	10	..	27
..	..	..	1	..	..	..	..	..	16
3	16	4	13	3	1	3	19	43	670

Number of women  
(in each cadre of service)

Serial No.	Department/Offices	Under Secretary	Assistant Commissioner of Labour	Professor	Lecturer	Special Officer	Labour Officer
	<b>Industries and</b>						
1	Industries and Labour Department (Sectt.), Bombay	2	..	..	..	..	..
2	Directorate of Geology and Mining, Nagpur	..	..	..	..	..	..
3	Industrial Court, Bombay	..	..	..	..	..	..
4	Office of Labour Court, Bombay	..	..	..	..	..	..
5	Commissioner for Workmens Compensation, Bombay.	..	..	..	..	..	..
6	Employment Exchange (Directorate of Employment), Bombay.	..	..	..	..	..	..
7	Directorate of Printing and Stationery, Bombay.	..	..	..	..	..	..
8	Directorate of Industries, Bombay	..	..	..	..	..	..
9	Chief Engineer (Elect.) B. & C. Department, Bombay.	..	..	..	..	..	..
10	Commissioner of Labour, Director of Employment, Bombay.	..	4	1	11	1	3*
Total ..		2	4	1	11	1	3

\*Included in Class II.  
†Senior Accounts Clerk.  
‡Drawing.

employees working  
in the Department), 1969

Labour Department	Employment Officer	Superintendent	Research Assistant	Technical Assistant	Statistical Assistant	Assistant	Assistant Registrar of Union	Chemists	Laboratory Technician	Price Inspector	Librarian	Head Clerk	Clerk
..	1	..	..	..	..	16	..	..	..	..	..	..	11
..	..	..	..	..	..	1	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..	1
..	..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..	..
4	..	..	1	..	7	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..	60
..	..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	1	..	..	8	..	5	..	3	7	4	75	..
..	..	..	..	..	..	..	..	..	..	..	3	24	..
..	10	1	..	5	..	1	..	1	1	2	..	..	..
4	11	2	1	5	32	1	5	1	5	7	7	7	149

Serial No.	Department/Offices	Draftsman	Senior Clerk	Junior Clerk	Steno	Steno-typist	typist		
								Industries and	
1	Industries and Labour Department (Sectt.)	..	..	..	4	..	7		
2	Directorate of Geology and Mining, Nagpur	..	..	..	1	..	1		
3	Industrial Court, Bombay	..	..	..	1	2	..	2	
4	Office of Labour Court, Bombay	..	..	..	1	..	..		
5	Commissioner for Workmen's Compensation, Bombay.	..	1	..	1	..	..		
6	Employment Exchange and Directorate of Employment, Bombay.	..	..	..	2	..	50		
7	Directorate of Printing and Stationery, Bombay.	2	1†	..	..	..	..		
8	Directorate of Industries, Bombay	..	..	4	..	3	..	20	
9	Chief Engineer (Elect.) B. & C. Department, Bombay.	1	11	36	..	..	..		
10	Commissioner of Labour, Directorate of Employment, Bombay.	..	16	..	..	13	..		
Total		..	3	33	37	14	13	80	



Number of women  
(in each cadre of service)

Serial No.	Department/Offices	Under Secretary	Asstt. Account Officer	Asstt. Registrar
<b>Agriculture and</b>				
1	Agriculture and Co-operation Department (Sectt).	.. *1	..	..
2	Maharashtra State Co-operation Tribunal, Bombay	..	..	..
3	Agriculture, Iron and Steel Supply Office Bombay	..	..	..
4	Department of Fisheries, Poona/Bombay/Nagpur, Ratnagiri/Kolhapur.	..	..	..
	(i) Department of Fisheries (Training), Ratnagiri	..	..	..
	(ii) Fisheries Schools, Kolaba, Ratnagiri, Thana	..	..	..
5	Director of Animal Husbandry, Poona and Offices under it.	..	..	..
6	Dy. Dairy Development Commissioner (Poona and Konkan Region).	..	..	..
7	Regional Dairy Development Offices, Nagpur, Aurangabad.	..	..	..
8	Deputy Dairy Development Commissioner (Works). Bombay.	..	..	..
9	Director of Agriculture, Poona.	..	..	..
10	Co-operative Department, Poona	..	1	1
11	Office of the General Manager, Greater Bombay Milk Scheme.	..	..	..
Total		.. 1	1	1

\*Class-III posts shown under clerk



employees working  
in the Department, 1969

Assistant	Bacteriologist	Asstt. Dairy Chemist	Teacher	Head Clerk	Senior Clerk	Clerks	Head Accountant	Deputy Accountant	Jr. Accountant
<b>Co-operation Department</b>									
18	..	..	..	..	..	39	..	..	..
..	..	..	..	..	..	1	..	..	..
..	..	..	..	..	..	*22	..	..	..
..	..	..	..	..	..	*53	..	..	..
..	..	..	2	..	..	..	..	..	..
..	..	..	26	..	..	..	..	..	..
..	..	..	..	..	..	47	..	..	..
..	..	..	..	..	..	86	..	..	..
..	..	..	..	..	1	..	..	..	..
..	..	..	..	..	7	..	..	..	..
..	..	..	..	..	..	311	..	..	..
..	..	..	..	..	..	*121	..	..	..
..	1	2	..	1	3	@135	1	3	3
18	1	2	28	1	11	815	1	3	3

Serial No.	Department/Offices	Accounts Clerk	Junior Clerk	Steno
				<b>Agriculture and</b>
1	Agriculture and Co-operation Department (Sectt).	.. ..	..	4
2	Maharashtra State Co-operation Tribunal, Bombay	.. ..	..	..
3	Agriculture, Iron and Steel Supply Offices Bombay	.. ..	..	..
4	Department of Fisheries, Poona/Bombay/Nagpur/ Ratnagiri/Kolhapur.	.. ..	..	..
	(i) Department of Fisheries (Training), Ratnagiri	.. ..	..	..
	(ii) Fisheries Schools Kolaba, Ratnagiri, Thana	.. ..	..	..
5	Director of Animal Husbandry Poona and Offices under it.	.. ..	..	..
6	Dy Dairy Development Commissioner (Poona and Konkan Region).	.. ..	..	..
7	Regional Dairy Development Offices, Nagpur, Aurangabad	.. ..	4	..
8	Deputy Dairy Development Commissioner (Works), Bombay.	3	7	..
9	Director of Agriculture, Poona	.. ..	..	..
10	Co-operative Department, Poona	.. ..	..	..
11	Offices of the General Manager, Greater Bombay Milk Scheme.	.. ..	..	2
	<b>Total</b>	.. 3	11	6

Steno Typist	Typist	Centre Sales Manager	Embossing Machine Operator	Jr. Operator	Punch-Operator	Class-IV	Labourer	Sweeper	Total
..	20	..	..	..	..	..	..	..	82
..	2	..	..	..	..	..	..	..	3
..	..	..	..	..	..	..	..	..	22
..	..	..	..	..	..	..	..	..	53
..	..	..	..	..	..	..	..	..	2
..	..	..	..	..	..	..	..	..	26
..	..	..	..	..	..	..	21	1	69
..	..	..	..	..	..	..	..	..	86
..	..	..	..	..	..	..	..	..	5
..	1	..	..	..	..	..	..	..	18
..	..	..	..	..	..	47	..	..	358
..	..	..	..	..	..	..	..	..	123
2	@	26	1	3	14	..	..	..	197
2	23	26	1	3	14	47	21	1	1,044

Number of women

In each cadre of

Serial No.	Department/Offices	Technical Officer	Prohibition Officer	Superintendent	Home	
						Jailor
1	Home Department (Sectt.)	.. ..	..	2	..	
2	Commissioner of Police	.. ..	..	..	..	
3	Director of Prohibition and Excise of Supdt. of Prohibition and Excise.	..	1	..	..	
	District Prohibition Offices	.. ..	..	..	..	
4	I. G. Prison. Poona	.. ..	..	..	..	2
5	Director of Public Prosecution, Bombay	.. ..	..	..	..	
6	State Performance Security Board, Bombay	.. ..	..	..	..	
7	Director of Anti-Corruption & P. I. Bombay	.. ..	..	..	..	
8	Forensic Science Laboratory, Bombay	..	1	..	..	
9	Director of Civil Defence, Bombay	.. ..	..	..	..	
10	Commandant General Home Guards, M. S. & Gr. Bombay.	..	..	..	..	
11	Motor Vehicles Department Bombay, Thana, Poona, Nagpur, etc.	..	..	..	..	
12	Registrar, Motor Accident Claim Tribunal, Bombay.	..	..	..	..	
13	Police Department (Inspector General of Police).	.. ..	..	..	..	
Total		..	1	1	2	2

employees working

service in the Department, 1969

	Police-Inspector	Police Sub-Inspector	Technician	Head Constable	Sr. Assistant	Assistant	Assistant Supervisor	Head-Clerk
Department	..	..	..	..	..	18	..	..
2	10	..	..	..	..	..	..	..
..	..	..	..	..	..	3	..	..
..	..	..	..	..	..	..	..	..
..	..	..	..	..	1	..	..	1
..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..
..	..	5	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	5	..
..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..
..	6	..	53	..	..	..	..	..
	3	16	5	53	1	21	5	1

Serial No.	Department/Offices	Senior Clerk	Clerk	Junior Clerk	Steno	Home
1	Home Department (Sectt).	.. ..	24	..	..	..
2	Commissioner of Police	.. ..	110	..	..	..
3	Directorate of Prohibition and Excise/Suptd. of Prohibition and Excise.	2	42	..	2	2
	District Prohibition Offices	.. ..	17	..	..	..
4	I. G. Prison, Poona	.. ..	1	..	..	..
5	Director of Public Prosecution, Bombay	.. ..	..	..	..	..
6	State Performance Security Board, Bombay	.. ..	1	..	..	..
7	Director of Anti Corruption & P. I. Bombay	.. ..	4	..	..	..
8	Forensic Science Laboratory, Bombay	.. ..	3	..	..	..
9	Director of Civil Defence Bombay.	.. ..	*17	..	..	..
10	Commandant General Home Guards, M. S. & Gr. Bombay.	.. ..	19	..	@3	..
11	Motor Vehicles Deptt. Bombay, Thana, Poona, Nagpur, etc.	10	..	148	..	..
12	Registrar, Motor Accident Claim Tribunal, Bombay.	.. ..	3	..	..	..
13	Police Department (Inspector General of Police)	.. ..	255	..	..	..
	Total	.. ..	13	495	148	5

\*Class-III @ Including one

	Women Police Constable	Matron (I.G.Prison)	Clerk/Typist	Typist	Telephone operator	Aya	Class-IV	Total
Department—contd.								
..	..	..	22	..	..	..	..	66
133	..	..	..	..	..	..	40	295
..	..	..	..	..	..	..	..	50
..	..	..	..	..	..	..	..	17
..	15	..	..	..	..	2	..	22
..	..	1	..	..	..	..	..	1
..	..	1	..	..	..	..	..	2
..	..	..	..	..	..	..	..	4
..	..	..	..	..	..	..	..	9
..	..	..	..	..	..	..	..	17
..	..	..	..	1	..	..	..	28
..	..	..	..	..	..	..	..	58
..	..	..	..	..	..	..	..	3
202	..	..	..	..	..	..	105	622
335	15	2	22	1	2	145	1,294	

P. A. to Commandant-General.

Number of women  
(in each cadre)

Serial No.	Department/Offices	Number of women (in each cadre)			
		Class I (Admn.)	Class I (Inspn.)	Class I (Teach.)	Class II (Admn.)
					Education and
1	Education and Social Welfare Department (sectt.)	..	..	..	..
2	Technical Education Department and Dy. Dir. of Technical Education Poona, Aurangabad, Bombay Nagpur.,	..	..	..	..
3	Dir. of Libraries, Bombay	..	..	..	..
4	Rehabilitation Production Centre, Ulhasnagar	..	..	..	..
5	Directorate of Art, Bombay.	..	..	..	..
6	Administrator, Ulhasnagar Township	..	..	..	..
7	Department of Archeology, Bombay	..	..	..	..
8	Director of Education, Poona	..	3	4	29
9	Director of Social Welfare, Poona	..	..	..	..
	Total	..	3	4	29
					16

\*12 Non-Gazetted



employees working  
of service in the Department, 1969)

Class II (Teach).	Insp. Teach. Edn.	Asstt. Dir. of Libraries	Superintendent	Librarian.	L.W.W.	Warden	Dy. Supdt.	Asstt. Supdt.	Asstt. Librarian
<b>Social Welfare Department</b>									
..	..	..	4	..	..	..	..	..	..
..	9	..	..	8	..	..	..	..	..
..	..	1	..	..	..	..	..	..	3
..	..	..	..	..	..	..	..	..	..
..	1	..	..	..	..	..	..	..	..
..	..	..	*1	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..
220	..	..	..	..	..	..	..	..	..
..	..	..	*12	..	4	18	1	2	..
220	10	1	17	8	4	18	1	2	3

Serial No.	Department/Offices	Accountant	Accounts Supervisor	Assistant	Publishing Assistan
					<b>Education and Social</b>
1	Education and Social Welfare Department (Sectt.)	..	..	8	..
2	Technical Education Deptt. and Dy. Dir. of Technical Education, Poona Aurangabad, Bombay, Nagpur.	..	..	..	..
3	Dir. of Libraries, Bombay	..	..	..	..
4	Rehabilitation Production Centre, Ulhasnagar	..	..	..	..
5	Directorate of Art, Bombay	..	..	..	..
6	Administrator, Ulhasnagar Township	..	1	..	..
7	Department of Archeology, Bombay	..	..	..	1
8	Director of Education, Poona	..	..	..	..
9	Director of Social Welfare, Poona.	..	1	..	..
	<b>Total</b>	..	1	8	1

\*Including Teachers and Library Staff.

Physiotherapist	Occupational Therapist	Supervisor	Insp.	Teacher	Sr. Clerk	Clerk	Jr. Clerk	Steno	Clerk-Typist	Typist
..	..	..	..	..	..	42	..	1	..	..
..	..	..	..	41	..	158	..	..	..	..
..	..	..	..	..	..	..	8	..	..	..
..	..	..	..	..	..	*15	..	..	..	..
..	..	..	..	..	..	14	..	..	..	..
..	..	..	..	..	..	..	..	..	1	1
..	..	..	4	103	..	257	..	..	..	..
1	2	3	..	28	7	8	11	..	..	..
1	2	3	4	172	7	494	19	1	1	1

Serial No.	Department/Offices.	Matron.	Nurse.	Craft Instructor.	Sr. Care Taker.	
				Education and Social		
1	Education and Social Welfare Department (Sectt.)	..	..	..	..	
2	Technical Education Deptt. and Dy. Dir. of Technical Education, Poona, Aurangabad, Bombay, Nagpur.	..	..	..	..	
3	Dir. of Libraries, Bombay	..	..	..	..	
4	Rehabilitation Production Centre, Ulhasnagar	..	..	..	..	
5	Directorate of Art, Bombay	..	..	..	..	
6	Administrator, Ulhasnagar Township	..	..	..	..	
7	Department of Archeology, Bombay	..	..	..	..	
8	Director of Education, Poona	..	..	..	..	
9	Director of Social Welfare, Poona	..	2	15	9	20
	Total	..	2	15	9	20

Jr. Care Taker	Medical Attendant	Case Worker	House Mother	Gardner	Cook	Class-IV	Sweeper	Aya	Maid Servant	Total
..	..	..	..	..	..	..	..	..	..	55
..	..	..	..	..	..	7	..	..	..	223
..	..	..	..	..	..	..	..	..	..	12
..	..	..	..	..	..	..	..	..	..	<i>Nil.</i>
..	..	..	..	..	..	1	..	..	..	17
..	..	..	..	..	..	..	..	3	..	19
..	..	..	..	..	..	..	..	..	..	3
..	..	..	..	..	..	90	..	..	..	726
6	24	3	3	1	46	7	21	..	24	279
6	24	3	3	1	46	105	21	3	24	@1,334

**Number of women employees working  
in each cadre of service in the Department, 1969**

Serial No	Department/Offices	Assistant	Reporter	Translator	Stenographer	Clerk	Typist	Telephone Operator	Total
<b>Maharashtra Legislature Secretariat</b>									
1	Maharashtra Legislature Secretariat, Bombay.	3	1	3	1	4	11	2	25

## APPENDIX J

*"Guide-lines" issued by the Rural Development Department for effecting transfers of Parishad staff*

## (1)

D. O. No. ZNG-1168/1159-A dated the 8th April 1968

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(i) Ordinarily general transfers should be effected in April/May and in no case the actual giving of effect to these transfers should be delayed beyond May of any year. Transfers not based on compelling circumstances should be avoided as far as possible. While making general transfers, all efforts should be made to bring husbands and wives together.

(ii) Except on grounds of promotions, administrative exigencies, individual requests for transfers, etc. transfers should not be made normally unless an incumbent has completed five years of service at his place of posting, a primary school teacher not being transferred unless he has completed seven years of service at his place of posting.

(iii) Not more than 15 per cent of the staff of any particular cadre should be transferred in any given year, the percentage of transfers in the case of primary school teachers not exceeding 10 at the Zilla Parishad level and not exceeding 5 at the Panchayat Samiti level.

(iv) The above percentages should cover all transfers made during a year i.e. general transfers made in April/May and the transfers made subsequently on requests, promotions, administrative exigencies, etc. With a view to adhering strictly to these prescribed percentages, 10 per cent of transfers admissible in any particular cadre according to the prescribed percentages should be set aside while doing general transfers, so as to cover the other transfers to be made during the course of a year.

(v) The prescribed percentages should under all circumstances be deemed as the maximum and when the prescribed limits are not adhered to for any special reasons, a specific report to that effect should be made by the Chief Executive Officers to the Divisional Commissioners who, unless satisfied with the circumstances under which the limits had been exceeded, should make a report to Government.

## (2)

D. O. No. ZNG-1159/29990-A dated the 12th August 1969

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(vi) As far as possible, postings of married persons should be arranged in such a way that the husband and wife are posted to the same place. It is also necessary that where female employees are not married, they should be posted to a place, as far as possible, where they have their relatives, so that cases of molestation etc. of female employees could be eliminated to the extent possible. It is also desirable that female employees, who are unmarried or have no near relatives, should be posted to a place near the road-side or where easy transport is available.

(vii) Generally transfers should be effected on principles equally applicable and applied to all without party or personal prejudices and unjust preferences, and it is the Education Officer's and Chief Executive Officer's duty to uphold and administer such principles so that the morale of the administration and standard of school education goes up.

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## APPENDIX K

## LIST OF SUGGESTIONS

*Personal and Moral Safety*

1. Government should declare that it has adopted a policy of granting protection to the women-employees. Mere such declaration would have a miraculous effect.
2. The Police Patil should be legally bound to afford safety to the women-employees.
3. The Sarpanch should be responsible to keep village atmosphere healthy and to exercise control over *goondas*. He should be punished for any deliriction of his duty.
4. The responsibility of providing protection to the women-employees should squarely be placed on the shoulders of Sarpanch, Talathi and Police Patil. Even then also, Government should not remain passive, but should watch whether these persons carried out their duties properly.
5. The responsibility of providing safety to the women-employees should be thrown entirely on the Gram Panchayat of the place.
6. Any act of disrespect to the woman should be treated as a special crime.
7. Eve-teasing should be made a punishable offence.
8. In the case of commission of any crime, the presumption should invariably be on the women's side. That is to say, the burden of proving otherwise should lie on the accused.
9. Ladies hesitate to come forward and tell the truth boldly. If, therefore, a lady complained of misbehaviour to her, the presumption should always be on her side.
10. The women-employees should be explained the legal provisions contained in sections, 96-106 of the Indian Penal Code, according to which an offence, if committed in self-defence is not culpable.
11. Women-employees should be supplied fire-arms to protect themselves against any outward attack and should also be imparted necessary training in their use. The very idea that women-employees are permitted to carry lethal weapons with them for their protection will keep at bay the undesirable elements.
12. Before their appointment in the village, the women-employees be given training—
  - (a) in the use of arm,
  - (b) in self-defence such as "Home-guard" or playing "juddo".
13. A record of names and postings should be kept with the Collector so that during visit he can make enquiry.
14. The C. I. D. should maintain a list of ladies working in a district and should keep a vigil regarding their safety.
15. Ministers should make it a point to make informal enquiries about the welfare of the local women-employees whenever they go on tour and in case there is any complaint, they should decide it on the spot.
16. A responsible officer of the district by undertaking inspection tours every month should get himself satisfied about the safety of the women-employees.



17. The insolent and insubordinate behaviour of the ward-boys, is growing day by day to an intolerable point. At night hours, they pose a considerable menace to the nurses on duty, most of whom belong to the age-group of 18-21 years. The Class IV servants often remain heavily drunk during night hours and pose every threat to the nurses. The conniving attitude of doctors still encouraged them. Nurses therefore should enjoy full protection while on duty and also when not on duty.

18. A special Lady Welfare Officer should be appointed to look after the condition of work and difficulties of women-employees. Care should be taken that such a person does not become a mere tool in the hands of officers or other men of influence.

19. A Lady Welfare Officer may be appointed in each district on the line of Lady Welfare Officer functioning from the General Administration Department. She should normally be from the same district. She should move from place to place in a supervisory capacity and should hear the grievances of the women-employees in the district under her, and take suitable steps. The knowledge that there is some Welfare Officer in the district will give women-employees a sense of security and will have an automatic check on the behaviour of the superiors.

20. The Lady Welfare Officer should be armed with necessary power to adjudicate into the grievances of the women-employees.

21. There should be a Lady Welfare Officer at District Level as also at Block level.

22. There should be more lady officers in a department and they should deal with the problems of women-employees of the department.

23. There should be a separate wing/cell in the Social Welfare Department to look after the welfare of women-employees.

24. Such a cell or Women's Bureau should be created in the Labour Department. The bureau should provide guidance for the women-employees and should study their various problems by survey and statistics.

25. There should be a *Village Level Committee* for the redressal of the grievances of the women-employees. It should be non-political.

26. The lady-members of the Village Panchayat should be prevailed upon to render help to the women-employees in distress.

27. There should be a Taluka Level Committee to look into the complaints of the women employees of the area. The Committee should have honest social workers, officials and non-officials as members and should have power to investigate complaints and make recommendations to Government for suitable action. The members should be above the age of 25 years. The report of the Committee should be final.

28. There should be a Committee for each district for the welfare of the women-employees. The Committee should consist of—

- (a) social workers, Lady M.L.A.'s, Municipal Councillors of the District;
- (b) officials and non-officials of the district;
- (c) ladies from all walks of life;
- (d) D.S.P./C.E.O. and Lady Officer;
- (e) Collector as Chairman, officers of other departments and representatives of Government servants' unions;

as its members. The women-employees of the district should communicate their grievances direct to the Committee which shall enquire into and see to their redressal.

29. There should be a State Level Committee with wholly non-official members such as M.L.A.'s, social workers etc. or official and non-official members. The Committee shall, with the help of available papers and by personal visits, enquire into any allegation and make recommendation. Government should, thereafter, take suitable action.

30. There should be a State Level Committee under the chairmanship of the Governor or the Chief Minister with social workers, representatives from ladies, institutions and police officers as its members. The working of the Committee should be secret. It should have assistance from the Police at its command. A lady or two working in each office should act as secret representatives of the Committee and, if necessary, should be given a small allowance for this kind of the job. Such representatives should communicate to the Committee any undesirable thing happening in the office. The Committee, thereafter, will make necessary enquiry and hand over the matter to the Police. The Committee should have regional committees at Aurangabad, Poona, Nagpur, with minimum ten members. The women-employees in the rural areas, if they are handful, in an office, should communicate their grievances direct to the Committee. Every office should exhibit prominently the names and address of the Committee in the premises.

31. Appointment of such a Committee would go to instil a feeling in women that while working, they are not left alone to their fate.

32. The chairman of the social welfare committee of the Zilla Parishad, should *by law* be a woman.

33. The problems of safety of women-employees in rural areas, primarily concerns the Rural Development Department, Education and Social Welfare Department and Home Department. Therefore, there should be co-ordinating committee consisting of members of these three departments.

34. The present enquiry of the State Level Committee should also cover the women working under municipal administration and other local authority.

35. Women should be given representation on the Committee because they know the rural difficulties.

36. The Committee should have informal consultation with the unions of Government servants before it drafted its report.

37. The Committee should hold discussions with women-employees' representatives and hold sittings in different regions of State.

38. Special Commission should be appointed to look into problems of nurses.

39. The law seems to have lost its restraint which is very necessary to hold the society at its equilibrium. The spectre of holding law in disregard sometimes reflects a sad impression as if the administration has come to a stand-still. It is, therefore, desirable that lawlessness should be dealt with an unwavering firmness.

40. Incidents in which women-employees were either murdered or molested left a bad public memory. Persons committing or abetting such offences should be inflicted heavy punishments. Chastity of the women should be the safety valve of tranquillity.

41. Government should enact a law at the earliest which among others, should carry provision for awarding heavy and deterrent punishment such as :—

(a) in the case of Government servants, dismissal from service;

(b) In the case of others :—

(i) rigorous imprisonment for various terms depending upon the nature of crime;

(ii) whipping in public if warranted;

(iii) debarring from standing for election to any post;

if any member of the public was found guilty of an offence against women-employees or indulged in harassing them.

42. In the good old days persons were subjected to heavy penalties even for smaller offence e.g. cutting off hands for the offence of theft. In addition the offender was put to public contempt. The present day plight however, is in direct contrast to this. There is no prompt investigation nor inflicting deterrent punishment. Curiously, the offenders are let off with light punishment or nominal fine. This helps in criminal tendencies to sprout again in them. The situation such as this could be overcome by administering law with iron hand and creating an awe and terror in minds of the public. No mercy should ever be shown covertly or overtly to the law breakers and mischief-mongers.

43. Goonda elements should be brought to book and strong steps which would prove deterrent, should be taken against them.

44. The existing law should be tightened up or law of severe gravity should be enacted to punish them. It should be ensured that they are not let off merely with a fine or warning but are awarded rigorous imprisonment always.

45. Goondaism and immorality are inextricably related to each other. Goonda elements are more at work in the rural area and they pose there a threat not only to the women employees but to all those who do not submit to them. One can not escape them even if one overlooks them. They, with the implicit sympathy of local leaders try to trouble women. People out of fear of future trouble, do not resist them. Even if, someone comes forward putting on a brave face, he has no word of appreciation. Goonda elements should therefore be totally eradicated without which the women may not be encouraged to go the rural area.

46. A special squad should be started in the Police Department to deal with goonda elements and a special machinery be evolved to deal with their crimes.

47. Police should be asked to severe connection with undesirable elements. They alone should be held responsible if some wrong or insult is inflicted not on the women employee only but on any woman residing in their jurisdiction.

48. Police should noted down all complaints made to them and they may be enquired into promptly. The outcome should be communicated to the complainant woman employee.

49. Police who successfully investigate the crime should be awarded cash prize or merit certificate. Officers who fail to detect the crime should be fined or be reverted.

50. Every police station should have at least two lady constables.

51. Police protection should be given to women employees when ask for.

52. Women should be allowed to lodge complaints with the D.S.P./Collector direct. The D.S.P. should take personal interest in the investigation.

53. If possible the allegations about harassment against officers and local people should be investigated through independent police organisation like the C.B.I.

54. A probe by the C.I.D. or the C.B.I. should be ordered to enquire into allegation of assault or molestation. There should be complete survey about the investigation. The enquiry officer should be a lady, if possible.

55. Once the complaint is lodged investigation should brook no delay. At present no cognisance is taken unless the incident burst into unhappy episode. Often it ensues wasteful correspondence for years. In between the complainant lady is abducted or murdered.

56. In case of complaint of harassment by local persons the women employee should lodge complaint with the Panchayat and simultaneously with the Zilla Parishad. The gram Panchayat should settle the matter within 15 days: Alternately the Zilla Parishad should intervene in the matter and should not insist upon report from the below.

57. There should be a " Secret Organisation of Police " just on the lines of Anti-Corruption Department with branches at every important place. The women employees should be allowed to lodge complaints and get the investigations done instantly.

58. Sabhapatis and Sarpanchas largely interfere in the day to day administration and try to take disadvantage of the women employees one way or the other. Law should be amended so as to provide holding of the posts of Sarpanch/Sabhapati be men of some qualification.

59. Provisions should be made in the Maharashtra State Zilla Parishad and Panchayat Samiti Act, debarring a person from holding public office, if found guilty of harrassing women employees.

60. Those who trouble women employees or cause harm to them should be debarred from exercising franchise or being eligible for any elective post for a period of five years.

61. The office-bearers of Zilla Parishad should be removed from office and be given deterrent punishment for the offence against women employees.

62. The high-handedness of the local leaders in the day to day administration should be stopped.

63. If real cases of harassment or assault are noticed the offender, irrespective of his status should promptly and severely be punished.

64. Majority of women employees are working in Education and Health Department under Zilla Parishads. The Zilla Parishad administration has failed to ensure proper safety to the women employees. These subjects therefore should be taken away from Zilla Parishad administration.

65. All the facilities in regard to village uplift should be withdrawn, if any untoward incidence involving women employees takes place in a village.

66. The financial grant to the Zilla Parishad and its component units should be withdrawn if it is noticed that these units do not discharge their duties satisfactorily in so far as the security of women employees is concerned.

67. No pressure should be brought on women employees to do election propaganda on behalf of any party.

68. It should be provided in the code of conduct of political parties that they would not sponsor candidature of any person, who behaved indecently with the women employees.

69. Women employees should not be asked to sit late in the office nor should they be called on for duty at odd hours. If such a thing is not possible, it is essential to make adequate arrangements for their personal safety. Steps should be taken against the officers who detain the ladies. Ladies should have liberty to refuse outright to sit late after office hours.

70. Calling upon women employees by male officers at late hours in the night taking them on tour should be prohibited.

71. A watch should be kept over the moral proclivities of the higher officers and especially over those who are vested with powers to make appointments and effect transfers.

72. In judging the efficiency of the officers it should specifically be seen how far they take care of women employees in affording adequate protection to them. Officers neglecting women employees problems should be considered inefficient.

73. (a) It was an usual affair for the officers to spoil the confidential Rolls of women employees if they refused to submit to their wishes.

(b) Officers harass women employees particularly on occasions like granting of leave, giving promotions, making transfers. Even during normal times some fault or the other is always found in their work with a view to brand them inefficient, if they do not bow to their evil desire.

(c) Officers often act under the influence of social workers/local leaders and work to their dictates. Under their influence or with their own ulterior motives they harass women employees one way or the other.

(d) Moral health of the women employees depend much upon the attitude of the higher officers. There is a general tendency among many of them to misuse the position and abuse the authority.

Women employees should therefore be allowed to prefer complaint against their own officers, to the higher authorities.

74. The system of applying through proper channel as at present works very harsh. At present, either the complaints are not taken note of or an attempt is made to suppress them by bringing influence from outside if they are against the superior officer through whom the complaints are to be routed. Even if one receives attention it takes considerable time to reach the top, and by that time its contents become fully distorted. As a result, justice is hardly meted out to the complainants. Women employees should, therefore, be allowed to make representations direct to the higher authorities.

75. Complaints made should be promptly attended to, at every stage and the matter complained of should be enquired into expeditiously without showing favour or tolerating undue influence from any quarter. Officers overlooking such complaints should be punished.

76. Women employees should be allowed to report their complaints direct to the higher Officer, if no notice is taken by the lower officer. The higher officer should get explanation from the lower officer for his negligence and cause enquiry into matter complained of. A monthly report from ladies should be called for.

77. The women employees making a complaint against her officer should not be meted out a revengeful treatment. She should be given due protection.

78. There should be some arrangements for the ladies to convey their grievances "in confidence".

79. Proper recruitment of the personnel may help to lessen the problem. Women in rural areas must be experienced and matured. Middle aged married women of 30 years or past middle age should therefore be appointed in the rural areas.

80. Only ladies of mature age who have put in at least 3 to 4 years service in the cities should be posted in the villages.

81. Most of the women employees in the rural area come from city area. They look differently and become source of attraction. In making appointment in the rural area, it should be seen that only the right type of women are appointed.

82. It should be seen by applying proper tests whether they can withstand the stress and strain of duties or whether they can work in the surroundings in which they are expected to work.

83. Relaxation of upper age limit and educational qualifications will help in making available women of advanced age.

84. In making appointment, widows should be given preference.

85. Posting of young girls in the urban areas and women of advanced age in the rural areas would considerably lessen the danger of molestation.

86. Ladies especially unmarried and those who have no relations should be posted for work in towns and cities as far as possible in teaching line. Unmarried girls should not to be sent to villages.

87. Unmarried girls should, as far as possible, be given posting at a place where their parents or near relations reside.

88. Ladies should be appointed in the village near their own village.

89. The place where they are posted should be linked by the State Transport.

90. As far as possible local persons should be preferred and given suitable training, if necessary.

91. Appointment of more than one lady at a place would help in strengthening their confidence.

92. In making appointment, especially of teachers, it should be seen that there are atleast more than one ladies at a particular place so that they can be of mutual help to each other. Ladies should not be appointed in one teacher schools.

93. Women have mainly household duties to perform. The question therefore is whether it is necessary to appoint ladies in Government Service Zilla Parishads.

94. Ladies should not be posted in criminal Courts.

95. After posting women employees they should be committed to the care of some respectable families of the place.

96. Certain categories of services of Institutions should be earmarked for appointment of ladies e.g. teaching profession, post-office, co-operative societies, municipal offices, bakery, canteen, etc.

97. It should be considered whether some cadets of services can be reserved exclusively for women.

98. The recruitment should be followed by a short-term training when ladies should be made aware of the general atmosphere of the places where they are to be posted, problems which they may have to face and the way in which they should be faced.

99. After such a training they may be given " A Letter of Introduction " addressed to be respectable persons of the place.

100. Problems of safety can be solved if local ladies after giving necessary training are posted at the same place instead of bringing outsiders, when such a worker goes back she is known to the villagers and is not normally expected to face the problem of molestation.

101. Women employees may be allowed to form their unions to discuss common problems facing them.

102. The existing rules be amended to lay down compulsory intake of women employees in the body of Association upto a fixed percentage.

103. The Associations of Government servants be permitted to negotiate individual cases.

104. The younger generation is heavily in the grip of unemployment. Out of despair they take to disruptive methods. One way to curb the unsocial activities would be to improve the economic conditions of the masses especially of those in the rural areas.

105. The habit of drinking has sufficiently lowered the moral standard apart from bringing many families to the door-steps of ruin, persons addicted to drinking are special menace in the rural areas and protection from them, at times becomes necessary.

106. Liquor and toddy shops be located at some corner of the city.

107. Obscene advertisement, obscene literature and obscene films steps up unsocial activities. Display of obscene advertisements at prominent places should be banned. Some restrictions should be put on the exhibition of films; applying more censor rigid rules.

108. Every one in society should be earnest to imbibe good qualities and cultivate good habits buildings thus a formidable character is the supreme need of the day.

109. Man has not accepted woman as co-partner as yet; but looks at her as a means of enjoyment. This very licentious conception of woman is the origin of all her trouble and in other words, a great hurdle in her progress. The uncharitable views of men about women need undergo a radical change.

110. Reorientation of the social outlook and creating a new social order is the greatest need of the day. A band of social workers should therefore be created. Emphasis should be laid on social works in the Five-Year Plan. A general awakening should be created by holding shibirs, conducting study circles and arranging forums.

111. Consistant efforts should be made to change the general outlook of the village people. This should be the responsibility of the leader belonging to the party in power.

112. Parties dedicated to the welfare of the people should work to restore a healthy atmosphere in the village.

113. The workers of the Gram Panchayat, Harijan Sevak Sangh, Yuvak Sanghatna like organisations should have a favourable outlook towards working women.

114. "Sanskars" in the formative years play prominent role in moulding the character of a child, Good sanskars in the early period of life turn out a child into a good citizen. Government should encourage institutions which aim at effecting "Sanskars" on children, by giving financial assistance.

115. Government should bestow much attention on the upcoming generations and pursue such educational policies as would turn out the new generation to be of entirely a new outlook.

116. The level of thinking of the average persons should be raised by giving them good education and providing moral teaching. Emphasis should be laid on character building, in the secondary schools. At home, in schools, at community meeting excerpts from religious books and sayings of saints should be read out and be broadcast even. Through Mahila Mandals, Labour Welfare Board and Educational Institutions, women-folk should be tutored to be of independent thinking, Government should encourage such institutions.

117. The growth of the unsocial activities can be attributed to the absence of ethical value. Ethical values could be emoluted from leaders of characteres. Unfortunately, the ethical values have been eliminated from the education curriculum and ideal leadership has become an unknown thing. Unless persons whether in office or in political or social fields are men of character, safety of the women, especially in the rural areas, can hardly be assured.

118. Women suffer heavily on account of a feeling of self-deficiency in them. A woman has been traditionally brought up to be submissive and to accept the situation as it presents without murmur. Removal of such a feeling and making her act with some degree of courage is basically needed. A woman with a strong mind hardly needs any outer help to defend her character ably. The fisher-women and gypsy-girls are instances in point.

119. Self help is the best help, women employees should depend less and less on others for their protection.

120. Films, depicting valour, courage and heroic deeds of women of the bygone age should be displayed now and then. The "Rashtriya Seva Samiti" an all India organisation holds shibirs in every summer. Women should be asked to take advantage of this.

121. Women have specific responsibilities at home. Their household duties should be valued as national duties and their problems be seen always from this angle of view.

122. Much trouble can be avoided by being one with the villagers and associating with them emotionally. Village people in general always give good treatment and full co-operation if the women employees mixed up with them.

123. Ladies entering nursing profession are generally assumed to have lower moral standard. Much of the trouble to the nursing staff grows out of this conception.

124. Some women also indulge in debasing other womens' morality. A high power Committee, with secret agents spread all over, should be appointed for the detection of such offenders. Such ladies should be given an opportunity to improve themselves within a period of six months.

125. Many girls born of poor parents are forced to work for the sake of collecting, sufficient amount for dowry. A total ban on dowry system would bring reduction in the tendency to take employment by women.

126. The prerogative of males of Muslim Faith to have 4 wives at a time and to annul their marriages, should be taken away by effective implementation of article 44 of the Constitution. There should be a common code on this point.

#### *Accommodation*

127. Government should construct quarters and make them available to all women employees in the villages. The quarters should be at one place and all women employees should compulsorily live there. The quarters should be in the heart of the locality, preferably in a graded locality and/or near the Police Station/or residence of the Police Patil and should have a watch and ward facility.

128. It should be made the responsibility of the village head e.g. Sarpanch/Police Patil, etc., to provide a protected living to the women employees.

129. Housing arrangements for unmarried girls should be made in consultation with some respectable families of the place and they should be committed to thier parental care.

130. Women working in the rural areas should be committed to the care of :—

(a) aged and responsible women of the place.

(b) respectable persons who should provide them accommodation and look to their general safety.

131. Accommodation should be made available in the neighbourhood of a social worker.

132. Accommodation should necessarily be provided to the transferred women employees.

133. Government should provide accomodation to all women staff working in village or they should be given required assistance in securing suitable quarters in a good locality.

134. Insecurity, in many cases, arise out of inadequacy of accommodation. Women employees should not therefore, be posted for work in the rural areas unless they are provided with suitable accommodation.



135. Constructional activities which at present are heavily concentrated in the cities should be diverted to the rural areas. Construction of houses for women should receive priority in the programme of rural uplift.

136. Zilla Parishads should be directed to build suitable quarters in villages and give them to women employees on nominal rent.

137. Quarters for women employees working in the villages should be provided at the headquarter of Public Health Centre. The Public Health Centre should be located in a village instead of keeping it at a secluded place for 4 to 5 villages.

138. Government should also provide quarters to the teachers working in the cities.

139. Women employees belonging to the Harijan Communities live in Harijan locality which are mostly unhygienic and lay in the out skirts of the villages. They do not get necessary protection there, nor can such women afford to pay high rent and stay in the graded localities. These employees should therefore, be given Government quarters and where there are no Government quarters, it should be seen that they got accommodation in a good locality on reasonable rent. This also may help removal of untouchability.

140. If at a place, Government quarters cannot be made available, women employees, should not be insisted upon to make an abode there.

141. Government should reimburse the amount of the house rent actually paid by the employees, instead of paying it at the present rate.

142. Nurses, Midwives be given quarters in the compound of the hospital.

143. Some seating arrangements should be made for women constables posted in Courts and other places. At present they are exposed to sun and rain.

144. A nurse transferred from city to the village does not get the housing accommodation promptly.

145. Government should run hostels for working girls in the urban areas and accommodation should be given to those ladies having no support.

146. Construction of hostels for girls is a basic necessity in cities and they should be run by women's organisation. Social Welfare Advisory Board should come to their rescue of the organisation by giving handsome grant-in-aid.

147. There are many women employees such as childless widows or unmarried women employees of an advanced age. They find themselves as misfits in their brothers families or in their original families. It will be answering their need, if Government either establishes hostels for such women or encourages private social welfare institutions like the YMCA to provide such hostels at reasonable rates. Government can, subsidise such hostels. Such hostels should be built first in Bombay and Poona.

148. Hostels for girls should be—

(a) Constructed at a place which is safe from all points of view.

(b) Run at district places and not at taluka places.

(c) The watchman should be Gurkha or a retired army person.

(d) No one, as a rule, should be allowed to visit girls hostels after 6-00 p.m.

(e) There should be a special squad to keep a watch on all the hostels.

*Transfers*

149. Transfers should not be made too frequently, but be made after the interval of generally five years.

150. Ladies should not be transferred as far as possible, unless they ask for and in other cases not before a period of 3 years.

151. Ladies should not be transferred as far as possible without their prior consent and sufficient notice should be given about their transfer.

152. Women employees should not be transferred unless extremely unavoidable or on promotion. Before making transfer it should be ascertained whether such transfers were necessary and indispensable.

153. Before transferring women employees, it should be seen whether they could be accommodated in local office.

154. At the time of transfer, the convenience of the women employees be kept in view.

155. Women employees should not be transferred—

(a) to a place which is too remote or far away from their home place;

(b) during rainy season;

(c) in villages. If transferred, they should be put in hostels;

(d) which cripple the families.

156. Lady-teachers should not be posted to places below a taluka level.

157. Unmarried girls who are the mainstay of their families should not be disturbed.

158. Unmarried girls and widows should be posted to places near to their relatives.

159. Women employees should be transferred to a place where transport is easily available.

160. Women employees should be kept in their own district only. In principle they should be given transfers to the places of their relatives.

161. If a woman complains of insecurity at a particular place her request should be granted at once.

162. Transfers should be based on uniform criteria. i.e. it should not be that some remain at a place undisturbed while some are harassed by frequent transfers.

163. No undue or political considerations should be brought in while making transfers.

164. No elected representative should be authorised to effect transfers.

165. Sabhapatis and other officials of the Panchayat Samiti should be divested of any authority to interfere in making transfers.

166. The Zilla Parishad should be divested of the power to make transfer of Gram Sevika/ Primary teachers and Nurses. The authority to transfer the nurse should be Assistant Director of Public Health.

167. Chief Executive Officer alone should be competent to effect transfers of the teacher and other transfers also should be with his approval.

168. A watch should be kept on the transferring authorities and the transfers they effect.

169. Government should deal ruthlessly with persons accused of harassing or troubling women employees.

170. Women employees should be allowed to prefer an appeal to the Divisional Commissioner, if transferred deliberately to odd places. The decision of the Commissioner should be final.

171. Women employees for their household difficulties cannot accept promotional posts at other places and for that matter they are denied promotions to the same or equivalent post in their own offices and their juniors are promoted in preference.

172. Seniority should remain even though she does not agree to leave the headquarter.

173. Ladies after 20 years service should not normally be transferred.

174. A Government servant at the fag end of his service should be posted to his native place or near it.

175. Husband and wife should be kept at one place only and usully not be disturbed unless absolutely unavoidable. A rule to this effect should be laid down if not already done. If it is no possible to keep husband and wife at one place then wife should be posted near her husband's place of duty within the radius of not more than two miles.

176. Married nurses should be posted for duty near taluka places at least or at places of their husband's duty. If they are not given this facility, they should be given adequate compensatory allowance.

177. There should be a clear provison in the law to keep the working couple at one place.

178. Officers affecting transfers to separate husband and wife in violation of the existing rules, should be punished.

179. Office bearers of the party in power deliberately manage to transfer husband and wife at two different places in order to achieve their political ends. Such office bearers should be answerable for their acts.

180. Transfers should not be made so as to hinder the education of the children.

181. Before making transfer of the husband due consideration should be shown to the convenience of the wife.

182. The difficulties of the married women can be reduced, if inter-department, or inter-state transfers or transfers from Government service to Zilla Parishad service and *vice-versa* could be made.

183. Many employees of the Nagpur Corporation had their wives working as teachers etc. elsewhere in the district. The Nagpur Corporation has adopted a resolution to absorb wives of such employees in the Nagpur Corporation, with a view to facilitate them to live with their husbands. If Government takes similar steps for absorbing such women employees of the Nagpur Corporation as have their husbands working under the Zilla Parishad, this would ensure a free flow of persons from both the sides and would go a long way in eliminating the hardships to a considerable extent.

#### *Tours*

184. Women employees should not be sent outside without protection. It should be seen whether there are adequate facilities for the touring female employees.

185. Women employees should not be given touring duties unless it is unavoidable and that it should be ensured that they do not come into contact with other officer, or fall in the hands of bad company.

186. Young girls as a rule should not be given a touring job. Giving touring to far off or secluded places, as it is done at present expose them to considerable risk to their person and honour.

187. Only ladies above the age of 30 years should be posted against the post having touring duties. To avoid travel incidence, they should be allotted one village to the care of each. They should not be required to travel more than 4 miles.

188. It should be seen whether some of the posts having touring duties can be converted into non-touring ones.

189. Touring should not be given to the ladies. They should work at headquarter villages. All public health activities of the villages like conducting deliveries, family planning work, Epidemic control and prevention, should be conducted through these centres.

#### *Transport*

190. (a) Arrangements should be made for their transport to and fro.

(b) They should be provided with jeep for going to odd places and also for attending emergency cases.

(c) A jeep of the Primary Health Centre should be given to the nurse midwife whenever she has to attend maternity case.

(d) A vehicle should be provided to women employees in particular to the female field workers who are required to tour.

191. Suitable small means of transport be provided to the touring women servants so as to enable them to come back to the head quarter after visiting the nearby places.

192. Nurse-midwives, ANMWS receive no PTA. nor are they provided with vehicle for going on tour. They should not therefore, be required to tour on foot beyond a reasonable distance unless they are given conveyance.

193. Mukhya Sevikas should be given conveyance (office jeep).

194. Manytimes Mukhya Sevikas have to engage bullock-carts for going to odd places. Expenses on such transport can not be accommodated in the prescribed amount of t.a./d.a. Mukhya sevikas should be paid t.a./d.a. at a rate higher than at present.

195. Women employees should be given preference in S. T. Bus and for this purpose they should be given passes (identification.)

196. They should be given cycles/scooters to avoid incidence of night-halts.

197. Women employees should have access to vehicles of any department stationed in the village.

198. Government may use its good offices in persuading the Railway authorities to :—

(a) provide one more Third Class ladies compartment on each local train in Greater Bombay to accommodate women commuters during peak hours. The present accommodation is too inadequate;

(b) instruct the police to be more dutiful in preventing the unruly elements and urchins from entering, the ladies compartment during peak hours; and also preventing the urchins from causing nuisance inside the compartment.

(c) Tighten up the security measures especially during non-peak hours, and for journeys on long sectors beyond particular stations.

(d) The partition wall in the First Class Compartment should be so adjusted as would enable outsiders to see whether any untowered incidents are taking place in ladies compartments and also the ladies inside to watch a persons entraining or detraining.

### *Night-Halt*

199. Night-halts should not be made compulsory for women employees.

200. No night-halt should be insisted upon if the touring women were able to return to their head quarters easily after performing their duties.

201. Women employees should be left with a choice to stay at any place which they consider safe.

202. The problem of night-halt can be solved by seeking help of "All India Women's Organisations" at high Government level. The Organisations can direct their representatives, in the interior areas for arranging accommodation.

203. The Female A.D.E.I. should not be required to inspect the night-schools, or adult literacy classes. This should be left to their male counterparts.

204. Inspection bungalows should be constructed in villages.

205. Where there are Dak-Bungalows the women employees should have a right to reserve the accommodation on priority basis.

206. Touring women should be given accommodation in the village schools, Primary Health Centres to stay in, during night-halt.

### *Night-call*

207. Out side call should be recorded before leaving for visits. If she feels unsafe, she should be left to free to refuse it. Reasons for such refusal should be communicated in writing to the departmental authorities with a copy to the Collector.

208. Maternity cases should be registered at Primary Health Centre. If not registered then she should be left free to refuse it unless someone responsible in the villages guarantees safety of the women employees.

209. It should be open for nurse/midwife to refuse to attend a maternity case if (a) it is not previously registered, (b) if known local female attendant is not available.

210. Before attending a night-call, the nurse/midwife should insist upon "no objection" in writing from the Sarpanch or in his absence from the Police Patil.

211. Police Patil should provide necessary protection to the nurse/midwife when required to attend night-calls.

212. Instead of a note or a chit from the Sarpanch or Police Patil, the nurse/midwife should insist upon a chit from the lady member of the village panchayat as a precondition to attend a night-call.

213. Nurses/midwives should attend night-call, if only some known respectable persons accompany.

214. If on a particular block or taluka, mobile dispensary buses are plied on a route, representing the form of figure '8' in English, with Block HQ in the centre, they will cater to the needs of a large number of villages, and will obviate the necessity of running dispensary and maternity centres in villages.

215. Now that the villages have been connected by good roads, it should be possible to keep an *Ambulance* in each compact area covering 5 to 6 miles to cater the needs of the local public. Nurses on no account be sent to outside places.

216. The practice of calling nurses of Government hospital for duty at the residence of high officials and elected representatives provides ground for indecent happenings. Such a practice should, therefore, be brought to a halt.

### *Escorts*

217. All women servants who are required to tour should be provided with an attendant. They should not be sent without adequate escort.

218. Escorts should be either (i) lady (ii) male (peon) (iii) police (iv) an armed person or (v) women homeguard.

219. Women, trained in self-defence can be more useful as 'escort' than any police personnel. There should always be a lady escort as no reliance can be placed in police. The escort to be given should be of such trained persons as women would not easily trust unknown males.

220. Attendants to be given, should be women and that too of advanced age. The touring women and the attendants should not be of the same age.

221. Women employees should be allowed to take their relative to accompany them on tour.

222. Ladies having touring duties should be free to employ persons of their confidence on payment of reasonable wages. Ladies should be able to employ such persons at their head-quarter.

223. Where tours are unavoidable, they (women employees) should be given a choice to select either male or female attendants.

224. Mukhya Sevika should be given a fulltime attendant.

225. Medical Officer/nurses/midwives, when attending emergency maternity cases, or paying visit to distant places, should be accompanied by the compounder and the ward-boy. They should also be given hospital vehicle.

226. Before posting a nurse/midwife to a village, a pre-condition should be laid down requiring villagers to submit five names of ladies, who are trained and willing to work as attendant.

227. The pay of the attendant should be raised from Rs. 15 to Rs. 60 p. m.

### *Family Planning*

228. Duties of family planning and that of Gram Sevak should not be given to women-workers. Only males should be recruited for such work.

229. Recruitment of ladies to certain posts especially family planning field workers should be stopped.

### *Recruitment*

230. It is necessary to fix up some percentage upto which women should be employed in the Collectorates.
231. Only persons who are in dire need should be recruited to Government service.
232. While making recruitment nepotism weighs high than the merit. This evil should be checked in time.
233. Some percentage of seats should be reserved for the recruitment of women to Government service or for their promotion later.
234. There should be no separate reservation for recruitment of women-folk. Such a reservation would inflate their number disproportionate to the requirement.
235. Trained staff nurses should be appointed in the accepted ratio of 1: 5.
236. The auxiliary nurses required to work for 3 months in the villages on probation, may be exempted from this requirement.
237. Post of L.M.O. be created and attached to each civil dispensary at the taluka level and women medical graduates soon after passing M.B.B.S. be appointed on them. This would reduce the pressure on the Primary Health Centre and would also obviate the necessity for medical graduates to go to villages.
238. Part-time jobs should be provided to women employees. In Government offices, where certain work such as that in the Registry Branch can be conveniently carried on part-time basis.
239. There should be a uniform method of reckoning seniority for effecting promotions. At present, some Departments adopt Statewide list, while others the regional one.
240. Women employees should be confirmed after *six* months.
241. Fair play should be ensured in matters of promotion. No woman should be superseded merely for being a woman.
242. Maternity leave should be enhanced to 4 months without putting any restriction in regard to its availment. The divisions should be left entirely to the ladies.
243. A special diet allowance @ Rs. 50 p.m. be paid during the period of the maternity leave on the analogy of allowance paid to T.B. patient.
244. Having regard to their household duties and physical well-being, women employees be allowed 20 days casual leave as against 15 days as at present.
245. During period of menses, women are sick-like, in particular on the first day. They, therefore, be allowed one day's special casual leave every month.
246. Women employees prosecuting higher studies, while in service, should be allowed liberal concessions in leave and also relaxation of upper age-limit while applying for other lucrative posts.
247. A nurse working in a village should be allowed to prosecute her studies further and she may be given concessions in leave etc.
248. Leave prescribed for certain diseases be granted to women employees more liberally.

249. It would bring a great measure of relief to the working women, if 5 days week for working in offices is introduced.

250. Saturday may be reintroduced as half-holiday.

251. Ladies coming from long distance favour change in office-time from 10-30 a.m. to 5-30 p.m.

252. Women employees be allowed special concession in attending the office on some religious occasions to enable them to discharge personal or family obligations.

253. The hours of work of nurses should be reduced to six and more trained nurses appointed to cope with the work.

254. Husband and wife should be treated separate and equal in matters like granting of House Building Advance.

255. Women employees should get their monthly pay strictly in time.

256. Nursing staff should be paid enhanced pay-scale.

257. The work in the Treasuries being on the lines of work in the Banks, the staff in the Treasury be given better scale of pay.

258. In District Treasuries and Sub-Treasuries the clerks doing accounts work be paid special pay of Rs. 20 as in the case of Accounts Clerks in other offices.

259. Health staff posted in the villages has to attend calls at odd places. They should, therefore, be paid some " Village Allowance ".

260. City allowances to nurses in Marathwada be paid on par with that paid to nurses in Bombay and Nagpur. At present a nurse in Marathwada gets Rs. 50 while those in Bombay and Nagpur get Rs. 70.

261. Permanent Travelling Allowance of Rs. 25 which has been withdrawn be restored to the nurses are required to tour to compensate their travel expenses.

262. Nurses working in the T. B./Mental hospitals, be paid special allowance.

263. Most of the women employees start their career at the age of 18 years or so. Later they get married but do not give up employment in view of the economic situation. Additional responsibility crops up, when they become mothers. Their duties at home and outside exert stress and strain on their mental and physical capacities after about 15 years service and feel like retiring. The benefit of premature retirement after 15/20 years of service may therefore be allowed to them.

#### *Welfare Amenities*

264. Our place of employment should be clean, better maintained.

265. Many of the offices in Greater Bombay have no separate sanitary arrangements for women employees. This is absolutely necessary.

266. Government should provide separate cloak room, retiring room and tiffin rooms in all big offices.

267. A separate cloak room and a tiffin room should always be considered as an item of necessity in an office having sizeable number of women employees.



268. Whenever an office is set up or a new building built or rented for housing Government offices, separate sanitary facilities and rest-cum-lunch rooms should be provided and if no provision is made, women employees should not be appointed in such offices.

269. Women employees staying at distant places should be afforded facility to stay with other women employees, in special circumstances e.g. when there is riot, excessive rain or dislocation in rail traffic.

270. " Rest Rooms " be constructed for those who have to attend duties till late hours in the night.

271. Crèches (Cradle-homes) should be set-up in all the industrial towns e.g. Bombay, Poona and other places.

272. Nursery and Montessory facilities should necessarily be provided at places where there were considerable women employees.

273. Medical Insurance Scheme on the lines of the Central Government and Industrial Workers could be started.

274. There should be Medical Attendance facility in the Sachivalaya.

#### *Dress*

275. Women's dress also plays an important role in creating problems for them. Women employees should not dress themselves in a way which may create a tendency among male-employees to be provocative. A woman of simple living who keeps always to herself can hardly be expected to invite any trouble for her. A uniform dress may therefore be patterned for women-employees. In the case of women employees in the rural areas, such a uniform dress may reduce the danger of insecurity to some extent. The dress should be simple, if possible white.

#### *Discipline*

276. Women-employees cannot be fully exonerated of their own responsibility for their miseries. Quite often they invite the trouble which ultimately engulf them. There is no use blaming the fate for their own negligence. Women employees should therefore exercise self-restraint and self-discipline in their behaviour as also in their department.

277. Cases of indiscipline should be dealt with severely with favour to none. Reports on their (women employees) behaviour should be obtained confidentially. Women employees however should be fore-cautioned about all these before they enter service and after entering should be kept on probation for some days.

278. The young entrant to the service be properly orientated in office decorum and conduct. The Head of the office with the help of a senior employee under him should give the young girl proper understanding about the dangers she may have to face, in case she did not take care of many things in office. The instructions should be oral and as if from parents. Written circulars should be avoided.

279. Action, as per rule should be taken against a woman employee, if found guilty of any misconduct.

280. If, a healthy restraint is imposed and their unnecessary and unwarranted contacts with males are reduced, there can be much improvement in the problem of safety. Women can better safeguard themselves by remaining within their own friends' circle.

281. There should be a ' Code of Conduct ' making obligatory for men and women to behave with each other in a respectful manner.

282. Government servants whether male or female behaving in an indisciplined or indecent manner should be dealt with severely.

#### *Efficiency*

283. Special concession would certainly affect the efficiency in the administration. Certain measures, in keeping with their femininity might however be taken.

284. If a woman employee was found below the mark, she should be administered a clear warning. This would be generally appreciated.

## APPENDIX M

The upper age-limits for various posts under Zilla Parishad in the rural areas are as under [Maharashtra Zilla Parishad District Services (Recruitment) Rules, 1967] :—

				Years
A. D. E. I. (Edn.)	..	..	..	35
S. E. O. (Edn.)	..	..	..	35
Mukhya Sevika	..	..	..	30
Gram Sevika	..	..	..	35
Gram Sevak	..	..	..	25
Assistant Gram Sevika	..	..	..	35
Nurse M. W.	..	..	..	40
A. N. M. W.	..	..	..	40
Health Visitor	..	..	..	40
Dai	..	..	..	40

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