

HARYANA VIDHAN SABHA

**COMMITTEE**

ON WELFARE OF

**Scheduled Castes and Scheduled Tribes  
(1987-88)**

(SEVENTH VIDHAN SABHA)

**THIRTEENTH REPORT**

ON

(Reservation/representation of Scheduled Castes in Health,  
Industries, P.W.D. (B & R) Departments, Haryana  
State Electricity Board and Agricultural Marketing  
Board and action taken by the Government on  
the Recommendations contained in its Tenth,  
Eleventh and Twelfth Reports)



Presented to the House on \_\_\_\_\_

**HARYANA VIDHAN SABHA SECRETARIAT  
CHANDIGARH.**

*March, 1988.*

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**COMPOSITION OF THE COMMITTEE ON WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES FOR  
THE YEAR 1987-88**

**CHAIRMAN**

- \*1. Shri Bhag Mal (from 14-7-1987 to 14-9-1987)
- \*\*2. Shri Jai Narain Khundia (from 18-11-1987 onwards)

**MEMBERS**

- 3. Shri Atma Singh
- 4. Shri Banarsi
- 5. Shri Buta Singh
- \*\*\*6. Shri Manphool Singh
- 7. Shri Ranjit Singh
- 8. Shri Muni Lal
- 9. Miss Maydhaavi
- ☐ 10. Shri Hazar Chand
- ☐ 11. Shri Risal Singh

**SECRETARIAT**

- 1. Shri G.L. Batra, Secretary
- 2. Shri Chander Parkash, Deputy Secretary
- 3. Shri Janardhan Singh, Under Secretary

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\* Shri Bhag Mal, M.L.A. resigned from Chairmanship and Membership of the Committee w.e.f. 14th September, 1987 on his appointment as Parliamentary Secretary.

\*\* Shri Jai Narain Khundia, M.L.A. was appointed as Chairman of the Committee w.e.f. 18th November, 1987.

\*\*\* Shri Manphool Singh, M.L.A. resigned from the membership of the Committee w.e.f. 18th July, 1987 on his appointment as State Minister.

☐ Sarvshri Hazar Chand, M.L.A. and Risal Singh, M.L.A. were nominated as members of the Committee w.e.f. 18th November, 1987.

## INTRODUCTION

1. I, Chairman of the Committee on Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee in this behalf, present this report on the reservation/representation of Scheduled Castes in Health Department, Industries Department, P.W.D. (B & R), Haryana State Electricity Board and Agricultural Marketing Board and action taken by the Government on the recommendations/observations contained in its Tenth, Eleventh and Twelfth Reports of the Committee on Welfare of Scheduled Castes and Scheduled Tribes in respect of representation of Scheduled Castes.

The Report is based on the replies given by the Departments/ Boards explanation and clarifications received during the deliberations and further observations/recommendations made by the Committee in this behalf.

2. The Committee examined the Administrative Secretaries of Health, Industries Department and Haryana State Electricity Board.

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

4. The Committee place on record its appreciation of valuable assistance given by the Commissioner and Secretary to Government Haryana, Welfare of Scheduled Castes and Backward Classes Department and his representatives during the tenure of the Committee.

The Committee also wish to express their thanks to the Commissioner and Secretary to Government Haryana, Health Department, Commissioner and Secretary to Government Haryana, Industries Department, Commissioner and Secretary to Government Haryana, Irrigation & Power Department, Commissioner and Secretary to Government Haryana, Agriculture Department, and their representatives who appeared before the Committee for oral examination in regard to the reservation/representation of Scheduled Castes in their respective Departments/ Boards.

The Committee are also thankful to the Secretary and his staff for whole hearted cooperation and unstinted assistance given in preparing this Report.

Chandigarh  
The 10 March, 1988

JAI NARAIN KHUNDIA  
CHAIRMAN

## REPORT

The Committee on Welfare of Scheduled Castes and Scheduled Tribes for the year 1987-88 was constituted as a consequence of a motion moved and passed by the Haryana Vidhan Sabha in its sitting held on 13th July, 1987, authorising the Speaker to nominate the members of the Committee.

2. Shri Bhag Mal, M.L.A. was nominated Chairman of the Committee by the Hon'ble Speaker on 14th July, 1987 who resigned from the Chairmanship and Membership of the Committee on the 14th September, 1987, on his appointment as Parliamentary Secretary. Shri Jai Narain Khundia, M.L.A. a member of the Committee was appointed as Chairman of the Committee by the Hon'ble Speaker for the remaining period of the year 1987-88 with effect from 18th November, 1987.

3. The Committee held 35 sittings up to 15-3-1988.

In its first meeting held on 30th July, 1987. The Secretary explained to the Committee, in details, its scope and function etc.

The Committee in its meetings held on 30-7-1987 and 14-8-1987 decided to examine the following Departments/Boards.

- 1 Health Department.
2. Industries Department.
3. Social Welfare Department.
4. P.W.D. (B & R).
5. Haryana State Agricultural Marketing Board.
- 6 Haryana State Electricity Board.

<b>Industries Department</b>
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In pursuance of the above decision, the Committee orally examined the representatives of the Industries Department in its meeting held on 27-8-1987 in respect of replies to the questionnaire already received from the Industries Department. During the course of oral examination the Committee observed that the reply of the Department is not satisfactory and desired that information regarding the reservation/representation of Scheduled Castes in the Department may be supplied to the Vidhan Sabha Secretariat within a period of one month. The Vidhan Sabha Secretariat vide its letter dated 14-10-1987 requested the Department to furnish 25 copies of the statement showing representation of Scheduled Castes in the Department during the last three years ending 31st March, 1987, together with the reasons, if any, for shortfall in each class of service and the steps taken to make up the shortfall for the use of the Committee within a month of the receipt of the above mentioned communication.

The failure on the part of this Department to furnish the desired information within the stipulated period leads the Committee to believe that the Department either do not possess the required information

or a great shortfall exists in the reservation representation of Scheduled Castes employee in that Department.

The Committee is, therefore, constrained to observe that the work of the Committee is not being taken up seriously by the Department and due importance is not being attached to the work of the Committee.

The Committee strongly recommend that this tendency of callousness and indifference on the part of the Government Department be deprecated.

#### **Social Welfare Department**

The material in regard to Social Welfare Department had already been received in the Haryana Vidhan Sabha, but the Committee could not examine the material for want of time.

#### **Public Works (Building & Roads) Department**

The Public Works (Building & Roads) Department did not furnish the reply to the questionnaire framed by the Committee till the

writing of this Report.

#### **Haryana State Agricultural Marketing Board**

The material concerning the Haryana State Agricultural Marketing Board was received by the Haryana Vidhan Sabha Secretariat on 5-3-1987 and the Committee in its meeting held on 8-10-1987 framed the questionnaire thereon and the same was sent to the Commissioner and Secretary to Government, Haryana Agriculture Department on 9.10-1987 with the request to supply 35 copies of the reply within a fortnight from the date of receipt of the communication positively. The Committee is pained to observe that the department did not care to supply the reply asked for by the Committee even after issue of as many as 6 reminders by Vidhan Sabha Secretariat to the Department to expedite the matter at the earliest as the work of the Committee was held up. The incomplete reply to the questionnaire was received from the Department only on 9-2-1988.

The Committee also regret to point out that the Department did not even extend the courtesy of acknowledging any of the six reminders issued by the Vidhan Sabha Secretariat.

The Committee take serious note for the lapse and regret to observe that the work of the Committee is not being taken up seriously by the Department and due importance is not being attached to supply of the required information within the stipulated time. The Committee strongly deprecate such collous and indifferent attitude on the part of the Government Department.

The Committee desired the Department to supply the replies to the questionnaire as per required proforma of the Secretariat and the revised replies were received on 19-2-1988. The Committee could not, therefore, examine this material for paucity of time at its disposal.

The Committee visited the States of Karnataka, Kerala and Tamil Nadu from 16-11-1987 to 27-11-1987 to discuss matters of common interest with its sister Committees and to study measures taken by the said States for the Welfare of scheduled Castes and Scheduled Tribes.

## HEALTH DEPARTMENT

The previous Committee for the year 1986-87, asked the Department to supply a statement showing the reservation/representation of officers/officials belonging to Scheduled Castes in the Health Department as it stood during the year 1986-87.

The Department supplied the required information as under :—

### TOTAL

Category	Sanctioned Strength	In position	S.C.	% age
1	2	3	4	5
Class—I	281	243	3	—
Class—II	1522	1238	67	5.40 %
Class—III	12002	9799	1047	10.7 %
Class—IV	4446	4140	1612	39 %
Total	18,251	15,420	2729	17.7 %

### NON-TECHNICAL

Class—I	1	1	—	—
Class—II	79	44	4	9.09 %
Class—III	1761	1483	261	17.60 %
Class—IV	4446	4140	1612	39 %
Total	6284	5668	1877	33.12 %

### TECHNICAL

Class—I	280	242	3	—
Class—II	1443	1194	63	5.28 %
Class—III	10241	8316	786	9.45 %
Class—IV	—	—	—	—
Total	11964	9752	852	8.94 %

Perusal of above statement reveals that there are 18251 sanctioned posts, out of which 15420 employees are working in the Health Department. There are 243 class-I officers in position out of which only three are Scheduled Castes, constituting representation of about 1.0 percentage. Hence, the shortfall is to the tune of 19% similarly in class-II, 1238 officers are in position out of which 67 are Scheduled Castes, constituting representation of 5.4% and reflecting shortfall of 14.6% in class-III out of 9799 officials in position 1047 officials belong to Scheduled Castes, constituting only 10.7% representation showing a shortfall of 9.3%. However, out of 4140 class-IV employees in position 1612 are Scheduled Castes constituting 39% representation of Scheduled Castes i.e. about double the reservation.

#### Class-I posts

under :—

The main reasons for shortafall of Scheduled Castes in class-I explained by the Department in their written reply as also during the oral examination were as

- (i) There is no reservation in promotion from HCMS-II to HCMS-I and only the senior most persons from HCMS-II are promoted to HCMS-I on the basis of seniority-cum-merit. The low representation in class II is reflected in HCMS class-I.
- (ii) Non-availability of suitable candidates for technical posts.
- (iii) The mode of recruitment of block Medical officer/senior medical officers/Assistant Directors/Programme officer at Districts, which constitute a total strength of 217 is 25% by direct recruitment and 75% by promotion.

The Committee while sharing the difficulties of the Department is not providing sufficient representation of Scheduled Castes in the Department feel that it is disappointing to note that there is only one percent representation of Scheduled Castes in class-I, which is very much low.

The Committee hope that the Government will look into this aspect and take suitable steps to fill up this gap.

#### Class II posts

The Department in their written reply have stated that against 1522 class-II sanctioned posts, 1238 are in position. Out of which 1194, posts are technical and 44 are non-technical, out of these technical class-II posts, 1102 are HCMS-II officers, 55 Dental Surgeons and 10 are single cadre posts. The recruitment to HCMS-II/Dental Surgeons is done by direct recruitment through Haryana Public Service Commission.

The Department supplied the details of requisitions (annexure "A") sent to Haryana Public Service Commission during the last five years and recommendations of the Commission about the general and Scheduled Castes category. It is revealed from the details that from 1982-83 to 1985-86 the Commission recommended 75 candidates belonging to Scheduled Castes category against 318 reserved for Scheduled Castes. During the year 1986-87, however, no requisition was sent to the Commission.



The main plea of the Department for shortfall in class-II technical posts is, thus, non-availability of technical personnel belonging to Scheduled Castes.

The Committee though agreeing with the above contention of the Department do not feel satisfied about the representation of Scheduled Castes in the Health Department, which is only 5.28%. The Committee, therefore, suggest that in view of dearth of qualified/experienced hands, the experience, if possible, may be relaxed and those who are recruited on the basis of the experience so relaxed, may be appointed and given in-service training to make them suitable for the posts.

The Committee observe that out of 79 non-technical sanctioned posts, 44 have been filled up and out of those only 4 posts are manned by the Scheduled Castes people. The Committee fail to understand the reasons for the shortfall on the non-technical posts and strongly recommend that this shortfall be wiped off at the earliest so that there be a sufficient representation of Scheduled Castes on class-II posts in the Department.

Class III posts	The Department in their written statement stated that against 12002 class-III sanctioned posts, 9799 are in position, out of which 8316 are technical and 1483 non-technical. Out of 1483 non-technical personnel, 261 are Scheduled Castes, which constitute 17.60% showing only marginal shortfall in the representation of Scheduled Castes category. However, out of 8316 technical posts, 786 are manned by Scheduled Castes which constitutes only 9.45% representation of Scheduled Castes category.
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The Department further stated that the major constituent of technical category in class III consists of pharmacist, Laboratory Technicians, staff nurses MPW (male) MPW (female) Drivers, M.P.W. supervisor Male, M.P.W. supervisor female

The main reason of shortfall advanced by the Departmental representatives during the course of oral examination was non-availability of trained personnel. It was also informed to the committee that requisitions for filling up these technical posts were sent to subordinate Services Selection Board as early as 1985. But the Board has not recommended candidates so far. If the required number of Scheduled Caste candidates is made available/recommended by the Board, there will be no shortfall in most of the categories.

The Committee feel happy that there is good representation of Scheduled Castes on the non-technical class-III, posts in the Department, but are unhappy to note the low representation of Scheduled Castes on the technical posts. The Committee view with great concern the inordinate delay on the part of S.S.S. Board in making recruitments to various posts despite the fact that the Department had sent requisitions to it in the year 1985 and 1986.

The Committee strongly recommend that the Department should vigorously pursue the matter with the Board in making recruitments to various posts, the requisitions for which had been sent to that Board long ago.

The Committee also recommend that in order to improve the representation of Scheduled Castes on various Class—III technical posts it is highly desirable that qualification/experience in certain categories of posts be relaxed for Scheduled Castes candidates and those who may be recruited on the basis of such relaxation, may be appointed and given in service training to make them suitable for the post.

#### **Roster Register**

The Committee was informed that roster register according the Government instructions have been prepared by the Department. The Committee recommend that roster register should be prepared category-wise and shown to the Director, Social Welfare Department within three months.

## HARYANA STATE ELECTRICITY BOARD

The Commissioner and Secretary to Government Haryana, Irrigation & Power Department was requested to supply the statement showing the reservation/representation of persons belonging to Scheduled Castes in Haryana State Electricity Board in the years 1984-85, 1985-86 and 1986-87

The Haryana State Electricity Board Supplied the required information as under :—

Year	Total No. of Employees (class of Employees)						Total No of Scheduled Castes Employees.						Percentage				Percentage of the shortfall			
	I	II	III	VI	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
1	2		3				4				5				1					
1984-85	596	476(P) 101(D)	27127	3422	—	1(P) 3(D)	3354	694	There is no res- ervation in 2.97% promotion from Class-III to Class-II and from Class-II to Class-I and all these posts are being filled up by way of promotion	0.21% 7.5%	12.36%	20.28%	There is no res- ervation in promotion from Class-III to Class-II and from Class-II to Class-I and all these posts are being filled up by way of promotion	19.79% 17.03%	7.64%	+0.28%				
1985-86	612	536(P) 40(D)	29840	3618	—	1(P) 3(D)	3781	752	—do—	0.19% 7.5%	12.67%	20.78%	—do—	19.81% 12.5%	7.33%	+0.78%				
1986-87	667	492(P) 130(D)	30706	3547	—	1(P) 4(D)	3905	731	—do—	0.20% 3.07%	12.71%	20.60%	—do—	19.80% 16.93%	7.29%	+0.60%				

The reasons for shortfall as explained by the Haryana State Electricity Board in their written reply are as under :—

- (a) There is a blanket ban on fresh recruitment in H.S.E.B. for the last seven years.
- (2) The persons having Technical qualifications were not available in sufficient numbers.
- (3) There are some categories such as U.D.C., Divnl. Acctt., SAS where passing of deptt. Accounts examination is necessary before considering for promotions against reserved quota meant for Scheduled Castes.

In order to make up the shortfall the Department has stated that efforts would be made to recoup the shortfall/backlog against the existing vacancies numbering about 2000 as and when the ban is lifted by the Board.

#### **Class—I posts**

From the material supplied by the Board, it revealed that in the year 1984-85, there were 596 class-I posts, in 1985-86 the number of said posts was 612, and in 1986-87, it was 669. But there is no class-I officer who belongs to Scheduled Castes community.

The Department in its written reply stated that there were two reasons for non-representation of Scheduled Castes in class-I posts, firstly there was no reservation on promotion from class-II to class-I and secondly all posts in class I were filled up by promotion except in respect of ex-cadre posts sanctioned by the Board which were filled up by direct recruitment.

During the course of oral examination the Departmental representatives assured the Committee that some steps would be taken to provide representation to Scheduled Castes in class-I posts.

The Committee are sorry to note that there is not even a single Scheduled Castes class-I Officer in the Board which has a strength of 612 (or More) class-I posts the Committee hope the Government will look into this aspect seriously and take suitable steps to make up this shortfall.

#### **Class-II posts**

The Committee after thorough consideration of the material supplied by the Board, noticed that during the year 1984-85, 1985-86 and 1986-87 there has been overall shortfall of more than 17 % in class-II posts and desired to know the reasons for such a huge shortfall. The Committee also desired to know the steps, if any, taken by the Board to wipe off the shortfall.

The Board in reply to the above query stated that the main reason for the shortfall in class-II in the Board were that the candidate from Scheduled Castes category either did not come in sufficient number against the posts advertised for this category, or they did not possess the qualification prescribed for such posts. The Board has not stated in its reply as to what steps had been taken or were likely to be taken to wipe off the shortfall.

During the course of oral examination of the representatives of the Department and of the Board, there was no indication about any positive steps being taken or likely to be taken to increase the representation of Scheduled Castes in Class-II posts of the Board.

The Committee are pained to mention that the representation of Scheduled Castes in Class-II service is extremely low. The Committee hope that special efforts would be made by the Board to increase their intake to this service.

The Committee also recommend to Government to ensure that due representation of Scheduled Castes is given at the earliest in class-II service of the Board.

#### **Class-III posts**

From the perusal of the material supplied by the Board, the over all representation of Scheduled Castes in Class-III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in the year 1986-87. But it has been noticed that out of 21427 categories of posts representation in ~~2063~~ 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32929 sanctioned posts of class-III as on 31st March, 1987, 30706 posts were filled up. The quota meant for Scheduled Castes comes to 6121, where as only 3905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2216 Scheduled Castes candidates in the Board.

The Committee was assured during the course of oral examination of the representatives of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted.

The Committee hope that the Board will take some positive steps in the near future to recoup the shortfall/backlog in class-III posts and inform them accordingly.

#### **Constitution of selection Committee**

In reply to a question by the Committee whether any Board/selection Committee had been constituted the Board informed that no standing Committee had been constituted for making selection of Class-II and III staff. However, as and when the posts are advertised by the Board adhoc selection Committee(s) are constituted for the purpose. The Board also supplied the Composition of such Committees constituted from time to time.

During the course of oral examination when asked by the Committee whether any Scheduled Caste officer/official was ever taken as member on these Committees. The Department/Board representatives replied in the negative.

The Committee observe that Board is an ever expanding institution its present strength of employees is more than Thirty Five Thousand and therefore, recommend that whenever selection Committee is constituted

atleast one of its member should be a Scheduled Castes in order to safeguard the interest of Scheduled Caste candidates.

**Electrification of Harijan Basties in the State**

The Committee desired to know whether all the Harijan Basties in the State had been electrified. The Board in their written reply stated that all the Harijan Bastis in twelve District had been electrified and electricity was being provided regularly. The District wise details of Basties are given as under :—

S.No.	Name of Distt.	No. of Harijan Basties Electrified
1.	Ambala	765
2.	Kurukshetra	744
3.	Karnal	618
4.	Sonapat	347
5.	Faridabad	295
6.	Gurgaon	440
7.	Bhiwani	384
8.	Narnaul	657
9.	Hisar	621
10.	Rohtak	432
11.	Sirsa	366
12.	Jind	393
Total :		6062

During the course of oral examination it was pointed out by certain members of the Committee that they had received complaints about irregular/non-supply of electricity in certain Harijan Bastis. The representative of the Board assured the Committee that he will make an enquiry in the matter and inform them.

The Committee hope that special attention will be given by the Board in this behalf to ensure regular and adequate supply of power to Harijan Bastis in the State.

**Revenue Divl. Accountant**

During the oral examination the representatives of H.S.E.B. stated in their reply that there were 165 sanctioned posts of revenue Divisional Accountants and 20% of these posts come to 32. Six Scheduled Caste candidates had already been pointed against these reserved posts. Thus there was a shortfall of 26 posts only.

The Committee recommend that above mentioned shortfall may be made up by promotion/direct recruitment within 6 months.

**Assistant  
(Head Office)**

In their written reply the representatives of the Board stated that the total number of posts of Assistants (Head Office) was 250. Out of 250 the posts of Assistants belonging to Scheduled Castes category come to 50. Where as in the material supplied by the Board it has been wrongly shown as 22. But the representatives of the Board during the course of oral examination stated that the present strength of post of Assistants (Head Office) is 324 and out of these posts 44 posts have been filled up by the Scheduled Castes candidates.

The Committee find that there is a difference between written and oral reply of the Board.

The Committee observe that whenever any information is required by them it should be supplied correctly to avoid any misunderstanding. However, the Committee desire that shortfall of these posts be made up at the earliest.

**Jr. Scale  
Stenographer**

The representatives of the Board stated in their latest written reply that 171 posts of Junior Scale Stenographers are in position. The quota meant for Scheduled Castes candidates comes to 34, where as only 4 posts have been filled up from amongst the Scheduled Caste candidates. The reasons for the shortfall as stated by the Department were that the qualified persons were not available in the market at the time of fresh recruitment.

The Committee while sharing the difficulty of the Board in this regard suggest that if Scheduled Castes Candidates do not fulfill the prescribed qualifications to fill up the backlog of Scheduled Castes the Board should make it up by relaxing the qualifications and experience.

**U.D.C.**

The Board has stated in its latest written reply that 1796 posts of U.D.C. are in position. The quota meant for Scheduled Castes candidates comes to 359, where as only 92 posts have been filled up from amongst the Scheduled Caste candidates. The reasons for the shortfall as stated by the Department/Board were that there is general ban on fresh recruitment and also qualified persons were not available in the required strength.

The Committee are unhappy to note the low representation of Scheduled Caste Employees on these posts and recommend that some positive steps be taken by the Board to ensure due representation of Scheduled Castes on these posts.

**Store Keeper**

The Department in its latest written reply stated that 34 posts of Store Keepers have been filled up, out of which the quota of Scheduled Caste candidates comes to 7, where as only 2 posts have been filled up from amongst the Scheduled Caste Candidates. Thus there is a shortfall of 5 Scheduled Caste persons.

The Committee are very much pained to mention that the representation of Scheduled Caste candidates on the posts of Store Keepers is very low, despite the fact that there is no dearth of candidates for this category of posts. The Committee recommend that special efforts be made to increase their intake in this service within six months.

#### Assistant Store Keeper

The representatives of The Haryana State Electricity Board have stated in their latest written reply that twenty eight Assistant Store Keepers are in position. The quota meant for Scheduled Castes comes to six, where as only one post has been filled up from amongst the Scheduled Caste candidates, resulting in a shortfall of 5 persons.

The Committee express their concern about the low representation of Scheduled Castes on this category of posts which is also non-technical and recommend that the backlog be wiped off within six months.

#### L.D.C.

The Department/Board has stated in its latest written reply that 2343 posts of L.D.C. are in position. The quota meant for Scheduled Caste candidates comes to 469, where as only 231 posts have been filled up from amongst the Scheduled Caste candidates. The reasons for the shortfall of 238 posts as stated by the Department/Board were that there is a ban on fresh recruitment for the last seven years and shortfall can only be removed after the ban is lifted.

The Committee observe that the period to carry forward the reserved vacancies should be allowed to continue as long as the posts remain vacant.

#### Meter Reader

The Department/Board has stated in its latest written reply that the present strength of posts of meter readers was 781, out of which 156 posts were meant for Scheduled Caste candidates, where as only 64 posts were held by Scheduled Caste candidates.

Thus there was a shortfall of 92 Scheduled Caste persons. The reasons for the shortfall as stated by the Department/Board were that there is a ban on fresh recruitment and shortfall could be removed after the ban is lifted.

The Committee recommend that the reserved posts may be filled up as and when the ban on the recruitment will be lifted under intimation to the Committee at the earliest.

#### Drivers

In its latest written reply the Board has stated that out of 538 sanctioned posts of Drivers as on 31st March, 1987, 484 posts were filled up, out of which, 97 posts were meant for Scheduled Caste candidates while only 27 posts were held by Scheduled Caste candidates, resulting in a shortfall of 70 person. The reasons of shortfall as stated by the Board were that the fresh recruitment was generally banned and the men from Scheduled Castes category were not available in the work charged/daily wages cleaner cadre, from where these have been appointed.



The Committee feel greatly distressed to find the shortfall in the posts of Drivers while the Scheduled Castes candidates for the posts of drivers are available in numbers with the Employment Exchange. The Committee further desire to be informed regarding the steps taken by the Board to make up the deficiency.

**Technical posts** The Department/Board supplied the required information of Technical posts as desired by the Committee in its meeting held on 3rd February, 1988 as in the Annexure "B".

As per the latest statement of the Board, there is adequate shortfall on the following posts —

- (1) Junior Engineer (F) (2) Divisional Head Draftsman (3) Foreman G—I (4) Junior Engineer (civil) Junior Engineer (F) (Tech. Asstt.) (5) Draftsman, (6) sub. Stn./Attend (7) A.S.S.A. (8) Shift Attendant and (9) Assistant Foreman.

The reasons for the shortfall as explained by the Department/Board in its latest written reply were as under :—

- (1) Qualified persons were not available in general for Technical posts at the time of recruitment.
- (2) In promotional Cadre posts, no Scheduled Castes were available in the lower rank.

The Committee while sharing the difficulty of the Board in this regard suggest that if candidates belonging to Scheduled Caste having the prescribed academic qualifications were recruited and made fit for the Technical post reserved for them by giving them necessary training and restriction regarding experience was relaxed, they would be able to avail of their legitimate chances of appointment on these posts.

**Class—IV** The Department/Board supplied the required information in respect of class-IV employees as desired by the Committee in its meeting held on 3rd February, 1988 as in the Annexure—"C".

As per the statement of the Board, there is adequate shortfall on the following posts :—

1. Havildar/Daftri/Record lifter.
2. Store mate/Store Attd.
3. Bill Distributor.
4. Mali/Gardner.
5. Peon.
6. Truck cleaner/Cleaner/Oiler/Greaser.
7. Asstt. Pump Driver.

The reasons for the shortfall have not been explained by the Department/Board in its latest written reply and it has not also mentioned the mode of promotion/appointment.

The Committee are surprised to note as to why the board had not mentioned the reasons of shortfall as well as the mode of promotion/appointment. The Committee recommend that some via media may be evolved to cover up the adequate shortfall in these posts.

## GENERAL RECOMMENDATIONS

**Increase of subsidy for Houses for scheduled Castes**

At present the Scheduled Castes and Backward Classes Department is granting subsidy for the construction of houses to the members of Scheduled Castes upto Rs 2000/- to a person who has a plot of his own. The present rate was fixed during the year 1974-75 i.e. fourteen years ago. The rates of building material which is used for construction of houses has increased many-fold, but the subsidy is being paid at the old rate of Rs. 2000/- per beneficiary. Resultantly the members of Scheduled Castes can not construct the houses within the prescribed period and the amount of subsidy remains un-utilised for a long time. The Committee feel that the rate of subsidy is too meagre and therefore, recommend that the rate of subsidy for construction of houses may be enhanced from Rs. 2000/- to Rs. 6000/- keeping in view the high prices of the building material.

**Reservation in promotion for Class I & II posts**

At present, there is reservation in promotion for Scheduled Castes in class III & IV posts, but there is no reservation in promotion in class-I & II posts with the result that there is always shortage fall in the above categories.

The Committee has been recommending for reservation in promotion in class I & II posts, but the state Government has not accepted the recommendation as yet. The Committee once again reiterate its recommendation to the Government to make suitable provision for reservation in promotion for class I & II posts in the Haryana State.

**Reservation for allotment of Mini Bus Routes**

There is a great un-employment amongst the members of Scheduled Castes. A large number of educated Scheduled Castes candidates are knocking for employment from one Department to another Government Department/Corporations, but such a large number of un-employed youth are unable to get employment even on the reserved posts with the result that the Scheduled Castes youth are feeling frustrated. The Delhi Administration has launched a scheme of plying Mini Buses in which un-employed youth having graduate qualification are granted route permits of Mini Buses. By introducing the scheme several un-employed youth are provided respectable living.

The Committee recommend that the members of Scheduled Castes with graduate qualification may be granted the Mini Bus route permits on the pattern of Delhi administration in the big cities. With the introduction of above scheme, many Scheduled Castes unemployed youth will be able to get employment.

**Enhancement of amount of interest free loans to students studying in post Matric and Graduate Classes**

The Department of Welfare of Scheduled Castes and Backward Classes is implementing a scheme vide which the students studying in post-Matric and post Graduate Classes are granted interest free loan i.e. Rs. 200/- and Rs. 400/- each respectively. The above sums were fixed before the reorganisation of the State. The price index has arisen manifold and the Scheduled Caste students are unable to purchase the books and stationery articles with a petty amount of Rs. 200/- and Rs. 400/- respectively.

The Committee recommend that the Scheduled Caste students studying in post-Matric Classes may be granted interest free loan upto Rs. 1000/- and the students studying in post-Graduate Classes upto Rs. 2000/- each.

**Reservation of Seats  
for Scheduled  
Castes in post  
Graduate Classes in  
Medical Colleges**

There is a 20% reservation in admission for Scheduled Caste students in Medical Colleges, but there is no reservation for Scheduled Caste students studying in post-Graduate Classes with the result that the Scheduled Caste students can not get admission and are debarred for further promotion in service as well as improve their prospects in Medical Professions.

The Committee recommend that the seats in the post-Graduate classes in Medical Colleges may be reserved at the rate of 20% as is being done in other classes of the Medical Colleges.

**Special incentive to  
the member of  
Scheduled Castes  
for adopting family  
Welfare**

The Government of India is providing several incentives to all the male and female persons for adopting sterilisation under family planning scheme and there are no special incentives to be given to Scheduled Castes families for keeping their families small. The Scheduled Castes are very poor amongst the poor, since they are backward economically, financially and educationally to improve their status and bring them at par with other members of the Community, it will be appreciable that if the members of Scheduled Castes who undergo sterilisation after two children may be given special incentive to keep their families small to enable them to educate their children and bring them at par with other members of the society.

The Committee, therefore, recommend that the members of Scheduled Castes having two children who are not in Govt. or Semi Government services and adopt sterilisation etc. may be given a grant of Rs. 3000/- each.

**IMPLEMENTATION OF RECOMMENDATIONS OBSERVATIONS  
CONTAINED IN THE 10TH, 11TH AND 12TH REPORTS**

The Committee considered/scrutinised the action taken by the Government on the recommendations/observations contained in its 10th, 11th and 12th Reports.

The Committee, feeling satisfied with the action taken by the Government dropped some of recommendations/observations. The recommendations/observations which are outstanding are given in annexure "D", "E" & "F" respectively togetherwith further observations of the committee.

# ANNEXURE 'A'

Year	Category	No. of posts Advertised	No. of post reserved for Scheduled Castes	No. of candidates recommended		No. of posts de-reserved		
				C.F.	S.C.			
				New	Total			
1	2	3	4	5	6	7	8	9
1982-83	HCMS II	276	68	36	104	198	13	55
1983-84	Do	341	36	55	91	202	26	10
1984-85	Do	160	55	13	68	138	24	31
1985-86	Do	199+11 recommended more during 1984-85	13	32	55	130	12	11 Recom- mendations received during 1986-87
1986-87	Do	No requisition sent during the year.						

**ANNEXURE "B"**  
**Statement showing the position and representation of Scheduled Castes on Technical Posts as on 31-3-1987**

Sr. No.	Category of post	No. of posts sanctioned upto 31-3-87	No. of posts filled up upto 31-3-87	No. of posts meant for Scheduled Castes	No. of posts filled by Scheduled Castes	No. of Shortfall	Remarks
1	2	3	4	5	6	7	8.
1.	Chief Draftsman	7	7	1	—	1	
2.	Circle Head Draftsman	33	33	6	7	+1	
3.	Controller	52	19	4	—	4	
4.	Jr. Engineer Gr. I (Test)	12	12	2	1	1	
5.	Jr. Engineer Gr. I (F)	202	172	34	1	33	Qualified persons are not available in this category.
6.	Jr. Engineer Gr. I (S/S)	56	53	10	9	1	
7.	Jr. Engineer Gr. I (Carrier)	12	12	2	1	1	
8.	Master Foreman	17	11	2	1	1	
9.	Sr. Architecture D/Man	2	2	—	—	—	
10.	Turbine Operator	8	8	2	—	2	
11.	Divl. Head D./Man	104	104	21	8	13	Qualified persons are not available.
12.	Jr. Architecture D/Man	2	2	—	—	—	
13.	Foreman Special	25	20	4	2	2	
14.	Instrument Mech./ Instrument Mech-cum-repairer	5	4	1	—	1	
15.	Jr. Engineer Installation	43	43	9	—	9	
16.	Foreman Gr. I	96	78	16	5	11	Qualified persons are not available.

1	2	3	4	5	6	7	8
17.	Foreman Gr. II	118	3	—	—	—	
18.	Jr. Engineer/Civil	185	185	37	6	31	Qualified persons were not available at the time recruitment.
19.	Jr. Engineer (Carrier)	47	47	9	2	7	
20.	Jr. Engineer. (Test)	33	33	6	1	5	
21.	J.E. (S/S)	320	294	59	23	36	
22.	J.E. (F) (Tech. Asstt.)	933	885	177	12	165	Qualified persons are not available.
23.	J.E. (Thermal)	363	362	72	5	67	-do-
24.	Foreman All Trade	29	25	5	—	5	
25.	Turbine Operator	8	8	2	—	2	
26.	Control Room Ope.	8	8	2	—	2	
27.	Photographer	1	1	—	—	—	
28.	Asstt. Chemist	11	5	1	—	1	
29.	Sr. Analyst	18	12	2	1	1	
30.	Analyst	20	20	4	—	4	
31.	Cable Joiner	53	45	9	2	7	
32.	Draftsman	240	234	47	9	38	At the time of recruitment made the persons from this category did not come in sufficient numbers.
33.	Quality Control/T. Asstt.	4	4	1	—	1	
34.	Fire Operator	4	2	—	—	—	
35.	Sr. Fireman	8	4	1	—	1	



1	2	3	4	5	6	7	8
36. Fireman	36	30	6	4	2		
37. Sr. Typewriter Mech.	4	3	—	—	—		
38. Typewriter Mech.	3	2	—	—	—		
39. Sub. Stn. Attnd.	624	564	113	55	58		Promotional post.
40. A.S.S.A.	379	548	109	57	52		This is promotional post and persons from the S. C. category are not available in the lower rank.
41. Shift Attnd.	938	870	174	59	115		Qualified persons are not available.
42. Asstt. Foreman	1056	956	191	90	101		—do—
43. Lab. Asstt. (M&P)	40	35	7	1	6		
44. Lab. Asstt. (Health)	2	2	—	—	—		
45. Lab. Asstt. Pathology	2	2	—	—	—		
46. Lab. Attd. Pathology	2	2	—	—	—		
47. Rigger	2	2	—	—	—		
48. T.T. Driver/Ope.	11	5	1	—	1		
49. Crane Driver.	3	3	—	—	—		
50. Driver	538	484	97	27	70		Fresh recruitment is generally baned and the men from SC category are not available in the work charged/daily wages, cleaner cadre. From where these have been appointed.
51. A.F.M. (Auto)	3	3	—	—	—		
52. J Head Mistry All Trade	41	17	3	3	—		

1	2	3	4	5	6	7	8
53.	Electric Mistry	47.	18	4	1	3	
54.	Ministry	13	3	—	—	—	
55.	Jr. Draftsman	143	128	26	27	+1	
56.	Electrician	13	12	2	—	2	
57.	Telephonist	63	43	9	—	9	
58.	Radio Mech.	6	2	—	—	—	
59.	Meter Mech.	74	67	13	11	2	
60.	Telephone Mech.	100	89	18	1	17	Qualified persons are not available.
61.	Turner	9	4	1	1	—	
62.	Fitter	47	15	3	2	1	
63.	Pump Driver	10	8	2	1	1	
64.	Welder	3	1	—	—	—	
65.	Asstt. Welder	9	4	1	—	1	
66.	Moulder	19	4	1	1	—	
67.	Messon	3	2	—	—	—	
68.	Carpenter	18	10	2	2	—	
69.	Blacksmith	15	1	—	—	—	
70.	Painter	2	2	—	—	—	
71.	Surveyor	—	3	—	—	—	
72.	Projector Tech. Gr. II	2	2	—	—	—	
73.	Workshop Operator	2	2	—	—	—	
74.	Ferro Printer	3	3	—	—	—	
75.	Carrier Attd.	99	17	3	3	—	

1	2	3	4	5	6	7	8
76.	Lab. Attd.	201	180	36	3	33	Qualified persons were not available.
77.	Helper Gr.-I	452	312	62	14	48	
78.	Helper Gr.-II		140	28	15	13	
79.	Cable Joiner Mate	59	36	7	3	4	
80.	Trademan Mate	310	91	18	22	+4	
81.	Skilled Helper		149	29	29	—	
82.	Thermal Supervisor Gr.-I	365	363	72	5	67	Qualified persons are not available.
83.	Thermal Supervisor Gr.-II	85	38	68	2	6	
84.	Operator Gr.-I	48	2	—	—	—	
85.	Operator Gr.-II		44	9	9	6	
86.	Technician Gr.-I	168	79	16	10	6	
87.	Technician Gr.-II	267	263	52	16	36	Qualified persons are not available.
88.	Plant Attd. Gr.-I	137	133	26	5	21	
89.	Plant Attd. Gr.-II	79	74	15	4	11	
90.	Lineman	4732	4703	940	806	134	
91.	Asstt. Lineman	11131	10648	2129	1944	[185	

Statement showing the position and representation of Scheduled Castes on  
Class-IV Posts as on 31-3-1987

ANNEXURE—“C”

1	2	3	4	5	6	7	8
<b>CLASS—IV</b>							
1.	Book Binder	1	1	—	—	—	—
2.	Dak Runner/Cycle Att'd.	6	4	1	—	1	—
3.	Havildar/Daftri/Record lifter.	124	115	23	11	12	—
4.	Chowkidar/Mali-cum-Chowkidar.	632	543	109	108	1	—
5.	Maid Att'd./Ward Att'd./Aya/Washing man	10	10	2	—	2	—
6.	Cook Gr. I	4	2	—	—	—	—
7.	Cook/Bearer Cook-cum-chowkidar	39	17	3	—	3	—
8.	Store mate/Store Att'd.	289	287	57	22	35	—
9.	Bill Distributer	553	514	103	68	35	—
10.	Safai Karamchari/Safai Karamchari-cum-Peon/Chowkidar.	389	344	69	343	+274	—

1	2	3	4	5	6	7	8
11.	Sewerman	68	60	12	58	+46	
12.	Head Mali	2	1	—	—	—	
13.	Mali/Gardner	359	321	64	40	24	
14.	Peon	1246	1186	237	160	77	
15.	Truck cleaner/Cleaner/ Oilier/Greaser	108	73	14	5	9	
16.	Hammerman	1	1	—	—	—	
17.	Ferro Khalasi	4	3	—	—	—	
18.	Cane Weaver	2	2	—	—	—	
19.	Ambulance Attnd.	2	2	—	—	—	
20.	Head Safai Karamchhari	1	1	—	1	+1	
21.	Asstt. Pump Driver	92	60	12	6	6	
Total		3932	3547	706	822	+117	

# 10TH REPORT

## Printing and Stationery Department

### ANNEXURE "D"

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3

#### Advertisement of Technical posts

After considering the whole matter the Committee recommend that in order to avoid heavy loss to the State by keeping costly Printing/Binding machines idle for a good length of time whenever there is a vacancy it should be immediately filled up on ad-hoc basis and as and when the reserved category persons are available their appointment letters be issued even if the posts have been advertised for the 3rd time.

No reply received

The Committee would like to know the comments of the department on this recommendation for non-supplying the reply.

#### Filling up of posts of Mazdoor (Ministerial) Compositor.

The Committee recommend that whenever 4th post falls vacant that should be filled up from persons belonging to Scheduled Castes. The Committee further recommend that categorization of the posts should be done away with and if after grouping of all the categories

No reply received

The Committee regret that more than 3 years have elapsed but no reply has so far been sent by the department. The Committee strongly recommend that the reply on this recommendation should be furnished without any further delay.

of posts there is a shortfall it should be made up at the earliest.

#### **Filling up the posts of Compositor**

The Committee regret to observe that the desired information had not been supplied to the Committee till the drafting of the Report and recommend that the requisite information be supplied to the Committee within a period of 3 months.

#### **Implementation of recommendations contained in the 27th Report of the Commissioner for Scheduled Castes and Scheduled Tribes. Award of stipend for Scheduled Castes candidates.**

The Committee observe that it is not clear whether any stipend is given to the students belonging to Scheduled Castes studying in primary classes. The Committee feel that to encourage

As desired by the Committee on the Welfare of Scheduled Castes & Scheduled Tribes in the meeting held on 31-7-1984 category wise posts to Scheduled Castes candidates and filled by them was duly prepared and 30 copies of the same were sent to the Secretary, Haryana Vidhan Sabha, Chandigarh vide Haryana Govt. letter No. 2/21/81-1 P & S dated 25-2-1985.

The Committee would like to know the latest position in the matter

The Committee desire that like the Scheduled Castes girls the Scheduled Castes boys should also be made eligible for award of stipends and the rate of this stipend be increased from Rs. 10/- to Rs. 25/- per month,

Keeping in view the financial resources of the State Govt. at present no scholarship is awarded to Scheduled Castes boys studying in primary classes. However, girl students

maximum number of students to come forward for studies in schools, stipend should also be extended to the students of primary classes.

studying in primary classes are awarded a stipend of Rs. 10/- per month. The State Government has started grant of stipend of Rs. 15/- P.M. to Scheduled Caste students studying from 6th to 8th classes as opportunity cost. A sum of Rs. 144.00 lakhs has been provided under these schemes during the year 1987-88

#### 59. Cheap Transport facilities

After going through the written reply of the Govt. the Committee observe that there is no dearth of candidates amongst the Scheduled Castes and Scheduled Tribes but it is painful to note that the required reservation in various departments is not being fully effected. The strength of the Pre-examination training centres should also be raised and preferably each district headquarter should have atleast one such training centre.

In Haryana State three pre-Examination Training Centres i.e. One at Ambala and the other at Bhiwani and Rohtak were running. In addition to above three more Pre-Examination Training Centres has been set up in Rewari, Hissar and Karnal, Where students of nearest Districts will be admitted. The additional Pre-Examination Training Centres will be set up if needed. Besides provision of training of Stenography and Typewriting in English and Hindi, the Scheduled Caste candidates are given a training for various compe-

The Committee desire that cheap transport facility afforded to the students studyings in schools and colleges be also provided to the trainees of the pre-examination training centres in the State.



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tive examinations for which Crash Courses are organised.

### 63. Grant of legal aid to association of SC.

With regard to this recommendation the Committee desire that the case for grant of legal aid to association of Scheduled Castes representing cases for reservation in services should be sympathetically considered by the Government ~~sympathetically considered by the~~ Government and specific provision for the purpose may be made.

The matter is under action.

The Committee desire that the latest position to the matter be intimated to it for its information.

### 131. Grant of Financial assistance by the N.C.D.C. to the Labourers.

The Committee desire to know the action taken by the Government to discuss the problems of Scheduled Caste Cooperative Societies to securing adequate financial assistance from National Cooperative Department Corporation.

In accordance with the pattern of financial Assistance circulated by N.C.D.C. the assistance is available for the following type of cooperative societies with 50% or more membership of Scheduled Castes :—

- (i) State Legal Scheduled Castes Cooperative Development Cooperatives/Federations.

The Committee desire that the State Government should take up the matter for the grant of financial assistance by the N.C.D.C. to the labour, construction and housing cooperative societies belonging to the Scheduled Castes in the rural areas in the shape of loan, share capital and subsidy.

- (ii) Cooperative Marketing/Processing Societies,
  - (iii) Primary Agricultural Credit/Service and multipurpose Societies.
  - iv) Financial assistance for small and medium size units for processing of Agri. Horticultural produce, dairy units (including milk chilling plants, milk produce plant and cold storages and for rehabilitation, expansion and modernisation of the existing processing units.
  - v) Assistance for undertaking feasibility studies and preparation of project reports for establishment of processing and inputs units.
  - vi) Assistance for establishment of technical and promotional cells in state level Scheduled Castes Cooperatives Development Corporation/Federation.
- Assistance towards cost of specialised training to technical/managerial personnel of the Cooperatives of Scheduled Castes.

vii) Agro Service Centres/Hiring Centres to be set up by primary Agricultural Service Societies (including farmers service societies) and marketing and processing (including Federation). The above types of Cooperative societies do not exist in Haryana.

viii) Primary Cooperative Societies of Fishery, Handloom, Poultry and Dairy etc.

The above type of societies with 50% or more Scheduled Castes members do not exist in the State. However, instructions have already been circulated to the field staff to organise fishery and Handloom Cooperative with majority of Scheduled Castes members but so far no success has been achieved in this direction.

The following type of societies with majority of Scheduled Castes members exists and could further be organised but no financial assistance is available for such societies

3

2

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from NCDC :—

- i) Labour and Construction Cooperatives.
- ii) House Building Societies of Economically Weaker Section in rural areas.

It is suggested that N.C.D.C. should also provide financial assistance to such type of societies in the shape of loan/share capital and subsidy.

## GENERAL RECOMMENDATIONS

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
<p>The Committee, therefore, recommend that the post of AETOs should not be designated as class II w. e. f. 1-11-1966 as these had already been designated as Class II from 1973.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><b>Promotion of AETOs to the Post of ETOS</b></p> </div>	<p>The matter is pending in the Court.</p>	<p>The Committee would like to know the latest position.</p>
<p>The Committee, therefore, strongly recommend that the Department should ensure that the measures suggested by Malkani Committee be taken in hand in order to improve the economic as well as social conditions of the Scavengers and Safai Karamcharis working in the various Municipal Committees in the Haryana State. The Committee may also be informed about the steps taken by Government in this behalf.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><b>Uplift of sweepers Scavengers.</b></p> </div>	<p>In this connection Local Bodies department has been asked to take necessary action. But no reply has been received so far.</p>	<p>The Committee would like to know the latest position in the matter.</p>
<p>The Committee recommend to the Chief Secretary to Govt. Haryana to issue instructions that the post of Scavengers and Sweepers should not be taken into account of class IV category while calculating the reservation quota in class IV posts because the scavenging and sweeping profession is being done only by the</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><b>Percentage of Scheduled Castes in class IV post</b></p> </div>	<p>The Chief Secretary to Government Haryana has issued instructions to all Heads of Departments, that Sweepers/Scavengers may</p>	<p>The Committee desire that the latest information with regard to the question of making up of shortfall in Class IV posts be intimated to it for its information.</p>

Balmikis and not by any other caste. The Committee further, recommend that instructions may be issued to all head of Departments where the shortfall of Scheduled Castes representation in class IV posts excluding the Sweepers and Scavengers exists, that the shortfall be made up at the earliest & the Committee be informed within a period of 3 months.

The Committee, therefore, strongly recommend to the Chief Secretary to Government, Haryana to impress upon the Heads of Departments the dire need of furnishing the necessary data to the Director, Welfare of Scheduled Castes and Backward Classes Department by the first week of the month in which the quarterly return is due i.e. by 7th of April, 7th of July, 7th of October and 7th of January. The Committee also recommend that the Chief Secretary should hold the Heads of Departments personal responsible for non-supply of such information and any lapse on this account should be viewed seriously by the Government. The Committee further recommend that the Director, Welfare of Scheduled Castes and Backward Classes Department should supply the consolidated quarterly return to the Committee by the end of the month in which it is due.

#### Quarterly returns

not be included in the class IV category, as far question of filling of shortfall is concerned the matter is under consideration of the Chief Secretary to Govt. Haryana.

It has been decided by the Chief Secretary to Govt. Haryana that the reservation reports may be supplied Half yearly ending 30th June and 31st December instead of quarterly reports.

The Committee desire that the departments should scrupulously follow the instructions issued by the Chief Secretary and impress upon all the departments to send positively the half yearly reservation reports by 30th June and 31st December of the year.

## EDUCATION DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
<p>The Committee, therefore, recommend that well planned and concerted efforts should be made to raise the percentage of literacy by making liberal financial allocations for various educational schemes. The Committee further recommend that special schemes should be evolved for attracting the children of Scheduled Caste families to get admission in schools and to make them understand the benefits they can derive from the education. Special attention should be given for imparting female education and opening residential schools for them at tehsil level in the State.</p>	<p>Primary education is compulsory under Punjab Education Act, 1961 for the children in the age group 6—11. Various incentives are given to girls especially those belonging to Scheduled Castes to spread girls' education. There is a provision in the 7th Five Year Plan to open 500 girls' schools in backward areas in the State. 100 such schools were opened during 1985-86. During 6th Five Year Plan, 250 such schools were established in backward pockets of the State.</p> <p>As far as the question of opening residential schools is concerned, it is a subject to be dealt by Social Welfare Department.</p>	<p>The Committee observe that the Girls students of Scheduled Castes studying from 1st to 5th class are not getting their daily attendance stipend even after lapse of one year. The Committee strongly recommend that the daily attendance stipend be given to the said student quarterly.</p>
<p>The following incentives are provided to girls :—</p> <p>(i) Free Uniforms to Harijan Girls studying in classes I—XII at the</p>		

rate of Rs. 50/- per student (4 meters of cloth per student).

- (ii) Attendance prize to Harijan girls studying in classes I-V @ Rs. 10/- per month per student.
- (iii) Free stationery to students belonging to Scheduled Castes @ Rs. 10/- per child in classes I-V and Rs. 20/- per child.
- (iv) Opportunity cost Scholarships to students belonging to Scheduled Castes studying in classes VI-VIII @ Rs. 15/- per month per student.

The Committee, therefore, strongly recommend to the Government that keeping in view the smooth and effective implementation of programmes it would be appropriate if various incentives are combined together and implemented in the form of educational allowance. At least Rs. 300/- per annum should be given to each Scheduled Caste student studying in Primary and Middle classes in addition to the other incentives like

The Committee is of the opinion that Harijan Girls students are not provided uniform of that colour which is worn by the other students of the school. Only one uniform is being given to S. C. students in a year which is not sufficient.

The Committee, therefore, recommend that the Harijan Girls student, be provided the uniform of that colour which is worn by

As detailed in above paras various incentives are being given to students belonging to Scheduled Castes. These incentives have helped in increasing the enrolment.

At the beginning of 6th Five Year Plan there were 2.53 lakhs students belonging to S. C. & this number increased to 4.04 lakhs at the beginning of 7th Five Year Plan. As far as the colour of the cloth for the uniform is concerned, it is stated that colours



pre-matric stipends, hostel facilities and extra coaching etc. The Committee further desired that the decision taken by the Government be intimated to the Committee in this regard.

The Committee, therefore, recommend that the State Government should take early action to ensure that such

rural habitations have primary and middle schools within a walking distance so that more Scheduled Caste children from such habitations could be enrolled in these schools.

The Committee, therefore, recommend that while implementing the programme the Education Department should ensure

that the guidelines issued by the Government be taken into consideration and while opening adult education centres priority be given to such areas which are predominantly inhabited by the Scheduled Caste communities, so that

in common use were chosen. Hence there is no question of developing inferiority complex.

No decision has yet been taken to give education allowance @ Rs. 300/- per annum to the children belonging to Scheduled Castes & reading in classes I-VIII.

In rural areas primary education facilities are available within a radius of 1 kilometre. Since 1980-81, 750 primary schools have been upgraded to middle standard so that children get middle level schooling near their homes. Children belonging to Scheduled Castes can also seek admission in these schools. During the 7th Five Year Plan, it is proposed to upgrade 100 Primary schools to middle standard every year.

Instructions have been issued to field officers to open Adult Education Centres as far as possible, in the areas predominantly inhabited by Scheduled Castes and Backward Classes.

the other students of the school, to avoid the feelings of inferiority complex among them. The Committee, further, recommend that at least two uniforms be given to the Harijan students in a year.

The Committee would like to know the latest position in the matter.

The Committee would like to know the latest position in the matter.

the majority of illiterate Scheduled Caste adults could be benefited.

Therefore, the Committee recommend that the Chief Secretary to Government, Haryana, may take up the matter with the D.P.Is, Schools and Higher Education to investigate into the working of the service safeguards as also the nature of the representations received from the persons belonging to Scheduled Castes so that a positive impact on the implementation of the reservation policy be emphasised and the problems of the Scheduled Castes employees in the Education Department could receive immediate attention.

#### Representation of Scheduled Caste persons

Following the instruction of the state Govt. Scheduled Castes/Backward Classes/Ex-servicemen/Handicapped candidates are given their due representation. Some time due to non-availability of suitable candidates of these categories some reserve quota posts remain unfilled. These posts are advertised through Subordinate Services Selection Board, Haryana, Public Service Commission, Haryana. Still suitable candidates are not available in required number. Some of the other reasons are :—

- (i) There was shortfall in reservation among the employees allotted to this state of Haryana on reorganisation.
- (ii) The reservation policy is not/can not be implemented while taking over the privately managed Schools.
- (iii) During the year 1980-81, 81-82 the services of those adhoc teachers have been regularised w.e.f. 1.1.80 who had completed 2 years Service on 31.12.79. The Government had relaxed the reservation policy while regularising such teachers. Similarly,

Committee would like to know the latest position in the matter.

the reservation policy was not kept in mind while regularising the Adhoc Teachers w.e.f. 15.9.82 who had completed 2 years services on that date.

The Committee would like to know the latest position in the matter.

—do—

Local Bodies

The Committee, therefore, recommend that an adequate financial provision be made in order to ensure that Haryana State is made free from Scavenging during the 7th plan and Committee be informed accordingly.

**Programme for  
elimination of  
Scavenging**

The Committee, therefore, recommend that the Government should earmark a specific amount for conversion of dry latrines into flush out latrines and induce Local Bodies to draw up a phased programme to abolish dry latrines altogether and those who are engaged in cleaning these should be given alternative employment.

**Conversion of  
dry latrines  
into flush out  
latrines**

—do—

The Low Cost sanitation Programme has been introduced in 22 towns. Efforts would be made to cover the remaining house-holds in the town already taken up and introduce the scheme in the remaining towns in a phased manner. The time frame for achieving the requisite coverage will depend upon the availability of funds. The budget provision for this programme during the year 1987-88 is Rs. 50.00 lacs. As for rehabilitation of sweepers who might become unemployed as a result, the Haryana Harijan Kalyan Nigam has started extending financial assistance for alternative means of livelihood.

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In view of this, Committee strongly

Regularisation of the services of Daily Wages workers

recommend to Government that the services of persons belonging to Scheduled Castes working on daily wages in all Municipalities should be regularised and in future the appointments of Sweepers/Scavengers be also made on regular basis. The Committee be intimated about the steps taken by the Government in this regard.

In order to ensure effective Reservation Policy in Municipalities

enforcement of the reservation policy, the Department should review the progress from time to time and the progress report be sent for information of the Committee. The Committee further recommend that the Chief Secretary to Government, Haryana should take up the matter with the Department to enforce the reservation policy so that all the irregularities made in the Municipalities with regard to Government reservation policy may be avoided in future and the persons belonging to Scheduled Castes may get their full share in the services of Municipalities.

In this regard certain information is awaited from Director, Local Bodies/Municipal Committees. The matter will be examined on the receipt of information and decision taken will be communicated, to the Committee on Welfare of Scheduled Caste/Scheduled Tribes.

The Committee would like to know the latest position in the matter.

The Committee would like to know the latest position in the matter.

Directorate has received information from 48 Municipal Committees regarding reservation of posts. In 33 Municipal Committees reservation of post is according to policy of Government. There is shortfall in reservation of posts in 15 Municipal Committees. The information from 27 Municipal Committees is yet to be received. The progress in this regard will be reviewed periodically.

## GENERAL RECOMMENDATIONS

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
<p>The Committee, therefore, recommend that all the Department be instructed to maintain the Roster regularly in a proper form so that the clear position could be seen from time to time. The Committee further recommend that the Directorate of Welfare of Scheduled Castes and Backward Classes Department should depute an officer, who is dealing with the affairs of the Committee, to examine the Rosters of the various Departments personally and report to the Committee, about the latest position at the end of every quarter of the financial year.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p style="text-align: center;"><b>Maintenance of Roster</b></p> </div>	<p>The Chief Secretary to Govt. Haryana had issued instructions to all heads of Departments vide his letter dated 5-2-81 that they should maintain Roster Registers of the Reserved Categories and get them checked from the officers of Welfare Department. In a meeting held on 28-7-86 under the Chairmanship of Commissioner and Secretary to Govt. Haryana, Welfare Department, wherein it was decided that the dealing Assistants/ Superintendents of all Heads of Deptts.</p>	<p>The Committee would like to know the latest position in the matter.</p>

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be given training to prepare the Roster Registers properly. In view of the above decision a training programme was conducted by this Department on 15-9-86, 19-9-86, 22-9-86, 24-10-86, 20-11-86 & 21-11-86. During the training programme it was desired by the representative of the different Departments that this department should supply the requisite Roster Register on the proper forms to all the heads of Departments to enable them to prepare the Roster Registers. Accordingly Roster Registers where got printed on the prescribed forms & sent to all the quarter concerned vide D.O.

No. EC-1/87/6276-6339, dated 17-3-87 with the request that they should prepare the Roster Register immediately. During the month of May and June, 1987. An officer of this Department dealing with checking of Roster Register was deputed to check the Roster Registers, who visited 17 Departments and it was found that almost all the above department did not prepare the Roster as per training given to them. The Chief Secy. to Govt. Haryana has been requested to give directions to the concerned heads of Departments that they should prepare Roster Registers and get these Registers checked by the inspection team of this Department.

The Committee, therefore, recommend to the Government that like Karnataka State separate Janata Housing colonies should also be constructed for the persons belonging to Scheduled Castes in Haryana State and the houses be allotted to Harijans on concessional rate i. e. @ Rs. 20/- per month as instalments as are being given in Karnataka State. Decision taken in this respect may kindly be intimated to the Committee.

**Janata Housing  
Scheme for  
Scheduled Castes**

At present this Department grant housing subsidy to the Scheduled Castes persons @ Rs. 2000/- per candidate, if he has plot of 3 marlas with him. The Karnataka Govt. has been requested to send a copy of Janata Housing Colony Scheme. The action in the matter will be taken as soon as the same is received.

The Committee would like to know the latest position in the matter.



## 12TH REPORT

## IRRIGATION DEPARTMENT

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The Committee desire to be informed soon after these  
Clerks posts are filled.

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There are four vacancies lying vacant of this category in IBHO. A requisition to S.S.S. Board, Haryana has already been placed for recommendation of the names of S.Cs. candidates against these posts. However, no candidates of this category has been recommended by the S.S.S. Board, Haryana so far.

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The Committee would like to know the latest position in the matter for its information & desired that the requisition for recommending suitable Scheduled Castes candidates afresh be sent to the S.S.S.B. Haryana.

## HARYANA STATE SMALL INDUSTRIES AND EXPORT CORPORATION LTD.

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The Committee express their deep concern on the state of affair that there has been more than 10% shortfall in the representation of Scheduled Castes on class III posts in the Corporation and recommend that urgent steps be taken to fill up the posts and wipe off the backlog.

Short fall in  
class III post

The Committee further desire to be informed regarding the steps taken by the corporation to make up the deficiency.

The Corporation has promoted two Scheduled Castes Clerks to the post of Accounts Asstts. and two peons to the post of Clerks in the month of May, 87 out of Scheduled Castes quota. Besides, to fill up the backlog in the category of Class III posts, two requisition letters in respect of two posts of Sales Supervisor/Sales Asstt. and one for Master Craftman were sent to the State Employment Exchange, Haryana for sponsoring suitable candidates. In response thereto they issued NAC and on the basis of the same the posts in question have been advertised in the different news papers.

The Committee would like to know the latest position in the matter.

# COOPERATION DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
<p>The Committee would like to know the qualifications now prescribed for this post, as well as the pay scale of the post. The Committee would like to know as to whether the incumbent of the post of tanning-cum-leather expert has been recommended by the Haryana Public Service Commission for regular appointment.</p> <p><b>Filling up the post of Tanning-Cum-leather Expert</b></p>	No reply received	The Committee would like to know the latest position in the matter.
<p>The Committee would like to know the latest position whether the Department has taken up the matter with the Government to take out certain posts out of the purview of the S.S.S. Board and H.P.S.C. as recommended by the Committee.</p> <p><b>Filling of vacant post by the Department</b></p>	No reply received	The Committee regret that a year has elapsed but no action has so far been taken by the Government. The Committee strongly recommend that the recommendation should be implemented without any further delay.
<p>The Committee have gone through the written reply and the statement furnished by the department indicating number of posts held by the Scheduled Castes</p> <p><b>Promotion Prospects</b></p>	No reply received.	The Committee would like to know the latest position in the matter.

employees. The position show in the statement relates to the period ending 30.9.1986. The Committee feel that no sincere efforts have been made to open promotion prospects for Scheduled Castes employees. The Committee would therefore, like to know the latest position in the case, and like to know as to whether the question of granting relaxation in the experience condition for members of Scheduled Castes, Backward Classes, Ex-servicemen and handicapped candidates was considered by the Department, if not, the reasons thereof.

The Committee recommend that the Chief Secretary to Govt. Haryana may look into the matter and direct the Cooperative Department to make up the reservation quota in all the Institutions/Board working under the department and desire that the action taken in this behalf be intimated to the Committee at the earliest together with the number of posts filled from the persons belonging to Scheduled Castes from 1.4.1984 to-date which did not come under the ban imposed by the Government.

**Position of Scheduled Caste in Cooperative Institutions.**

No reply received

The Committee would like to know the latest position in the matter.

## GENERAL RECOMMENDATIONS (12TH REPORT)

49

Recommendation of the Committee	Action take by Government	Further observation of the Committee.
1	2	3
<p>Prior to the attainment of independence, the Scheduled Castes and Scheduled Tribes, because of their social/educational and economic backwardness had not been able to secure adequate representation in Government service. The Constitution of India provides adequate representation for the Scheduled Castes and Scheduled Tribes in Government service. Article 16, while giving equality of opportunity for the Scheduled Castes and Scheduled Tribes on matters of public employment states that "nothing in this Article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of citizens which in the opinion of the State is not adequately represented in the services under the State" Article 16 (4). Article 335 ensure that "the claims of the members of Scheduled Castes and Scheduled Tribes shall be taken into consideration consistently with the maintenance of efficiency of administration in the making of appointments to services and posts in connection with the affairs of the Union or of a State". In pursuance of the above Articles, Government of India and State Governments have issued executive orders reserving a certain percentage of vacancies in posts and services under them in favour of the Scheduled Castes and Scheduled Tribes.</p>	No reply received	The Committee regret that about one year has elapsed but no action has so far been taken by the Government. The Committee recommend that the recommendation should be implemented without any further delay.

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Having regard to the above provisions Government of Haryana have also made reservation for Candidates belonging to Scheduled Castes. But there has not been any appreciable increase in the intake of this community in service.

The Committee have come across instances where the appointing authorities have filled vacancies reserved for Scheduled Castes by members of other Communities on the plea of non-availability of suitable candidates belonging to Scheduled Castes. It is difficult to accept the fact that even for lower posts suitable candidates are not available in the face of the fact that a number of qualified persons are available on the live registers of the Employment Exchanges. The Committee would suggest that if candidates who have near enough the prescribed qualifications could be obtained they may be recruited and made fit for the various types of posts reserved for Scheduled Castes by giving them necessary training. In the case of posts requiring technical qualification and experience the Committee consider that restriction regarding experience should be relaxed.

#### Relaxation in experience for Scheduled Castes Candidates

No reply received

The Committee regret that about one year has elapsed but no action has so far been taken by the Government. The Committee recommend that the recommendation should be implemented without any further delay.

The Committee have observed that there is inordinate delay in finalising selection of candidates by the Public Service Commission and Subordinate Services Selection Board. To avoid delay the Committee suggest that a special cell may be constituted in the offices of the Public Service Commission and S.S.S. Board in order to give special attention in the matter of recruitment of Scheduled Castes Candidates.

#### Special cell in Public Service Commission and S.S.S. Board

No reply received

The Committee regret that about one year has elapsed but no action has so far been taken by the Government. The Committee recommend that the recommendation should be implemented without any further delay.

The Committee feels that several concessions/benefits being given by Government to the members of the Scheduled Castes, Backward Classes, etc., are not known to them in exact form resulting in that most of the deserving people of these communities do not fully derive the benefits of these schemes. The Committee are, therefore, of the opinion that an exhaustive brochure containing all types of concessions/benefits, under various schemes, being given to Scheduled Castes in particular and other communities in general, be prepared by the Government and displayed at conspicuous places at the Head Quarters so that the beneficiaries could know about these benefits/concessions in full details and derive the desired benefits. The copies of such brochure may also be distributed among the Members of the State Assembly.

No reply received

The Committee regret that about one year elapsed but no action has so far been taken by the Government. The Committee recommend that the recommendation should be implemented without any further delay-

1

The Committee regret that more than three years has elapsed but not action has so far been taken by the Government. The Committee strongly recommend that the recommendation should be implemented without any further delay.

Irregularities regarding  
safely devices in the  
Thresholds

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No reply received.

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The Committee would like to know the latest position in the matter.



# WELFARE OF SCHEDULED CASTES AND BACKWARD CLASSES DEPARTMENT

Recommendation of the Committee	Action taken by Government	Further observation of the Committee
1	2	3
<p>The Committee regret that more than three years have been elapsed but no action has so far been taken by the Government. The Committee strongly recommend that the recommendation should be implemented without any further delay.</p>	No reply received.	The Committee would like to know the latest position in the matter.
<p>The Committee would like to know the latest position in the matter.</p>	No reply received.	The Committee would like to know the latest position in the matter.

## ANNEXURE 'F'

**Procedure for Dealing with the Implementation of the Recommendations/Observations of the Committee on Welfare of Scheduled Castes and Scheduled Tribes.**

- (a) After a Report is presented to the Haryana Vidhan Sabha, copies thereof will be forwarded by the Secretary, Haryana Vidhan Sabha directly to the Administrative Secretaries concerned with the subject matter of the Report.
- (b) The Administrative Secretaries concerned with the subject matter of the Report will consider the recommendations of the Committee on Welfare of Scheduled Castes and Scheduled Tribes, a copy of the letter being endorsed to the head of department concerned simultaneously. General recommendations will be dealt with in the Welfare of Scheduled Castes and Backward Classes Department.
- (c) Heads of Departments concerned shall furnish their comments on the recommendation of the Committee on Welfare of Scheduled Castes and Scheduled Tribes to the Administrative Secretaries concerned, on receipt of the Report of the Committee.
- (d) The Administrative Department concerned will then take immediate steps for implementation of recommendations of the Committee concerning it. It will take the case to the Minister Incharge of the Department or the Council of Ministers, as the case may be.
- (e) The cases in which the Administrative Department does not agree with the recommendations of the Committee will be forwarded to Secretary, Haryana Vidhan Sabha, with detailed reasons for comments. Then Secretary, Vidhan Sabha will forward these Comments to the Department of Welfare of Scheduled Castes and Backward Classes to examine such cases and offer their comments.
- (f) The Administrative Department will then take immediate steps for arriving at a decision in such cases. It would take such cases to the Ministers Incharge of the Department or to the Council of Ministers; if necessary, in incorporating in the Memorandum for the Council, the views of the Department of Welfare of Scheduled Castes and Backward Classes.
- (g) After a decision has been taken at the appropriate level, the same will be communicated to the Secretary, Haryana Vidhan Sabha by the Administrative Department with a copy to the Secretary to Govt., Haryana, Welfare of Scheduled Castes and Backward Classes Department.
- (h) Cases involving disciplinary action and financial and other irregularities should be placed before the Minister concerned or the Council of Ministers, as the case may be, even though

the recommendation of the Committee on Welfare of Scheduled Castes and Scheduled Tribes is proposed to be accepted. Cases involving financial irregularities will invariably be decided in consultation with the Finance Department.

- (i) The Secretary, Haryana Vidhan Sabha will prepare a statement showing the action taken on the report of the Committee and place it before the Committee. Further comments of the Committee, if any, will be communicated to the Administrative Secretaries of the Govt. of Haryana for necessary action.

The Vidhan Sabha Secretariat will maintain a list of outstanding recommendations of the Committee on Welfare of Scheduled Castes and Scheduled Tribes and periodically remind the Department concerned. A half yearly report ending on 30th June and 31st December will be furnished by the 15th July and 15th January to the Director, Welfare of Scheduled Castes and Backward Classes Department by the Heads of Department/Administrative Secretaries about the implementation of the recommendations of the Committee. Every effort should be made by the Administrative Secretaries/Heads of Departments to expedite the action on the recommendations/observations of the Committee and this work should be treated as a general rule on "Top Priority" basis.

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