

Question Branch S.O.

HARYANA VIDHAN SABHA

COMMITTEE

on Welfare of

**Scheduled Castes and Scheduled Tribes
(1988-89)**

(SEVENTH VIDHAN SABHA)

FOURTEENTH REPORT

ON

**Reservation/representation of Scheduled Castes in Transport
Department, Haryana State Agricultural Marketing
Board, Haryana Urban Development Authority,
The Haryana State Federation of Consumers'
Cooperative Wholesale Stores Ltd., and
Police Department; and action taken
by the Government on the
Recommendations contained
in its Thirteenth Report**



Presented to the House on _____

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH.**

1989

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**COMPOSITION OF THE COMMITTEE ON WELFARE
OF SCHEDULED CASTES AND SCHEDULED TRIBES
FOR THE YEAR 1988-89**

CHAIRMAN

1. Shri Buta Singh

MEMBERS

2. Shri Atma Singh
3. Shri Bhagi Ram
4. Shri Banarsi Dass
5. Shri Lachhman Dass Bajaj
6. Miss Maydhaavi Qirti
7. Shri Piru Ram
8. Shri Rattan Lal Kataria
9. Shri Udai Bhan

SECRETARIAT

1. Shri S.S. Ahlawat, Secretary
2. Shri Ashok Kumar, Under Secretary

INTRODUCTION

1. 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 Transport Department, Haryana State Agricultural Marketing Board, Haryana Urban Development Authority, the Haryana State Cooperative Consumers' Wholesale Stores Ltd., and the Police Department and action taken by the Government on the recommendations/observations contained in the Thirteenth Report of the Committee on Welfare of Scheduled Castes and Scheduled Tribes. The Report is based on the replies given by the Departments/autonomous bodies, 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 Transport, Agriculture, Town and Country Planning, Cooperation and Home Departments.

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 for the valuable assistance given by the Commissioner and Secretary to Government, Haryana, Welfare of Scheduled Castes and Backward Classes Department and her representatives during the tenure of the Committee.

The Committee also wish to express their thanks to the Commissioner and Secretary to Government, Haryana, Transport Department; Financial Commissioner and Secretary to Government, Haryana, Agriculture Department; Commissioner and Secretary to Government, Haryana, Town & Country Planning Department, Commissioner and Secretary to Government, Haryana, Cooperation Department; and Financial Commissioner & Secretary to Government, Haryana, Home 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/autonomous bodies.

The Committee are also thankful for the whole hearted and untainted cooperation given by the Secretary/Under Secretary and his staff.

CHANDIGARH,
THE FEBRUARY 14, 1989

BUTA SINGH
CHAIRMAN

REPORT

The Committee on Welfare of Scheduled Castes and Scheduled Tribes for the year 1988-89 was constituted as a consequence of a motion moved and passed by the Haryana Vidhan Sabha in its sitting held on 16th March, 1988, authorising the Speaker to nominate the Members of the Committee.

2. Shri Buta Singh was appointed Chairman of the Committee by the Hon'ble Speaker on 22nd April, 1988.

3. The Committee held 49 sittings upto 14th February, 1989

In its first meeting held on 12th May, 1988, the Committee passed three condolence resolutions. Amongst three resolutions, two resolutions were on the sad demise of son of Shri Harmohinder Singh Chatha, Honourable Speaker and the barbarous killing of the family members of Dr. Harnam Singh, M.L.A. by the terrorists. The third resolution was regarding killing of innocent persons by the terrorists on the night of 7th May, 1988 at Panipat.

4. In the second meeting held on 26th May, 1988, the Hon'ble Deputy Speaker explained to the Committee, in details, its scope and functions. In this meeting, the Committee decided to examine the following Departments/autonomous bodies :—

1. Transport Department ;
2. Haryana State Agricultural Marketing Board ,
3. Haryana Urban Development Authority;
4. The Haryana State Cooperative Consumers' Wholesale Stores Ltd.; and
5. Police Department.

TRANSPORT DEPARTMENT

The Commissioner and Secretary to Government, Haryana, Transport Department, was asked to supply material relating to reservations/representations of Scheduled Castes and Scheduled Tribes in the

said Department vide Haryana Vidhan Sabha Secretariat letter No. 13-Wel. Sch/1988-89/14424, dated 27th May 1988, within a fortnight. The Committee is pained to observe that the Department did not care to supply the requisite information as asked for by the Committee even after the issue of as many as 5 reminders by the Haryana Vidhan Sabha Secretariat. The Department sent incomplete information on 16th September, 1988, which was placed before the Committee in its meeting held on 21st September 1988. The Committee, therefore, decided to orally examine the Commissioner and Secretary to Govt. Haryana, Transport Department, in respect of non-supply of complete information, on 19th October 1988. In the said meeting, the representatives of Transport Department assured that the desired information will be sent upto 30th October 1988. The Transport Commissioner, however, sent the complete information on 31st October 1988. The Committee could not examine the same because of paucity of time.

The Committee took a serious note for the indifferent attitude on the part of the Department and observed that the work of the Committee was not taken up seriously by the Department and due importance too was not attached to the work of the Committee.

HARYANA STATE AGRICULTURAL MARKETING BOARD

The previous Committee constituted for the year 1987-88 framed the questionnaire on the material supplied by the Agriculture Department and sent the same to the Commissioner and Secretary to Govt., Haryana, Agriculture Department on 9th October 1987 with a request for supplying the replies to the questions within a stipulated time. The Department, however, even after the issuance of half-a-dozen reminders by the Haryana Vidhan Sabha Secretariat, did not send the complete reply and incomplete reply was, however, received from the Department only on 9th February 1988. The Committee while taking a serious note for the lapse, asked the Department concerned to supply the revised replies which were received in the Haryana Vidhan Sabha Secretariat on 19th February, 1988. As the said Committee could not examine the replies due to paucity of time, the present Committee decided to examine the said material as also orally discuss the same with the Financial Commissioner and Secretary to Government, Haryana, Agriculture Department, and the representatives of the Haryana State Agricultural Marketing Board.

The Haryana State Agricultural Marketing Board supplied the desired information as under :—

NAME OF ORGANISATION : HARYANA STATE AGRICULTURAL MARKETING BOARD, PUNCHKULA

Year	Total No. of Employees (Class of employees	Total No. of Scheduled Caste employees	Percentage		Percentage of the shortfall	Reasons for shortfall, if any	Steps taken to fill up the shortfall, if any.
1	2	3	4		5	6	7
I	II	III	I	II	I	II	III
IV		IV	III	IV	III	IV	

1983-84 26 142 1255 167

— 4 168 37 — 3% 13.38% 22% — 17% 6.62% Excess 2%

The Board adopted instructions on 9-2-79. Out of 122 posts, 48 (30+18) posts were filled. In 18 posts, there is no shortfall. In 30 posts, there was shortfall of 3. These posts were carried forward for 3 calendar years and were filled by promotion from general category when no person found eligible. Hence no shortfall.

1	2	3	4	5	6	7
1984-85	26 139	1493 171	— 4 186 41	— 3% 13% 24%	— 17% 7% 4% Excess	134 employees in position. 12 employees were recruited out of which 2 were S.C. There is no shortfall.
1985-86	27 142	1611 179	— 4 216 43	— 3% 14.5% 24%	— 17% 6.5% 4% Excess	Out of 133 persons in position, 4 were appointed during the year 1985-86 out of which 1 was S.C. There is no shortfall.

NOTE :—Prior to 1973, all the Market Committees used to maintain their own cadre individually. But in the year 1973, the services of staff of Market Committees were taken over by the Board. Due to this fact, there appears shortfall in Group II and III though after 1973 every possible steps are being taken to complete the shortfall.

After orally examining the concerned officers, the Committee observed as under :—

Class I posts

The Board informed the Committee about the cadre-wise strength of staff as it stood on 9th February, 1979 as under :

- | | | |
|---|-----|---|
| (i) Officer on Special duty | : 1 | |
| (ii) Chief Accounts Officer | : 1 | (As the policy of reservation was not in force, there was shortage of Scheduled Castes in all the categories of posts). |
| (iii) Superintending Engineer | : 1 | |
| (iv) Executive Engineer | : 3 | |
| (v) Chief Marketing Enforcement Officer | : 1 | |

The Board also gave the figures regarding the number of posts created/filled up from 9th February, 1979 to 31st March, 1987 as also about the representation of Scheduled Castes in each category as in the statement on the following page.

Categories of posts	No. of posts created	Filled up from 9.2.79 to 15.6.83				Filled up from 16.6.83 to 31.3.87				Total re- presentation of S. Cs.	Remarks
		By promotion		Direct		By promotion		Direct			
		General	S.C.	General	S.C.	General	S.C.	General	S.C.		
1	2	3	4	5	6	7	8	9	10	11	12
1. Chief Administrator	1	—	—	—	—	—	—	—	—	—	On deputation
2. Controller of Finance Accounts	1	—	—	—	—	—	—	—	—	—	—do—
3. Under Secretary	1	—	—	—	—	—	—	—	—	—	—
4. Chief Engineer	1	—	—	—	—	—	—	—	—	—	On deputation
5. Senior Town Planner	1	—	—	—	—	—	—	—	—	—	—do—
6. Architect	1	1	—	—	—	—	—	—	—	—	—
7. Superintending Engineer	2	1	—	—	—	—	—	—	—	—	One is offg. in XEN scale and one on deputation
8. Executive Engineer	9	8	—	—	—	1	—	—	—	—	—

In addition, the Haryana State Agricultural Marketing Board informed the position of Class I officers as under :—

Year	No. of Class I Officers	No. of Scheduled Castes/ Scheduled Tribes Officers
1983-84	26	Nil
1984-85	26	Nil
1985-86	27	Nil

It will be seen from the above figures that no representation has been given to the Scheduled Castes in Class I posts which existed prior to the enforcement of reservation policy with effect from 9th February, 1979 nor after the creation of various posts during the period from 9th February, 1979 to 31st March, 1987. The Departmental representative at the time of oral examination, on one occasion informed that the reservation policy was enforced in the year 1979 and on the other occasion informed that the reservation policy was enforced with effect from 16th June, 1983. The Committee was surprised to see the difference of the date and was not satisfied with the reply of the representative. Moreover, it was also observed by the Committee that no representation to the Scheduled Castes in Class I posts have been given especially in the case of the Executive Engineer because all the posts were either filled up by promotion or by deputationists. The Committee, therefore, recommend that the Haryana State Agricultural Marketing Board should give due representation to the Scheduled Castes by implementing the Government policy at least while the posts are filled up by direct recruitment as per the conditions laid down in the service rules of the Board.

Class II Posts The Department informed the cadre-wise strength of Class II posts as it stood on 9th February, 1979, as detailed below :—

(i) Administrative Officer	.. 1	(Out of the above, only one Scheduled
(ii) Asstt. Accounts Officer	.. 1	Castes Executive
(iii) Superintendent	.. 2	Officer-cum-Secy.
		has been appointed.
(iv) Sub Divisional Officer	.. 13	In other cadres, no
(v) Assistant Project Engineer	.. 1	representation to the
(vi) Assistant Architect	.. 1	Scheduled Castes was
(vii) Zonal Marketing Enforcement Officer	.. 4	given).
(viii) Marketing Development Officer	.. 1	
(ix) District Marketing Enforcement Officer	.. 12	
(x) Executive Officer-cum-Secretary	.. 91	

Besides, it was also informed, that from 9th February 1979 to 31st March, 1987, the following posts were created/filled up :—

- | | | |
|--|-------|---|
| (i) Assistant Accounts Officer | .. 1 | (filled up by deputa-
tionist) |
| (ii) Superintendent | .. 3 | (two posts were filled
up by promoting
officials belonging to
general category and
one post which fell
vacant, was filled up
by promoting an
official belonging to
Scheduled Castes
category.) |
| (iii) Tehsildar | .. 1 | (deputationist) |
| (iv) District Marketing Enforcement
Officer | .. 9 | (these posts were
filled up by promoting
officials belonging to
general category). |
| (v) Executive Officer-cum-
Secretary | .. 41 | (38 posts were filled
up by promoting
officials belonging
to general category
and 3 by pro-
moting officials
belonging to Schedu-
led Castes). |
| (vi) Sub Divisonal Officer | .. 20 | (19 posts were
filled up by pro-
moting officials
belonging to general
category and one
post was filled
up by promoting an
official belonging to
Scheduled Castes). |

In addition, it was informed to the Committee that in the year 1983-84, 1984-85 and 1985-86, there was a shortfall of 17% in respect of Scheduled Castes in each year. The Committee took a very serious view of the fact that the Board filled up all the posts by promoting its own officials and none of the post was filled up by direct recruitment for which a provision exists in the Service Rules of the Board. The Committee, therefore, recommend that the Board should assess the representation of Scheduled Castes in the posts which have been filled up by direct recruitment and in future unless shortfall is completed, the board should not fill up Class II posts by promotion. The necessary steps taken in this respect be also intimated to the Committee.

Filling up of vacant posts

During the oral examination, the departmental representative informed that the posts of Tractor Drivers, Steno-typists and Draftsman are lying vacant. He further informed that the Steno-typists are being recruited through the Employment Exchange. Besides, it was also informed that the Government have banned the recruitment in the Board and the Board has taken up the matter with the Government for relaxing the same. The Committee, therefore, observed that the Government may be requested to relax the ban in respect of the Board so that the posts which are lying vacant could be filled up and due representation to the Scheduled Castes could be given. The Committee, therefore, recommend that necessary steps in this regard may be taken and the latest position be intimated to the Committee.

Auction of Booths and Plots

During the oral examination, the representative of the Board informed that 50% booths and plots are sold through open auction. Out of the balance 50%, 40% booths and plots are allotted to the old dealers whereas 5% are allotted to the Growers/farmers and rest 5% to the Scheduled Castes. But, the representative of the Government informed the Committee about the policy of the Government in this regard and according to the Government policy, he informed that reservation has been made as detailed below :—

(i) Scheduled Castes	..	20%
(ii) Backward Classes	..	10%
(iii) Ex-Servicemen	..	5%

He also informed that this reservation is not being enforced in the Board. The Committee, therefore, took a serious view that the reservation policy in regard to the allotment of booths and plots laid down by the Government is not being implemented by the Board and desired that immediate steps be taken in this regard and the action taken be intimated to the Committee.

Reservation Policy

During the oral examination, the representative of the Board informed the Committee that reservation policy is in vogue in the Board with effect from 16th June, 1983 and since then they are making appointments/promotions according to the reservation policy laid down by the Government. The Committee observed that the Government laid down reservation policy on 9th February 1979 and this policy was not enforced in the Board for more than 4 years with the result that a number of Scheduled Castes candidates could not be promoted by giving benefit of the policy. The Committee, therefore, recommend that the Board should give accumulated benefit to the Scheduled Castes employees who are already working in the board and also at the time of direct recruitment to the Scheduled Castes candidates. The Committee would also like to know about the steps taken by the Board to recoup the shortfall in various groups of posts in the Board.

**Roster
Register**

The Committee was informed that the roster register is being maintained by the Board since February, 1988 and prior to this date, no roster was maintained. The Committee, therefore, observed that the Board has not complied with the instructions of the Government on the subject and, therefore, recommend that roster register be started with effect from the date the instructions were issued by the Government, category-wise, and if need be, guidance from the Director, Welfare of Scheduled Castes and Backward Classes, be sought within three months. The Committee would also like to know the progress made by the Board in this respect.

HARYANA URBAN DEVELOPMENT AUTHORITY

The Commissioner & Secretary to Government, Haryana, Town & Country Planning Department was requested by the Haryana Vidhan Sabha Secretariat on 27th May, 1988 to supply information with regard to total number of employees, number of Scheduled Castes employees alongwith their percentage in position as also about the percentage of shortfall alongwith the reasons for shortfall etc. etc. in respect of Haryana Urban Development Authority. This information was supplied by Chief Administrator on 12th August, 1988.

The Committee after framing the questionnaire sent the same to the Commissioner & Secretary to Government, Haryana, Town & Country Planning Department on 12th October, 1988. Since reply to the questionnaire was not received by the 10th January, 1989, the Commissioner & Secretary to Government, Haryana, Town and Country Planning Department and representatives of Haryana Urban Development Authority were orally examined on 11th January, 1989 for not forwarding the reply to the questionnaire.

The desired information, referred to above, in para-I is as shown in the chart on the following page.

**Statement showing material relating to the Reservation/Representation of Scheduled Castes in the
Haryana Urban Development Authority**

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Year	Total No. of employees (Class of employees)				Total No. of S.C. employees.				Percentage of S.C.				Percentage of shortfall	Reasons for shortfall, if any	Steps taken to fill up shortfall, if any	
	I	II	III	IV	I	II	III	IV	I	II	III	IV				
1	2				3				4				5	6	7	
1985-86	35	59	781	266	—	2	104	88	—	—	13.31	33.08	—	6.69	—	Now re-serve quota for S.C. is strictly adhered to.
1986-87	41	60	902	267	—	2	120	89	—	—	13.30	33.33	—	6.70	—	
1987-88	46	68	1009	335	—	2	136	124	—	—	13.47	37.00	—	6.53	—	

The reasons for shortfall as explained by Haryana Urban Development Authority in their written reply, are as under :—

Class-I

From the figures given in the statement, it appears that there is a shortfall of officers belonging to S. C. category but this is not the case in actuality. The reservation of S. Cs. in respect of Class-I officers is available for direct recruitment. There has been only isolated posts in category of Class-I officers which have been filled up by HUDA by direct recruitment as per details given hereunder :

(i) Controller of Finance	..	1
(ii) Architect (Land Scape)	..	1
(iii) Asstt. Town Planner	..	1
(iv) Executive Engineers	..	2

As the 4th post is required to be filled from the S. C. category, there has, therefore, been no shortfall of officers belonging to S.C. The remaining officers of Class-I category, like Chief Administrator, Administrators, Estate Officers, Secretary, Engineer-in-Chief, Superintending Engineers, XENs, Chief Town Planner, Senior Architect, District Attorney, Distt. Town Planner, Dy. E.S.A. etc. have either been filled up by promotion or by taking them on deputation from different departments.

Class-II

The reservation of S. C. category in respect of Class-II officers is also available, in direct recruitment. There is no reservation in Class-II category of officers on promotion posts. HUDA has recruited only 28 Sub Divisional Engineers, one D.D.A. and 2 Asstt. Distt. Attorney amongst the Class-II officers by direct recruitment. There is only one S.D.E. and one A.D.A. belonging to S. C. Category. The three Sub Divisional Engineers belonging to S. C. category who were selected and appointed on the job, did not join their duties. The remaining officers of Class-II category, namely D.D.A., A.D.A., Senior Accounts Officer, Accounts Officer, S.D.Es etc. are either on deputation from various departments or have been appointed by promotion. The shortfall of S. C. in this class of officers will, however, be made as and when HUDA makes recruitment of officers by direct recruitment.

Class-III

It would be observed that the reservation in respect of Class-III category of employees is about 14%. There is thus shortfall of about 6% in this class of officials. The main reason of this shortfall is that quite a large number of employees of Class-III category were recruited in HUDA out of the retrenched employees of Food & Supplies Department, Census Deptt., Land Reclamation & Dev Corp, Irrigation Deptt., Urban Estates Deptt. and Colonisation Department. These surplus retrenched employees were absorbed against regular vacancies lying in HUDA as per the instructions of Chief Secretary to Govt., Haryana irrespective of the fact whether any of the employees belonged to reserved category of S.C. or not. For example, 130 employees of Class-III

category were recruited from other departments, out of which only 3 officials belonged to S.C. category. The shortfall has thus been continuing since then. The recruitments made by HUDA thereafter conform to the Govt instructions relating to the reservation of S.C. Efforts are being made to make up the shortage.

After orally examining the representatives of Town & Country Planning Department & Haryana Urban Development Authority, the Committee have observed as under :—

Cadrewise position of employees/Representation of Scheduled Castes

The cadrewise position of employees of Haryana Urban Development Authority as on 9th February, 1979 as

informed by the Government, is as under :—

	Total Strength of cadre	Total in position	Scheduled castes in position
Class-I	28	—	—
Class-II	68	17	—
Class-III	701	358	37
Class-IV	271	61	26

Besides, the Government informed that during the period from 9th February, 1979 to 31st March 1988, the following posts were created/filled up by direct recruitment/by promotion :—

		Filled up from 9th Feb. 1979 to 31st March, 1988					
	Created	By Direct Recruitment			By promotion		
		Total	S.C.	Others	Total	S.C.	Others
Class-I	13	5	—	5	8	—	8
Class-II	20	21	2	19	12	1	11
Class-III	536	473	54	419	274	46	228
Class-IV	64	268	98	170	—	—	—

The cadrewise details/break-up of the posts as on 9.2.1979 and from 9.2.1979 to 31.12.1988 is given in Annexure 'A' and 'B', respectively.

After perusing the above information and also discussing the same with the representatives of the Government and the Haryana Urban Development Authority, the Committee noticed that all the 28 posts belonging to Class-I are either filled up by deputationists or by I.A.S./H.C.S. Officers. The Committee, therefore, recommend that in future the posts which are not required to be manned by I.A.S./H.C.S. Officers, may be filled up by making direct recruitment to the possible extent so that the interests of Scheduled Castes are also safeguarded. The steps taken in this regard be intimated to the Committee also.

Class II posts In the written reply, the department informed that in the years 1985-86, 1986-87 and 1987-88, 12 Class II Officers were promoted. Four Class II Officers have been taken by direct recruitment during this period, out of which one was Scheduled Caste candidate. There is no reservation for Scheduled Castes in promotion to Class-II posts. It was also informed that although during these years, the number of Class-II Officers has risen from 59 to 68, yet the number of Scheduled Castes Officers remained only two.

Class-III The department while sending written reply about the shortfall in Class-III informed that it is because of the fact that 130 retrenched employees from different departments had been absorbed in Haryana Urban Development Authority under the order of Government irrespective of their Caste. Out of 130 such employees, only 3 persons belonged to Scheduled Castes. The department gave the latest figures of shortfall in Class-III as follows :

Sr. No.	Category	Shortfall	Remarks
1	2	3	4
1.	Head Clerk	3	Eligible S.C. persons with requisite experience were not available.
2.	Assistant	3	—do—
3.	Accounts Assistant	8	Eligible S.C. persons were not available from Employment/through Advertisement. Hence these posts are de-reserved as per Govt. policy.
4.	Jr. Scale Stenographer	2	Eligible S. C. persons were not available from Employment Exchange. Being advertised shortly through press.
5.	Steno-typist	2	—do—
6.	Accountant SAS	2	Qualified SAS persons were not available with HUDA.
7.	Clerk	11	Shortfall is due to the absorption of 49 Clerks from Census/Colonisation/ Food & Supplies/Urban Estates etc.

1	2	3	4
8. Sub Divisional Clerk	7		Eligible S.C. persons are not available for promotion. Shortfall will be made good in future.
9. Tracer	5		Shortfall will be made good early.
10. Head Draftsman	2		Eligible persons were not available. Shortfall will be made good in future.
11. Assistant Draftsman	1		—do—
12. Junior Draftsman	2		—do—
13. Driver	3		Shortfall will be made good early.
	51		
	(—)	8 (Dereserved)	
	43		

After reviewing the position in respect of Class-II and III posts, as above, the Committee noticed that there is a shortfall in these groups of service so far as Scheduled Castes and Scheduled Tribes are concerned. The Committee did not feel satisfy with the position explained by the departmental representatives. The Committee, therefore, recommend that in future, to wipe off the shortfall, the vacancies should only be filled up by appointing/promoting Scheduled Castes and Scheduled Tribes employees. The Committee further recommend that steps may be taken by the Government to revert the deputationists to their parent Departments to achieve the goal.

Filling up of reserved vacancies

The Committee was informed by way of written reply that some categories of posts like Accounts Assistants, Stenographers, Drivers and some technical posts meant for Scheduled Castes have been filled up from other candidates. The Committee, therefore, recommend that in future the Government instructions on the subject may be adhered to to avoid increase in shortfall of Scheduled Castes candidates.

Promotion of Class IV Scheduled Castes Employees

During oral examination, the departmental representative informed the Committee about the provisions of the Draft Service Rules as also promotion criteria. In view of the shortfall, the Committee observed that Haryana Urban Development Authority should take steps to fill up the vacancies in Class III by promoting Class-IV employees. The steps so taken and the details of the posts filled up accordingly be intimated to the Committee.

Roster Register

The Committee after discussing with departmental representative, noticed that roster register system has not been implemented with the result that the Scheduled Castes/Scheduled Tribes employees could not get the required number of posts. The Committee, therefore, recommend that roster register system be implemented and accumulated benefit be given to Scheduled Castes/Scheduled Tribes employees. The latest position be also intimated as also the number of employees benefitted by the implementation of the Roster Register system.

Allotment of Plots and Shops

The Government in their written reply informed the Committee that reservation for Scheduled Castes in the allotment of residential plots has been made by Haryana Urban Development Authority as under :—

- (i) 20% for 2 Marla Plots ;
- (ii) 50% in 4 and 6 Marla Plots ; and
- (iii) 50% in low cost Housing Plots.

But, during the oral examination, in reply to a question, the departmental representative informed that there is no reservation or quota fixed for Hajjans in the allotment of shops which are allotted by auction nor there is any provision in the relevant Rules. The Committee, therefore, recommend that whenever Haryana Urban Development Authority is to auction commercial Plots and shops, there should be reservation to the extent of 20% for Harijans and only the Harijans should be eligible for bidding. The Committee would also like to know the results.

THE HARYANA STATE FEDERATION OF CONSUMERS' COOPERATIVE WHOLESALE STORES LTD.

The Commissioner and Secretary to Government, Haryana, Cooperation Department, was requested by the Haryana Vidhan Sabha Secretariat vide their letter dated 27th May, 1988 to supply the statement showing the reservation/representation of Scheduled Castes and Scheduled Tribes in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. as it stood on 31st March 1988. The Haryana Vidhan Sabha Secretariat had to issue three reminders for the purpose. The Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd., therefore, supplied above referred to material vide their letter dated 26th August, 1988. The Committee then decided to orally examine the representatives of Cooperation Department and the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. in respect of non supply of desired material in time on 5th September, 1988. The Managing Director of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd., however, regretted for the delay in the said meeting.

The Committee framed a questionnaire which was sent to the Government by the Haryana Vidhan Sabha Secretariat on 2nd November, 1988 for replying the same for consideration by the Committee. The Committee also orally examined the representatives of Cooperation Department and the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. in their meeting held on 30th January and 6th February, 1989.

The Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. informed about the total number of employees and the total number of Scheduled Castes employees alongwith their percentage and

short fall was kept in the federation as under:-

Year	Total No. of employees				Total No. of Scheduled Caste employees				Percentage				Percentage of shortfall				Reasons for shortfall, if any		Steps taken to fill up the shortfall, if any	
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV				
1985-86	2	119	1227	84	1	16	180	12	50	13.44	14.67	14.29	—	6.56	5.33	5.71				
1986-87	2	120	1173	72	—	16	176	3	—	13.33	15.00	11.11	—	6.67	5.00	8.89				
1987-88	1	131	1206	76	1	16	182	13	—	12.21	15.09	17.11	—	7.79	4.91	2.89				

The staff strength of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd., as intimated to the Committee as on 31st March 1988, is as under :—

Name of Class	Name of Post	Existing staff	Number of SC/ST out of column No. 3	Remarks
1	2	3	4	5
Class-I	Managing Director	1	1	On deputation from Coop. Deptt.
		1	1	
Class-II	Sr. Accounts Executive	1	—	
	Accounts Officer	1	—	
	General Manager	51	6	
	Asstt. Manager	68.	9	
	Law Officer	4	—	1 L.O. not joined
	Asstt. Accounts Officer	5	1	
	Vigilance Officer	1	—	
		131	16	
Class-III	Accountant	54	3	
	Store-Keeper	189	27	
	Accountant 'B'	43	1	
	Clerks	103	21	
	Assistant	12	3	
	Steno-typist	14	—	
	PA to MD	1	—	
	Sr. Scale Stenographer	1	—	
	Salesmen	776	127	

1	2	3	4	5
	Pharmacist	13	—	
		<u>1206</u>	<u>182</u>	

Class-IV

Driver	8	1
Tech. Hand	5	—
Daftri/Peons/Helpers/ Sweeper/Chowkidar (excluding daily wages & part time)	63	12
	<u>76</u>	<u>13</u>

In addition, the Haryana State Federation of Consumers' Co-operative Wholesale Stores Ltd. in their written reply gave the details about the recruitment made during the period from 9th February, 1979 to 31st March, 1988 which are shown in the chart on the following pages.

Class	Name of post	Post created by BODs	Post filled up	By Direct recruit- ment	By Promotion	Remarks
1	2	3	4	5	6	7
1	Managing Director	1	1	—	—	This post is filled up by an officer on deputation from Coop. Deptt.
	Addl. Managing Director	1	1	—	—	This post is filled up by an officer on deputation from Food & Civil Supplies Department.
Total :		2	2	—	—	
II.	Admn. Officer	1	1	—	—	He was on deputation and sent back to his parent Deptt.
	Sr. Business Executive	1	1	1	—	Resigned.
	Sr. Accounts Executive	1	1	—	1	Post up-graded from A.O.
	Vigilance Officer	1	2	2	—	One was terminated and second man was appointed.
	Law Officer	5	5	5	—	One resigned.
	Public Relation Officer	1	1	1	—	Relieved.

1	2	3	4	5	6	7
Accounts Officer/Internal Audit Officer	5	4	—	—	—	Four on deputation, out of them three have been relieved and one is working.
Asstt. Accounts Officer	17	12	7	5	—	7 were on deputation and sent back to parent Deptt.
Sr. General Manager (Med)	1	1	1	—	—	Resigned.
General Manager/Regional Manager/Distt. Manager	107	62	59	3	—	4 are on deputation and 16 resigned/expired.
Asstt. Manager/Supdt.	361	80	73	7	—	14 have resigned/terminated and 3 have been promoted as G.M.
Total :	501	170	149	16	—	
Accountant	140	79	75	4	—	21 have resigned/terminated/expired and 5 have been promoted as A.A.Os.
Pharmacist	11	22	22	—	—	14 have resigned/terminated
PA to MD	1	1	1	—	—	—
Sr. Scale Steno-grapher	4	1	—	1	—	—
Steno-typist	86	27	26	1	—	13 have resigned/terminated
Store-keeper	806	220	193	27	—	33 have resigned/terminated and 7 have been promoted as A.Ms.

1	2	3	4	5	6	7
	Asstt./Accountant 'B'	160	68	53	15	13 have resigned and 4 have been promoted as Accountant.
	Clerk/A/Clerk	345	169	167	2	56 have resigned/terminated/expired and 15 have been promoted as Assistant/Acctt. 'B'.
	Salesmen	4650	1339	1335	4	577 have resigned/terminated/expired & 27 have been promoted as Storekeepers.
	Total :	6203	1926	1872	54	
IV	Driver	51	18	18	—	10 have resigned/terminated and expired.
	Peon/Helpers/Chowkidar/ Sweepers/Dafin/Tech. hands.	2385	149	149	—	82 have resigned/terminated/expired and 6 have been promoted as Clerk/Salesmen.
	Total :	2436	167	167	—	

Cadre-wise Number of Employees

The Committee after perusing the above figures noticed that there is difference of number of employees working in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. Therefore, through a question during the oral examination, the Committee asked the representative of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. about the exact number of employees working in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. The Departmental representative informed the strength of employees as 1972 as on 31st December 1988 including 251 employees belonging to Scheduled Castes, which was, of course, not in accordance with the reservation policy laid down by the Government. But, again, the representative of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. was asked to confirm the exact number of employees working in the Federation. While forwarding the information, he informed as under :—

Class	Total number of employees including Scheduled Castes	Number of Scheduled Castes employees
I	I	1
II	184	19
III	1690.	217
IV	213	39

From the perusal of the above figures, the Committee has noticed that the representative of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd has not given the correct figures of the employees working in the Federation and every time he has tried to mislead the Committee by giving wrong figures. The Committee, therefore, recommend that strict action against the Managing Director for misleading the Committee and for the non-supply of information in time etc. etc. may be initiated against him.

Appointments

The representative of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. informed the Committee about the appointments made in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. during the period from 1st April to 31st December 1988 including the Scheduled Castes

as under :—

Sr. No.	Category	Posts filled up	Employees of S.C.	Number of Posts required for S Cs.	Short-fall
1.	Law Officer	3	—	—	—
2.	General Manager	9	1	2	—
3.	Asstt. Manager	45	2	9	7
4.	Accountant	5	—	1	1
5	Accountant (B)	9	—	2	2
6	Store-Keeper	34	2	7	5
7	Clerk	137	8	28	20
8	Salesmen	308	26	62	36
9	Pharmacist	10	—	2	2
10	Assistant	4	—	1	1
11.	Steno-typist	4	—	1	1
12.	Peon	20	—	4	4
Total :—		588	39	119	80

The Committee observed that all the Rules and Regulations were flouted while recruiting staff in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd, and neither any reference was made to the Employment Exchanges for inviting the names of the candidates nor the posts were advertised. This amounts to violation of the recruitment system as also the rules of the Government. The Committee, therefore, recommend that this may be enquired into and the findings be conveyed to the Committee

Sanctioning of Posts

During the oral examination, the Committee noticed that the posts were not sanctioned by the Administrative Board of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. Rather, the Board put a stop for the fresh appointments. In spite of this, the Managing Director of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. recruited a number of employees without the sanction of the posts either from the Board of Directors or the Registrar Cooperative Societies. Thus, the State exchequer was unnecessarily burdened. The Committee, therefore, recommend that the question of employment in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. may be enquired into thoroughly by appointing a Committee of Senior Officers by Government and to assess the loss incurred to the Government.

Implementation of Reservation Policy

The representative of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd., during the oral examination, informed the Committee that during the period from 9th February, 1979 to 31st March, 1988 the following posts were filled

up by direct recruitment/by promotion :-

Class	Name of post	Posts filled up		Employees of Scheduled Castes		Remarks		
		Direct	By promotion	Total	Direct	By promotion	Total	
1	2	3	4	5	6	7	8	9
I	Managing Director	1	—	1	1	—	1	On deputation
	Adl. Managing Director	1	—	1	—	—	—	—do—
		2	—	2	1	—	1	—
II	Admn. Officer	1	—	1	—	—	—	On deputation
	Sr. Business Executive	1	—	1	—	—	—	Resigned
	Sr. Accounts Executive	—	1	1	—	—	—	Post upgraded
	Vigilance Officer	2	—	2	—	—	—	One terminated
	Law Officers	5	—	5	—	—	—	One resigned
	PRO	1	—	1	—	—	—	Relieved
	Accounts Officer/ Internal Audit Officer	4	—	4	—	—	—	On deputation
	Asstt. Accounts Officer	7	5	12	—	1	1	7 on deputation & sent back
	Sr. General Manager (Red)	1	—	1	—	—	—	Resigned
	General Manager/Regional Manager/Distt. Manager	59	3	62	10	—	10	Four were on
	Asstt. Manager	73	7	80	11	—	11	deputation.
	Total :	154	16	170	21	1	22	

1	2	3	4	5	6	7	8	9
III	Accountant	75	4	79	9	—	9	
	Pharmacist	22	—	22	2	—	2	
	PA to MD	1	—	1	—	—	—	
	Sr. Scale Steno-grapher	—	1	1	—	—	—	
	Steno-typist	26	1	27	4	—	4	
	Store-Keeper	193	27	220	40	1	41	
	Assistant/Accountant 'B'	53	15	68	8	1	9	
	Clerk/A. Accounts Clerk	167	2	169	29	—	29	
	Salesmen	1335	4	1339	283	—	283	
	Total :	1872	54	1926	375	2	377	
IV	Driver	18	—	18	1	—	1	
	Peon/Helper/Sweeper/ Tech. hand/Chowkidar/ Daftri	149	—	149	23	—	23	
	Total :	167	—	167	24	—	24	

From these figures, the Committee noticed that the reservation policy laid down by Government is not being implemented in letter and spirits, with the result that the shortfall in the category of Scheduled Castes/ Scheduled Tribes exists in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. The Committee, therefore, recommend that the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. should take immediate steps in this regard so that the shortfall is recouped immediately. The progress made in this regard be intimated to the Committee.

Introduction of Roster Register

The Committee was informed at the time of oral examination by the representative of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. that the roster system has been introduced in the said organisation and the following category of employees have been appointed :—

Sr. No.	Category	Total appointments	Employees of S.C.
1.	Distt. Manager/ General Manager	2	1
2.	Asstt. Manager	10	—
3.	Accountant	2	—
4.	Assistant	2	—
5.	Accountant 'B'	4	—
6.	Store-Keeper	11	—
7.	Steno-typist	2	—
8.	Clerk	73	4
9.	Salesmen	184	18
10.	Pharmacist	3	—
11.	Peon	3	—
Total :—		296	23

From the above figures, the Committee noticed that although the roster register system has been introduced yet it has not been introduced as per the instructions of the Government. The Committee, therefore, recommend that the roster register system be introduced with effect from the date the instructions on the subject were issued by the Government. The Committee also desired that the guidance from the Director, Welfare of Scheduled Castes and Backward Classes Department be sought, if considered necessary, by the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. in this regard and the steps so taken and the results so achieved be intimated to the Committee.

Relaxation in Age

The Committee after perusing the Staff Service Rules of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. noticed that there is no provision for giving relaxation in age for the Scheduled Castes employees whereas the Government is already giving relaxation in age to the Scheduled Castes candidates at the time of recruitment. The Committee, therefore, recommend that the Government should look to this aspect and make provision accordingly under intimation to the Committee.

Promotion of Class IV Employees

The Committee after perusing the Staff Service Rules of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. noticed that according to Rule 9.4, the Stenos, Clerks and Cashiers are to be recruited only through the direct recruitment and no post is to be filled up by promotion whereas under Rule 9.4 (G), it has been shown that recruitment to these posts will be made by direct recruitment and also by promotion from amongst the cadre of Peon, if any of them fulfilled the educational qualifications. The Committee, therefore, observed that there is contradiction in this part of the Rule so far as promotion of Class IV employees is concerned.

The Committee, therefore, recommend that the Government should issue directions for making necessary arrangements in this regard so that Class IV employees also get promotion to the post of Stenos/Clerks/Cashiers. The Committee would also like to know the latest position.

Termination of Services

During the oral examination, the Committee was informed by the departmental representative that on 3rd Feb. 1989, 592 employees of various categories who did not complete 240 days in service were terminated. Out of these 592 employees, 48 belonged to Scheduled Castes. The attention of the Government/representative of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. was drawn by the Committee towards Punjab Government letter No. 1016/4WGI-66, dated 16th February, 1966, regarding grant of protection to Scheduled Castes/Scheduled Tribes and other Backward Classes employees against the reduction/retranchment in view of the lean representation in service, the sub para (i) of which reads as under :—

“Members of the Scheduled Castes/Scheduled Tribes and Backward Classes who are in service and are otherwise qualified and suitable and against whom there are no complaints should not be reduced in rank and retrenched so far as their total strength does not exceed the prescribed limits of reservation in a cadre.”

In view of the above decision of the Government, the Committee recommend that to recoup the shortfall in various categories of posts in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd., the Government should issue necessary directions in this regard and the Scheduled Castes employees who have been terminated by the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. may be re-appointed on the posts on which they were working before their termination of services on 3rd Feb., 1989.

POLICE DEPARTMENT

The Financial Commissioner and Secretary to Government, Haryana, Home Department, was requested by the Haryana Vidhan Sabha Secretariat on 27th May, 1988 to supply the statement showing the reservation/representation of Scheduled Castes and Scheduled Tribes in Police Department for the year 1985-86, 1986-87 and 1987-88 (as on 31st March 1988). The information so supplied is as under:—

Year	Total Number of employees (Class of employees)				Total number of Scheduled Castes employees				Percentage				Percentage of the shortfall			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
1985-86	151	41	18983	1051	18	2	2991	356	11.92%	4.87%	15.75%	33.87%	8.08%	15.13%	4.25%	—
1986-87	147	41	19661	1091	18	2	2859	363	12.24%	4.87%	15.04%	33.27%	7.76%	15.13%	4.96%	—
1987-88 (as on 31-3-88)	156	27	20488	1185	19	2	3173	412	12.66%	7.40%	15.48%	34.76%	7.34%	12.60%	4.52%	—

Further, the Police Department informed the following reasons for shortfall:—

“Government instructions exist that in Class III posts reservation could be made for Scheduled Castes in rank to rank promotion if the promotion is made on the basis of Seniority-cum-Merit. There will be no reservation in Class I and II posts at the time of promotion. In Police Department, promotion to the rank of Constable to that of Inspector is made on the basis of Seniority-cum-Fitness under the rules where no reservation is admissible. Non-availability of suitable and eligible candidates in junior rank is the reason for the low representation of reserved categories in various ranks. No direct recruitment can be made in the ranks of SI and HC and a nominal direct recruitment, i.e. 10% of the total vacancies falling vacant in the rank of Inspector and 25% in the rank of ASI can be made. As such the shortage can not be made good by the direct recruitment of Scheduled Castes. There is no shortfall in class IV Posts.”

The steps to wipe off the shortfall of Scheduled Castes and Scheduled Tribes being taken by the Police department and as informed by them by way of written reply, are as under:—

“Main rank where 100% direct recruitment is made is that of Constable and for ensuring full percentage of Scheduled Castes in this rank, relaxations of one inch in height and chest measurements and also in educational qualifications to the candidates of Scheduled Castes for enlistment as Constable are given every year and these are still being continued. Target of reservation in the rank of Head Constables and above can not be achieved under the existing instructions of the State Government as well as the rulings of High Court and as such we can stick to reservation in direct recruitment only. To achieve the target, in the initial rank of Constable, every effort is being made by this department.”

**Cadre-wise strength/
representation of
Scheduled Castes**

The Department gave the following figures about the total number of employees as also about the total number of Scheduled Castes employees:—

Class	Total number of employees	Total number of Scheduled Castes employees.
I	130	19
II	27	2
III	20,488	3,173
IV	1,185	412

Class	Through direct recruitment		By promotion	
	Total	Scheduled Castes	Total	Scheduled Castes
I	19	5	4	2
II	9	1	139	5
III	7588	1531	3365	511
IV	506	152	—	—

Registration of Cases

In the written reply, the department informed that in the 1986, 83 cases were registered; in the year 1987, 86 cases were registered; and in the year 1988, 78 cases were registered for various offences and gave the following figures district-wise:—

District	Murder	Abduct- ion	Rape	Attem- pt to outrage modesty	Assa- ult	Ar- son	Sod- omy	PCR	Oth- ers	Total
Ambala	1	2	1	3	—	—	2	—	—	9
Kuruk- shetra	—	4	5	2	1	—	—	—	—	12
Karnal	—	1	1	3	—	—	—	—	—	5
Jind	—	—	—	5	—	—	—	—	—	5
Hisar	—	—	1	2	—	—	1	—	—	4
Rohtak	—	—	2	3	—	—	—	—	—	5
Sonapat	1	—	1	1	—	—	—	—	—	3
Gurgaon	1	1	1	2	—	—	—	—	—	5
Narnaul	1	2	1	1	—	—	1	—	—	6
Sirsa	—	1	1	3	2	—	—	—	—	7
Bhiwani	—	1	1	7	4	2	—	—	—	15
Faridabad	—	1	2	2	—	1	—	1	—	7
								Total		83

1987 : Total cases registered-86

[illegible]

1988 : Total cases registered—78

[illegible]

All crimes against members of Scheduled Castes are treated as Special reported Cases and are promptly investigated by a Gazetted Officer.

The Committee observed from the above statements, that the number of cases on account of rape, abduction and attempt to outrage modesty are in large number. The Committee also observed that although all the crimes against the members of Scheduled Castes are treated as Special Reported Cases and are promptly investigated by a Gazetted Officer yet recommend that the department should take more effective steps so that the members of down trodden sections of our Society are not harassed un-necessarily. The Committee may also be informed about the measures adopted by the Government in this respect.

Selection Committee The department informed the Committee about the mode of recruitment in various classes and posts which are governed under various Services Rules. As regards Class III posts, it was informed that to fill up these posts, Selection Committee is constituted as and when the posts are to be filled up and the Selection Committee comprises of one Deputy Inspector General of Police and two Superintendents of Police. The Committee recommend that whenever the Selection Committee is constituted by the department, atleast one of these officers should be nominated belonging to the Scheduled Castes.

B-I List The Committee was informed by the Department that there is no provision for reservation while preparing list for B-1, according to Panjab Police Rules 13.7 and High Court rulings. The Committee, therefore, observed that to protect the rights of Scheduled Castes for promotion to B-I, there should be some reservation. The Committee, therefore, recommend that the Department should take effective steps either to amend the above referred to Rules or issue some instructions so that the interests of Scheduled Castes candidates are safeguarded. The steps taken in this regard or the policy so framed by the Government, be intimated to the Committee.

Roster Register The Committee was informed that the roster register for reservation is being prepared with the help of the representatives of Social Welfare Department according to the instructions issued by the said department and the State Government. The Committee, therefore, recommend that the roster register should be prepared categorywise within three months and the Committee be informed too.

STUDY TOUR

The Committee undertook a Study tour to the State of Goa, Andhra Pradesh and Tamil Nadu during the month of December, 1988 for about a fortnight for discussion with the counter-part Committees of these States about the matters of common interest and to see the development works undertaken by the respective State Governments in their States.

The Committee undertook tour within the State and visited District Mohindergarh in the month of July and District Hisar in the month of October for discussions with the Officers of district Administration and to see on the spot the policies of Government for up-lifting the down trodden sections of the Society being implemented.

GENERAL RECOMMENDATIONS**Close Monitoring**

During the oral examination of the representatives of the Agriculture Department, it was observed by the Committee that the instructions issued by the Government with regard to the reservation policy as also maintaining of roster register are not being implemented by various Departments of the Governments and Boards/Corporations of the Government. The Committee also orally examined the Chief Secretary to Government Haryana on 16th January, 1989 for the purpose. The Committee, therefore, recommend that to up-lift the poor masses, the instructions issued by the Government on the subject must be complied with by all the Departments and Boards/Corporations of the Government meticulously. The Committee further recommend that the Chief Secretary to Government, Haryana should repeat instructions to all the Departments and Boards/Corporations on the subject. The Committee also desires that the Director, Welfare of Scheduled Castes and Backward Classes Department should closely monitor the progress in this respect and should also arrange some training through the Haryana Institute of Public Administration so far as the maintenance of roster register is concerned. The steps taken in the matter may also be intimated to the Committee.

CADREWISE DETAILS/BREAKUP OF THE POSTS AS ON 9.2.1979

Sr. No.	Name of the post	No. of sanctioned posts	Filled up by HUDA employees	Scheduled Castes	Remarks
1	2	3	4	5	6
CLASS-I					
1.	Administrator	2	—	—	I.A.S. Cadre post.
2.	Secretary, HUDA	1	—	—	H.C.S. Cadre post.
3.	Estate Officer	5	—	—	—do—
4.	Controller of Finance	1	—	—	Vacant
5.	Senior Architect	1	—	—	Filled up by Deputation.
6.	Architect	1	—	—	—do—
7.	Chief Engineer	1	—	—	—do—
8.	Superintending Engineer	3	—	—	—do—
9.	Executive Engineer	12	—	—	—do—
10.	Chief Town Planner	1	—	—	—do—
Total :		28			

1	2	3	4	5	6
CLASS—II					
1.	Senior Accounts Officer	1	—	—	Filled up by Deputation.
2.	Accounts Officer	3	—	—	—do—
3.	Deputy Distt. Attorney	3	—	—	—do—
4.	Asstt. Distt. Attorney	13	—	—	—do—
5.	Assistant Architect	1	—	—	—do—
6.	Sub Divisional Engineer (Civil)	45	17	—	Appointment issued to 3 S. C. candidates but they did not join HUDA.
7.	Sub Divisional Engineer (Horticulture)	2	—	—	

NOTE : (i) There is no reservation for S. C. in promotion to Class-I & II posts

(ii) The statement is for regular cadre of HUDA.

Total : 68 17

CLASS—III

1.	Superintendent Gr. I	5	5	—
2.	Head Clerk	19	8	1

1	2	3	4	5	6
3.	Assistant	64	13	—	
4.	Accounts Assistant	14	3	—	
5.	Sr. Scale Stenographer	11	2	—	
6.	Jr. Scale Stenographer	9	2	—	
7.	Section Officer	20	20 (On deputation)	—	
8.	Clerk	238	121	20	
9.	Circle Head Draftsman	3	3	—	
10.	Head Draftsman	14	2	—	
11.	Asstt. Draftsman	30	8	—	
12.	Tracer	41	17	1	
13.	Junior Engineer	182	140 (39 on deputation)	15	
14.	Junior Engineer Horticulture	8	—	—	

The HUDA came in existence on 13.1.77 and retrenched employees from Urban Estate Deptt., Food & Supplies Department, Colonisation Department, Census Deptt. and Land Reclamation Dev. Corp'n. etc. had to be absorbed in HUDA as per Govt. instructions and most of the staff was on deputation with HUDA.

1	2	3	4	5	6
15. Driver		25	8	—	
16. Kanungo		5	2	—	
17. Patwari		13	4	—	
Total :		701	358	37	

CLASS—IV

1. Peons	178	48	17	
2. Daftri	6	2	—	
3. Process Surveyor	5	1	—	No Shortfall
4. Survey Khalasi	16	1	—	
5. Ferrow Khalasi	15	—	—	
6. Sweeper-cum-Chowkidar	51	9	9	
Total :		271	61	26

ANNEXURE "B"

CADREWISE DETAILS/BREAKUP OF SANCTIONED STRENGTH w.e.f. 9-2-79 TO 31-12-1988

Sr. No.	Name of post	No. of posts vacant on 9-2-79 & vacancies/posts created upto 31-12-88	Filled up by direct recruitment w.e.f. 9-2-79 to 31-12-88	Scheduled Castes	Filled up by promotion w.e.f. 9-2-79 to 31-12-88	Scheduled Castes	Remarks
1	2	3	4	5	6	7	8
CLASS-I							
1.	Administrator	4	—	—	—	—	IAS Cadre post.
2.	Secretary	1	—	—	—	—	HCS Cadre post.
3.	Estate Officer	6	—	—	—	—	—do—
4.	District Attorney	1	—	—	—	—	On deputation.
5.	Controller of Finance	1	1	—	—	—	No reservation for one post.
6.	Engineer-in-Chief	1	—	—	—	—	On deputation.
7.	Superintending Engineer.	5	—	—	1	—	2 on deputation, 2 vacant, 1 HUDA Officer. These are promotional posts.
8.	Executive Engineer (Civil)	14	2	—	4	—	These are now promotional posts have no reservation.

1	2	3	4	5	6	7	8
9. Executive Engineer (Horticulture)		1	—	—	1	—	Single promotional post. Hence no reservation.
10. Executive Engineer (Elect.)	1		—	—	—	—	On deputation. Single promotional post. Hence no reservation
11. Chief Town Planner		1	—	—	—	—	On deputation. Single promotional post. Hence no reservation.
12. Distt. Town Planner		4	—	—	—	—	On deputation. Promotional post. Hence no reservation.
13. Asstt. Town Planner		3	1	—	—	—	No shortfall.
14. Senior Architect		1	—	—	—	—	On deputation. Single promotional post. Hence no reservation.
15. Senior Town Planner		1	—	—	—	—	Vacant.
16. Architect		4	—	—	3	—	Promotional post. No reservation.
17. Architect (Land Scaping)		1	1	—	—	—	Single post. No reservation.
Total :		30	5		9		

1	2	3	4	5	6	7	8
CLASS-II							
1.	Administrative Officer	1	—	—	1	—	Single promotional post. No reservation.
2.	Assistant Estate Officer	7	—	—	3	—	Promotional post. No reservation.
3.	Assistant Architect	3	3	—	—	—	No reservation upto 3 posts.
4.	Deputy Economic & Statistical Advisor	1	—	—	—	—	On deputation.
5.	Deputy Distt. Attorney	4	—	—	2	1	No shortfall.
6.	Asstt. Distt. Attorney	13	3	1	—	—	—do—
7.	Senior Accounts Officer	1	—	—	—	—	On deputation
8.	Accounts Officer	5	—	1	2	—	—do—
9.	Sub Divisional Engineer (Civil)	38	15	1	12	—	Shortfall (2) will be made good in future.
10.	Sub Divisional Engineer (Horticulture)	5	2	—	—	—	No shortfall.
11.	Sub Divisional Engineer (Electrical)	4	—	—	—	—	On deputation.
Total :		82	23	3	20	1	

NOTE 1. There is no reservation for S.C. in promotion to Class-I & II posts.

1	2	3	4	5	6	7	8
CLASS-III							
1. Superintendent Gr. I		5	1	—	5	1	—
2. Head Clerk		25	1	—	24	2	Eligible S. C. persons with requisite experience were not available.
3. Assistant		135	7	—	124	23	—do—
4. Accounts Assistant		47	42	—	—	—	Eligible S. C. persons were not available from Employment Exchange/through Advertisement released. Hence these posts are reserved as per Govt. policy.
5. Asstt. Research Officer		3	3	—	—	—	—
6. Personal Assistant		1	—	—	1	—	—
7. Senior/Scale Steno		10	—	—	2	—	—
8. Junior Scale Steno		12	3	—	7	—	Eligible S.C. persons were not available from Employment Exchange. Being advertised shortly through press.
9. Steno-typist		35	23	4	7	—	—do—

1	2	3	4	5	6	7	8
10.	Accountant (SAS)	27	—	—	10	—	Qualified SAS persons were not available with HUDA.
11.	Clerk	427	265	37	57	16	Shortfall is due to the absorption of 49 Clerks from Census/ Colonisation / Food & Supplies/Urban Estate etc.
12.	Sub Divisional Clerk	81	—	—	81	9	Eligible S.C. persons are not available for promotion. Shortfall will be made good in future.
13.	Tracer	61	42	4	4	—	Shortfall will be made good early.
14.	Junior Engineer	113	81	17	1	—	—
15.	Junior Engineer (Elect.)	16	3	1	—	—	—
16.	Circle Head Draftsman	4	—	—	2	—	—
17.	Head Draftsman	10	—	—	9	—	Eligible persons were not available. Shortfall will be made good early.
18.	Assistant Draftsman	38	25	7	14	2	—
19.	Junior Engineer (Hort.)	17	11	1	3	1	—
20.	Horticulture Supervisor	26	14	1	—	—	—

1	2	3	4	5	6	7	8
21.	Assistant Draftsman	33	22	5	10	—	Eligible persons were not available. Shortfall will be made good in future. —do—
22.	Junior Draftsman	14	2	—	12	1	—
23.	Senior Draftsman	7	—	—	7	1	—
24.	Architect Asstt./Planning Asstt.	11	—	—	3	—	S.C. candidates are not available with Employment Exchange. Shortfall will be made good early.
25.	Driver	29	18	—	—	—	Shortfall will be made good early.
26.	Patwari	9	5	2	—	—	—
27.	Kanungo	3	—	—	3	—	—
Total :		1199	567	79	386	56	
CLASS—IV							
1.	Peon	194	190	54	—	—	
2.	Dafti	4	4	1	—	—	
3.	Process Surveyor	4	4	—	—	—	
4.	Survey Khalasi	15	15	1	—	—	No Shortfall.
5.	Ferrow Khalasi	15	14	1	—	—	
6.	Sweeper-cum-Chowkidar	42	41	41	—	—	
Total :		274	268	98			

IMPLEMENTATION OF RECOMMENDATIONS/OBSERVATIONS CONTAINED IN THE 13TH REPORT

The Committee considered/scrutinised the action taken by the Government on recommendations/observations contained in its 13th Report.

The Committee feeling satisfied with the action taken by the Government on some of the recommendations/observations of the Committee, dropped some of them. The recommendations/observations which are outstanding are given in annexure 'C' together with further observations of the Committee.

COOPERATION DEPARTMENT

47

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Grant of Financial assistance by the N.C.D.C. to the labourers as per recommendations contained in the 27th Report of the Commissioner for Scheduled Castes and Scheduled Tribes. The Committee desire to know the action taken by the Government to discuss the problems of Scheduled Castes Cooperative Societies in securing adequate financial assistance from National Cooperative Development Corporation.	No reply has been received from the Government	Since action taken on the recommendation of the Committee for the grant of financial assistance by the N.C.D.C. to the labourers as per the recommendations contained in the 27th Report of the Commissioner for Scheduled Castes and Scheduled Tribes in the rural areas in the shape of loan, share capital and subsidy has not been informed to the Committee, the Committee while taking a serious view of the lapse, recommend that immediate action be taken and the results achieved be intimated to the Committee.
Promotion Prospects written reply and the statement furnished by the department indicating number of posts held by the Scheduled Castes employees. The position shown in the statement relates to the period	There has been no change in regard to manning the posts of Senior Auditors, Inspector (Audit) and Junior Auditors because after 30-9-86, no posts have been filled up by promotion.	The Committee reiterate its earlier decision to the effect that unless relaxation is given in the case of Scheduled Castes candidates for the posts of Auditors, sufficient number of candidates would not be forthcoming for appointment as Auditors.

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/ Boards 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.

The matter is to be looked into by the Govt. as per the recommendations of the Committee. Instructions in this regard were to be issued by the Government.

The Committee would like to know the final decision taken by the Government in this regard and the latest position.

EDUCATION DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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 scheme. The Committee further recommend that special schemes should be evolved for attracting the children of Scheduled Castes 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. General level of literacy among Scheduled Castes	Payment of quarterly attendance prize is under consideration. However, sanction for the year 1988-89, has not been received so far.	The Committee observed that a copy of the instructions issued in this regard be sent to the Committee. It may also be intimated to the Committee whether any amount was disbursed in the year 1988-89 and whether any budget provision for the year 1989-90 has been made by the department.
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 Educational Allowance	The uniform is being provided to the Harijan Girls students of the same colour which is worn by the other students of the School. Instructions have been issued to the DEOs vide letter No. 10/1-88-Co (2), dated 10.5.88 in this regard.	The Committee would like to know as to why the girl students of classes 3 to 12 were not provided two uniforms each. The Committee would also like to know as to whether any funds for the year 1989-90 for providing

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 class in addition to the other incentives like 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 Educational facilities in Rural inhabitations should take early action to ensure that

such rural inhabitations have Primary & Middle Schools within a walking distance so that more Scheduled Caste children from such inhabitations could be enrolled in these schools.

Out of the budget provision for 1988-89 for providing free uniforms to S.C. girls students in Classes I-XII, girls of only classes I-II are to be covered for providing two uniforms to them @ 6 metres per student.

Amount for providing two uniforms in classes I-VIII has been included in the demand/requirement for the year 1989-90 submitted to the State Planning Department.

In the 7th Five Year Plan period, 500 Primary Schools are to be upgraded to Middle Standard. Yearwise target and achievements are as under :—

Year	Target	Achievement
1985-86	100	100
1986-87	100	200
1987-88	100	—
1988-89	100	—

There is no budget provision for up-

two uniforms each to the girl students of classes 1 to 8 have been provided by the Planning Department. The Committee would further like to know as to why the budget provisions for providing two uniforms to the girls students of classes 9 to 12 have not been submitted to the Planning Department.

The Committee while perusing the reply sent by the Government noticed that in the financial years 1987-88 and 1988-89, no Schools have been upgraded whereas the target was for upgrading 100 Schools each year. The Committee would therefore, like to know as to whether 50 Primary Schools which were proposed to be upgraded to Middle Standard have been upgraded or the matter is still under consideration of the Government.

Therefore, the Committee recommend that the Chief Secretary to Government, Haryana, may take up the matter with the D.P.Is. Schools

Representation of Scheduled Castes persons

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.

graduation of Primary Schools to Middle Standard during the year 1988-89. However, the matter regarding up-grading 50 Primary Schools to Middle Standard is under consideration of Government.

Shortfall in various posts exists due to the reasons stated in column No. 2. However, the latest position of shortfall is as under :—

There is no reservation in promotion in HES-I & II. The shortfall against direct quota is as under :—

Class I—1	} to HPSC through Government
Class II—4	

Recommendation for 2 HES-II has now been received from HPSC and the appointment is under process. Recommendation for remaining two candidates is still pending with HPSC.

The Committee noticed after perusing the reply of the Government that there is a lot of shortfall in the cases of Headmasters and Headmistresses. Therefore, the Committee would like to know the steps taken and the results achieved in this respect.

The Committee would also like to know if the vacancies in Class I and II have been filled up through Haryana Public Service Commission for which the requisition was sent by the department.

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The position with regard to the filling of reserved posts of Headmasters/Headmistresses for S.Cs. is as under :—

	Total No. of posts reserved	No. of posts filled	No. of Short- fall
Headmaster			
Direct	27	21	6
By pro- motion	16	5	11
			Posts have been advertised by the HPSC. Suitable can- didates with experience are not available.
Headmistress			
Direct	28	1	27
By promotion	1	—	1
			1) 28 posts were adver- tised but only one can- didate was recommen- ded. To fill up the short- fall, the posts have been re-advertised on 15.10.88.

ii) Suitable candidates with experience are not available.

The posts of other categories of teaching personnel have been advertised by the SSS Board, Haryana.

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

Award of stipend for Scheduled Castes candidates as contained in the 27th Report of the Commissioner for Scheduled Castes.

The case for enhancement of attendance prize from Rs. 10/- to 20/- per month was sent to Government vide memo No. 10/6-88-EE (3), dated 17-8-88.

The case for granting attendance prize to S.C. boys was sent to Government and the matter is still under consideration.

The Committee would like to know the decision taken by the Government for enhancing the attendance prize from Rs. 10/- to 20/-. The Committee would also like to know as to what decision has been taken by the Government in this regard in respect of Scheduled Castes boys.

LOCAL BODIES

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

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.

Uplift of Sweepers/Scavengers.

No reply has been received from the Government.

The Committee is surprised to see the working of this department, in that the department has not cared to inform the Government about the action taken on the recommendation of the Committee. The Committee, therefore, recommend that strict action be initiated against the concerned officers/officials and the action taken in this regard as also on the recommendation of the Committee be intimated to the Committee.

In view of this, the Committee strongly recommend to Government that the services of Daily Wages workers belonging to Scheduled Castes

Regularisation of the services of Daily Wages workers

No reply has been received from the Government.

Since no information has been sent to the Committee, the Committee would like to know the latest position in the matter.

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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 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.

Reservation Policy in Municipalities

No reply has been received from the Government.

Since no information has been supplied, the Committee would like to know the latest position in the matter.

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IRRIGATION DEPARTMENT

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

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

No reply has been received from the Government.

Since no information has been sent to the Committee, the Committee would like to know the latest position in the matter.

HARYANA STATE SMALL INDUSTRIES AND EXPORT CORPORATION LTD.

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

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

Shortfall in Class III Posts

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

No reply has been received from the Government.

Since the results achieved have not been informed, the Committee would like to know the 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
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. Strengthening of the field agencies of Welfare Department	No reply has been received from the Government.	Since no action has been taken on the recommendation of the Committee, the Committee would like to know the latest position in the matter.
The Committee would like to know the latest position in the matter. Representation of Scheduled Castes persons in the appointment of High Court Judges.	Generally recommendations for appointment in this behalf are made by the Hon'ble Chief Justice of Punjab & Haryana High Court and the State Govt. is also consulted in this process. The State Government has already made a request to the Chief Justice to	The Committee noticed that the Government has not supplied full information in accordance with the decision which was taken in its meeting held on 13th September, 1988, the extract of which was supplied to the Govt. by the Haryana

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give due consideration to candidates belonging to Scheduled Castes etc. while making recommendations for appointment of Judges in future. As and when recommendations are required to be made by the State Government for appointment to the posts of Judges, names of suitable persons belonging to these categories from the Bar would be kept in view.

Vidhan Sabha Secretariat vide letter dated 3rd October, 1988.

The Committee, therefore, desired that the Govt. be further requested to supply the requisite information.

HEALTH DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1 <u>Class I-posts</u> The main reasons for shortfall of Scheduled Castes in Class-I explained by the Department in their written reply as also during the oral examination were as under :— (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 Officers/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 in not providing sufficient representation to 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.	2 No reply has been received from the Department.	3 The Committee while scrutinising the recommendation made by the previous Committee in respect of Class I, II and III posts and roster register took a serious note for the lapse and regret to observe that the work of the Committee is not being taken up seriously by the Health Department and due importance has also not been given for supplying the required information. The Committee, therefore, strongly deprecate such callous and indifferent attitude on the part of the department and recommend that the desired information with latest position be supplied to the Committee.

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 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.

No reply has been received from the Department.

The Committee while scrutinising the recommendations made by the previous Committee in respect of Class I, II and III posts; and roster register, took a serious note for the lapse and regret to observe that the work of the Committee is not being taken up seriously by the Health Department and due importance has also not been given for supplying the required information.

The Committee, therefore, strongly deprecate such callous and indifferent attitude on the part of the department and recommend that the desired information with latest position be supplied to the Committee.

ment, 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.

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 17.6% 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.

The Department further stated that the major constituent of technical category in Class III consists of Pharmacists, Laboratory Technicians, Staff Nurses, MPW (Male), MPW (Female), Drivers, M.P.W. Supervisor (Male), M.P.W. Supervisor (Female).

No reply has been received from the Department.

The Committee while scrutinising the recommendations made by the previous Committee in respect of Class I, II and III posts; and roster register took a serious note for the lapse and regret to observe that the work of the Committee is not being taken up seriously by the Health Department and due importance has also not been given for supplying the required information.

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 Castes candidates is made available/recommended by the Board, there will 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 has 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 in various Class—III technical posts, it is highly desirable that qualification/experience in certain-

The Committee, therefore, strongly deprecate such callous and indifferent attitude on the part of the department and recommend that the desired information with latest position be supplied to the Committee.

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 to 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.

No reply has been received from the Government.

The Committee while scrutinising the recommendations made by the previous Committee in respect of Class I, II and III posts; and roster register took a serious note for the lapse and regret to observe that the work of the Committee is not being taken up seriously by the Health Department and due importance has also not been given for supplying the required information.

The Committee, therefore, strongly deprecate such callous and indifferent attitude on the part of the department and recommend that the desired information with latest position be supplied to the Committee.

HARYANA STATE ELECTRICITY BOARD

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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 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.	In reply to the Committee's query in the 13th Report regarding shortfall/backlog in Class-III posts, the Board will like to submit that shortfall as worked out by the Committee is not in order. In fact, after 9.2.79, the shortfall should have been worked out against posts/vacancies occurred in the respective Cadres/Grades as per the Govt. instructions instead of keeping in view the Cadre strength. Since the proforma on which the information desired to be supplied was prescribed by the Vidhan Sabha Secretariat, the Board complied with the same.	The Committee recommend that immediate steps be taken by the H.S.E.B. to recoup the backlog/shortfall of posts under intimation to the Committee
The Board have so far taken the following steps with a view to bridge the gap of shortfall/backlog :—	(i) The Board vide orders dated 8.2.88 have lifted the ban on fresh recruitment on 1335 posts in different categories. In these orders, it has been specifically stipulated that the	
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 of 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.

reservation of 20% for Scheduled Castes shall be made besides to make up the previous shortfall wherever it-exists. This decision is expected to yield some results.

- (ii) On the recommendations of the Committee, the Board is considering to provide training to the Scheduled Castes employees to make them capable in taking the prescribed Examination of Divisional Accountant, SAS Accountant where there is great shortfall of Scheduled Castes employees. The names of such willing candidates have been called for from all the field offices to know their actual number and only thereafter, a proposal to impart training to them will be considered.

- (iii) Strict instructions have been issued to all the field officers to comply with the Roster while ordering promotions in Class-III posts.

- (iv) Whenever the posts of Class-III were advertised, the Board reserved the posts for them but unfortunately their intake has not been very favourable due to the non-availability of suitable persons.

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- (v) While making appointments at the time of direct recruitment, special concession is given by the Board to the Scheduled Castes candidates by way of allowing relaxation in age by 5 years and 5% concessional marks.

The Committee scrutinised the above reply and made further observations to which the H.S.E.B responded as under :—

Out of 1335 Nos. of posts on which the ban was lifted by the Board vide its orders dated 8.2.88 and dated 4.7.88, the following number of posts have been filled up upto 30.9.88 from the Scheduled Castes candidates :—

Sr. No.	Name of category	No. of posts filled	No. of posts meant for SC (20%)	No. of posts filled by SC
1	2	3	4	5
1.	Jt. Scale			
	Stenographer	9	1	4
2.	Steno-typist	9	2	5
3.	L.D.C.	44	9	4

1	2	3
4. Drivers	11	2
5. Meter Readers	2	—
6. A.L.M.	223	45
7. Shift Attendant	48	10
8. Bill Distributor	41	8
9. Peon	52	10
10. Chowkidar	10	2
11. Mali	8	1
12. Lab. Attendant	2	—
13. Carrier Attendant	28	6
14. Safai Karamcharis	4	—
15. Cleaner	3	1
Total	494	97
		109

(i) The selection of candidates for the remaining posts in respect of different categories is yet to be finalised as the recommendation of Screening Committee(s)/Selection Committee are awaited in some cases.

Further it is submitted that the Board has advertised some posts of different categories of Class-III where provision of backlog and due reservation on current posts has been provided for reserved categories.

(ii) As already explained in para-3 of Board's reply submitted to the Committee in response to its recommendations as contained in the 13th Report, the names of Scheduled Castes employees who are willing to get training in accounts for taking up the Divisional Accountant's Examination, were called for from all the field offices by the Chief Accounts Officer to know their actual number before imparting training to them. Only 152 Nos. officials belonging to reserved categories have opted to get training in the line. Out of these 99 Nos. officials have been found eligible to sit in the Divisional/Revenue Accountant's Examination. As per approved schedule, the next Divisional/Revenue Accountant's Exam. is due to be held in May, 1989. A proposal for imparting two weeks training as per syllabus to the eligible candidates of reserved categories in batches of 25 candidates each is under consideration.

(iii) The instructions of the Govt. for maintaining of Roster Registers for the

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purpose to making promotions/appointments as per Roster points provided in the Reservation Policy have already been issued to all the concerned officers of the Board in the field as well as at head-quarters. Whenever any complaint for not adhering to Govt. instructions in this regard is brought to the notice of this office, the Roster Registers are called for and in case of any discrepancy or mistake, the same is got rectified from the concerned appointing authority.

U.D.Cs.

The Board has stated in its latest written reply that 1796 posts of U.D.Cs. 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 Castes 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 Castes employees on these posts and recommend that some positive steps be taken by the Board to ensure due representation of Scheduled Castes on the posts.

The shortfall/backlog in this category is mainly attributable due to the fact that the Board has banned the direct recruitment of UDCs for the last 7 years. As per the Recruitment and Promotion Policy, the posts of UDCs were filled up by promotion from amongst the LDCs who qualify the Departmental Accounts Examination. At present, there is not even a single person belonging to the Scheduled Castes category in LDCs Cadre who has qualified the said examination and has good record of service at his credit which can make him eligible for promotion as UDC. The previous shortfall can, however, be recouped against their reserved quota posts, if the LDCs belonging to Scheduled Castes category working in the Board pass the said examination.

The Committee scrutinised the above reply and made further observations to which the H.S.E.B. responded as under :—

The case for filling up the vacant posts of UDCs is under consideration and efforts will be made to make up the shortfall while making recruitment to this category. The observation of the Committee shall be kept in view.

The Committee desired that the results achieved in this regard be intimated to it.

Store-keepers

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 Castes candidates comes to 7, where as only 2 posts have been filled up from amongst the Scheduled Castes candidates. Thus, there is a shortfall of Scheduled Castes persons.

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

(i) The post of Store-keeper is a promotional post and is filled up from amongst the Asstt. Store-keepers who qualify the prescribed Departmental Store Accounts Examination.

(ii) 29 posts of Store-keepers have so far fallen vacant from 9-2-79 to 31-12-87 and 6 posts go to the share of Scheduled Castes category. But the number of employees belonging to Scheduled Castes category in this cadre is only two, leaving a shortfall of 4 Nos. employees. This is due to the non-availability of qualified persons in the lower cadre.

(iii) The shortfall will be recouped as and when the qualified persons belonging to Scheduled Castes category become available in the cadre of Assistant Store-keepers.

The Committee desired that the Board should make amendment in the service rules so that direct recruitment for this post could be made. Action taken in this regard may also be intimated to the Committee for its perusal.

The Committee scrutinised the above reply and made further observations to which the H.S.E.B. responded as under :—

As already explained in the Board's earlier reply submitted to the Committee in

response to its observations/recommendations contained in the 13th Report, the post of Store-keeper is filled up from amongst the Asstt. Store-keepers who have passed the Refresher Course and Departmental Accounts Examination. But at present no Scheduled Castes employee is available in the cadre of Asstt. Store-keepers, who could at present be considered for promotion as Store-keeper by relaxing the conditions as stated above. The direct recruitment for this post is not appropriate as it will adversely effect the chances of promotions. However, the shortfall of Scheduled Castes employees shall be recouped as and when they become available in the cadre of Asstt. Store-Keepers.

Assistant Store-keepers

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, whereas only one post has been filled up from amongst the Scheduled Castes candidates, resulting in a shortfall of 5 persons.

The post of Asstt. Store-keeper is a promotional post. There is a shortfall of 5 Nos Scheduled Castes employees in this cadre. The efforts will be made to recoup the shortfall by promoting the Scheduled Castes candidates from Store Munshi cadre as and when the vacancy falls vacant.

The Committee decided that HSEB should amend the Service Rules and make some provisions for filling up the posts of Assistant Storekeepers by direct recruitment too so that the short-fall in the category of Scheduled Castes and Scheduled Tribes could be recouped.

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

The Department/Board has stated in its latest written reply that 2343 posts of L.D. Cs. are in L.D. Cs position. The quota meant

for Scheduled Castes candidates comes to 469, whereas only 231 posts have been filled up from amongst the Scheduled Castes 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.

(i) The reservation to Scheduled Castes employees is to be given against posts/vacancies as per Govt. Instructions.

(ii) It is further stated that from 9-2-79 to 31-12-87, 1171 posts/vacancies in this cadre occurred. Out of which, 234 posts fell to the share of Scheduled Castes as per Roster and out of these 110 posts have been filled up by persons belonging to Scheduled Castes category, thereby leaving a shortfall of 124 posts.

(iii) To recoup the above shortfall, the Board have lifted ban on fresh recruitment in certain categories of posts including LDCs/MR vide its order No. CH-58/NGE/G-1281/Ban. 88, dated 8-2-88 wherein special emphasis has been laid to give due representation to SC/BC candidates besides making up the shortfall of posts falling to the share of Scheduled Castes.

After perusing the reply of the Board, the Committee noticed that shortfall of 124 posts in the category of Scheduled Castes/Scheduled Tribes exists in this cadre. The Committee also noticed that to recoup the shortfall, the ban imposed by the Board has since been lifted on fresh recruitments vide order dated 8th February, 1988. The Committee, therefore, observed that the progress achieved by the Board after lifting the ban and filling up the posts by appointing Scheduled Castes and Scheduled Tribes be communicated to the Committee.

The Department/Board has stated in its latest written reply that the present strength of Meter Readers posts of Meter Readers was 781, out of which 156 posts were meant for Scheduled Castes candidates whereas only 64 posts were held by Scheduled Castes candidates.

Thus, there was a shortfall of 92 Scheduled Castes 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.

persons and other reserved categories. This decision of the Board is expected to minimise the backlog/shortfall of Scheduled Castes employees in this cadre to a large extent.

(i) From 9-2-79 to 31-12-87, 361 Nos. posts/vacancies of Meter Readers occurred and filled in this cadre. Out of these, 72 posts fell to the share of Scheduled Castes candidates as per Roster. 35 Nos. of posts have been filled up by persons belonging to Scheduled Castes categories, thereby leaving a shortfall of 37 posts.

(ii) The shortfall is to be worked out against the posts/vacancies occurred during the corresponding period instead of computing the same on total cadre posts.

(iii) In order to recoup the shortfall/backlog, the Board have lifted ban on fresh recruitment in certain categories including the category of Meter Reader vide its order No. Ch. 258/NGE/G-1281/Ban. 88, dated 8-2-88 wherein it has been specifically stipu-

The Committee observed that the progress achieved by the board after lifting the ban and filling up the posts by appointing Scheduled Castes and Scheduled Tribes candidates be communicated to the Committee.

lated to give due reservation to the Scheduled Castes persons and other reserved categories besides to make up the shortfall. This decision of the Board will bridge the gap of shortfall to a great extent.

After perusing the reply of the Board, the Committee desired that the progress made may be intimated to the Committee at the earliest.

(i) It is stated that from 9-2-79 to 31-12-87, 285 posts/vacancies of Drivers occurred/filled in this cadre. Out of these, 57 posts fell to the share of Scheduled Castes employees as per Roster. 8 Nos posts have been filled up by persons belonging to the Scheduled Castes leaving a shortfall of 49 posts.

(ii) With a view to bridge the gap of shortfall/backlog, the Board vide memo No. 4/NGE/G-1281/Ban. 88, dated 4-7-88 has lifted the ban on fresh recruitment in respect of Drivers. Specific instructions have been given to all concerned authorities to give due reservation to Scheduled Castes and other reserved categories besides making up the shortfall wherever it exists. This decision will certainly minimise the shortfall of Scheduled Castes candidates to a large extent in this cadre.

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 Castes candidates while only 27 posts were held by Scheduled Castes candidates, resulting in a shortfall of 70 persons. 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 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 number with the Employment Exchanges. 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 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. Attendant; (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:—

- (i) Qualified persons were not

- (iii) The progress made in this regard will be intimated to the Committee in due course.

- (i) The Board deals with the creation of Lines/Sub-stations and supply of electricity to various types of consumers. The machinery installed in Thermal Plants and Sub-stations is very sophisticated and costly. It is necessary that persons with long experience and sound background of technical qualifications are posted against such posts to handle such equipment. In case the persons without any technical qualification and experience are allowed to handle the equipment, their life is exposed to danger.

- (ii) Further, there are many Institutions run by the Govt. to impart training for technical posts where due representation is being given to the Scheduled Castes and other reserved categories and as such, the candidates belonging to Scheduled Castes can apply for these posts as and when advertised by the Board on lifting the ban.

- (iii) The posts of Jr. Engineer (Field) are

The Committee took a very dim view of the reply submitted by the Board so far as shortfall in the category of Scheduled Castes/Scheduled Tribes existed and the Committee decided that since the ban has been lifted by the Haryana State Electricity Board, the Board should take effective steps to recoup the backlog and intimate the latest position to the Committee.

available in general for Technical posts at the time of recruitment.

- (ii) In promotional cadre posts, no Scheduled Castes employees 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 Castes, having the prescribed academic qualifications were recruited and made fit for the Technical posts 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.

being filled up through promotion, as well as by direct recruitment. Against vacant posts of J.E. (F), 59 Nos. Trainee JEs were selected by the Board. Out of which, 11 Nos. candidates belonging to Scheduled Caste category were selected. The remaining vacant posts have also been advertised and the exact outcome of the selection of reserved categories candidates will be known after the selection.

- (iv) The posts of DHD/Foreman Gr-I/DM/- SSA/ASSA and Asstt.-Foreman are promotional posts and adequate representation is being given to the Scheduled Castes employees as required under the instructions of the Govt., but the non-availability of Scheduled Castes employee in the lower cadres has inflated the shortfall of S.C. candidates in these upper cadre posts.

- (v) So far as the recoupment of shortfall of Scheduled Castes employees in the cadre of Shift Attendant is concerned, the Board has lifted ban to fill up 130 Nos. posts of this category from amongst the serving Workcharge/Daily Wages employees, vide order No. Ch-58/NGE/G-1281/Ban-88, dated 8.2.88; wherein specific instructions have been given to provide due reservation to the Scheduled Castes candidates and

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

1. Havildar/Daftri/Record lifter.
2. Store Mate/Store Attendant.
3. Bill Distributor.
4. Mali/Gardner.
5. Peon.
6. Truck Cleaner/Cleaner/Oiler/Greaser.
7. Asstt. Pamp Driver.

other reserved categories besides to make up the shortfall/backlog as per instructions of the Govt./Board.

There was overall no shortfall of Scheduled Castes employees in Class-IV posts as given in the latest reply of the Board. Therefore, no reasons against each figures of these posts were given. The mode of promotion/appointment of Class-IV posts as desired is given below:—

- (i) Posts of Havildar/Daftri/Record lifter are filled up by promotion from amongst Peons on seniority basis.
- (ii) The posts of Store Mates are filled up by direct recruitment.
- (iii) The posts of Store Attd. are filled up by promotion from amongst Store Mates with Matric. qualification.
- (iv) Posts of Bill Distributors are also filled up from amongst the work-charged persons and from serving Peons having Matriculation qualification.
- (v) Mali/Gardner are posted preferably

The Committee was not satisfied with the reply of the Board so far as the reasons for shortfall in the category of Scheduled Castes and Scheduled Tribes, i.e. non-availability of Scheduled Castes/Scheduled-Tribes employees in the existing strength of Peons and work charged staff were given. The Committee noticed that the Board have further lifted the ban on the recruitment of certain categories of Class-IV posts. The Committee, therefore, decided that the outcome of the lifting of the ban and by filling up of the posts meant for Scheduled Castes/Scheduled Tribes to recoup the backlog, be intimated to the Committee.

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

from amongst the serving workcharged staff.

(vi) Peons are appointed from amongst the workcharged/daily wages staff.

(vii) Truck Cleaner/Cleaners/Oiler/Graser are also appointed from amongst the serving workcharged staff.

(viii) Posts of Asstt. Pump Driver are filled up by direct recruitment preferably from workcharged employees working in the Board.

The actual shortfall in the category of Havildar/Daftari/Record—Lifter/Bill Distributor/Peon etc. from 9-2-79 to 31-12-87 is as under : —

Posts/ vacancies occurred between 9-2-79 to 31-12-87	Posts meant for Sche- duled Castes	Posts filled up with Sche- duled Castes	Short- fall
---	---	--	----------------

(i) Havildar/
Daftari/
Record
Lifter 90 18 15 3

(ii) Store Mate/Store Attd.	163	32	28	4
(iii) Bill Distributors	195	39	24	15
(iv) Mali/Gardner	224	45	23	22
(v) Peon	650	130	86	44
(vi) Truck Cleaner/Cleaner/Oiler/Greaser	66	13	5	8
(vii) Asstt. Pump Driver	37	7	2	5

The reasons of the shortfall is due to non-availability of Scheduled Castes employees in the existing strength of Peons and other workcharged staff.

To recoup the shortfall/backlog, the Board have further lifted the ban on recruitment of certain other categories of Class-IV posts including the posts of Peons/Malis/Asstt. Pump Drivers/Cleaners/Bill Distributors etc. vide Circular Memo No. Ch. 4/NGE/G-1281/Ban. 88, dated 4-7-88. A special emphasis has been laid in earlier instructions of the Board notified vide Memo No. Ch. 58/NGE/G-1281/Ban. 88, dated 8-2-88 to give due reservation to the Scheduled Castes candidates besides making up the shortfall wherever it exists. This decision of the Board is expected to minimise the shortfall of Scheduled Castes employees in these cadre posts.

GENERAL RECOMMENDATIONS

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
The Committee, therefore, recommend that the post of AETOs should not be designated as Class II w.e.f. 1-1-1966 as these had already been designated as Class II from 1973.	The Excise & Taxation Deptt. has informed that the matter is pending in the Court.	The Committee would like to know the latest position as and when the case is decided by the Court.
Promotion of AETOs to the Posts of ETOS	The Committee recommend to the the Chief Secretary to Govt., Haryana, to issue instruction that the post of Sweepers 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 Balmikis and not by any other caste. The Committee further recommend that instructions may be issued to all Heads of Departments where the shortfall of Scheduled Castes representation in Class IV posts excluding the Sweepers and Sweepers exists, that the shortfall be made up at the earliest and the Committee be informed within a period of 3 months.	The Committee would like to know the position of shortfall made up in the various Departments in pursuance of Chief Secretary letter No. 22/70/85-3 GS III, dated 16th June, 1988.

The Committee, therefore, recommend that all the Departments 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 Director 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.

Maintenance of Roster

The Chief Secretary to Govt., Haryana, has issued directions to 17 Departments to prepare the Roster Registers. The Roster Register checking party of this Deptt visit 5-6 Deptt every month for checking the roster register.

The Committee perused the reply as also the letter dated 30th July, 1987 sent by the Director, Welfare of Scheduled Castes and Backward Classes Department addressed to the Chief Secretary to Govt., Haryana regarding checking of roster of 17 departments vide which the said department informed the Chief Secretary that 16 departments out of the 17 have not prepared roster register and further requested the Government to issue instructions to all the departments to prepare roster register so that the reservation policy could be implemented. The Committee felt sorry to see the position and desired that immediate action in the matter be taken and latest position may be intimated to the Committee.

The Committee desired that the latest position about the Janata Housing Scheme which is under consideration of the Government may be intimated to the Committee.

The grant of subsidy for the construction of houses has been increased from Rs. 2000/- to Rs. 5000/-. The matter for Janata Hous-

The Committee, therefore, recommended 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

Janata Housing Scheme for Scheduled Castes

allotted to Harijans on concessional rate, i.e. @ Rs. 20/- per month as instalment as is being given in Karnataka State. Decision taken in this respect may kindly be intimated to the Committee.

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 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

ing Scheme is still under consideration of the State Government.

Besides, the Committee desired that the allocation of subsidy amount to different districts may also be increased because the amount already being allocated to different districts is much less than the requirement.

The Committee perused the reply sent by the department including the position of Scheduled Castes employees in Haryana Government service during the year 1968 and 1986. The Committee desired that percentage of S.Cs. in Class I, II, III, and IV may be intimated to the Committee alongwith the shortfall, if any.

The Haryana Govt. has made 20% reservation for Scheduled Castes in direct recruitment for Class-I, II, III, & IV posts and promotion in Class-III & IV posts. Besides this, Haryana Govt. has given relaxation to Sch. Castes, i.e. 5 years in upper age and 1/4th fee is charged by the S.S. Board and Haryana Public Service Commission. The reserved posts which are not filled are carry forwarded for two recruitment years. The

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1 "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. 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.

State Govt. has already issued instructions regarding relaxation in experience upto 50 % vide their letter No. 22/55/81-3GS-III, dt. 15-3-83.

From the above mentioned facilities, the representation of Scheduled Castes in services has definitely been increased as shown in the table given below:—

Class Position Position
of S.C. of S.C.
employee- employ-
es in es in
Haryana Haryana
Govt. Govt.
services
during
the year
1968. 1986.

I	13	99
II	38	368
III	4482	12953
IV	4484	12241

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.

The Chief Secretary to Govt. Haryana has informed vide his office No 42/23/88—GSI(V) that Govt. have considered the recommendation of the Committee in consultation with S.S.S. Board Haryana. As the recruitment by the Board is made strictly in accordance with the reservation policy of the Govt., there is hardly any need for having a Special Cell for the purpose as suggested by the Committee. Accordingly, Govt. have decided that the Special Cell may not be created.

Such type of cases have come before the Committee from time to time that reservation of Harijans (Scheduled Castes) is not complete. What to speak of the posts of Class I and II, the posts of Drivers and Sweepers are not filled according to reservation policy. Keeping in view these situations, the Committee feel that there is an utmost need to set up a Special Cell to complete the 20% reservation quota of Harijans (SCs).

2. Haryana Public Service Commission has informed that matter has been examined thoroughly by

the Commission. The work of the Commission has already been reorganised to cut down the delay in recruitment. Further, the Commission will ensure that unnecessary delay do not occur in the recruitment of Scheduled Castes and Scheduled Tribes. No creation of Special Cell in the Commission is required.

Besides above, there is one Member belonging to Scheduled Castes in the Selection Committee of HPSC/S.S.S. Board.

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

The Government has enhanced the rate of subsidy amount for the construction of houses from Rs. 2000/- to Rs. 5000/- from this year. An amount of Rs. 50 lakhs has

The subsidy of Rs. 5000/- being paid to Harijans (S.Cs.) to construct a house is justified. The Committee feels that in this materialistic age, this amount is not sufficient. Therefore, the Committee recommend that besides this

has increased manifold, but the subsidy is being paid at the old rate of Rs. 2000/- per beneficiary. Resultantly, the members of Scheduled Castes cannot 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 short-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.

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 reorganisa-

been earmarked during this year under this scheme.

subsidy, a loan amounting to Rs. 10,000/- should also be given to Harijans on nominal interest so that Harijans could construct houses for their living.

The Chief Secretary to Govt Haryana who deals with the reservation policy has informed that the matter is still under the consideration of the Government.

The Committee reiterated its earlier decision and desired that the Government should intimate the latest position in the matter to the Committee.

The State Govt. has decided to raise the amount of loan in the following manners :—

- 1) Post-Matric :—
Rs. 400/- per student ;

The Committee have noted the rates raised by the Government in respect of the issue of loans to Harijan Students and feel that the amount is not sufficient to meet the cost of education in these days of

tion 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 Castes 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.

high cost of living and, therefore, recommend that the amount of loans for Post-Matric students be enhanced to Rs. 800/- per student, for Post-Graduate students Rs. 1500/- per student and for Professional courses to Rs. 2000/- per student and the amount of loan should be releasable every year.

ii) Post Graduate :—
Rs. 800/- per student,

iii) Professional course :—
Rs. 1200/- per student.

Earlier the Post-Matric students were granted the amount of loan of Rs. 200/- in lumpsum once at the Post-Matric stage whereas the amount of Post-Graduate Classes was granted the amount of Rs. 400/- in two instalments, i.e. Rs. 250/- in the first year and Rs. 150/- in the second year.

Now, it has also been decided that the enhanced amount of loan will be provided every year in these classes

ANNEXURE "D"

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 recommendations 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, Haryana 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 Minister Incharge of the Department or to the Council of Ministers, if necessary, for 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 Commissioner and 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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Published under the authority of Haryana Vidhan Sabha and
printed by the Controller, Printing & Stationery, Haryana,
Chandigarh.