

**HARYANA VIDHAN SABHA
COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1989-90)**

**(SEVENTH VIDHAN SABHA)
FIFTEENTH REPORT**

ON

**Reservation/representation of Scheduled Castes in Transport
Department, P. W. (B & R) Department, the Haryana
Tourism Corporation Limited, the Haryana State
Cooperative Land Development Bank Limited, the
Haryana State Cooperative Supply and Marketing
Federation Limited, Industrial Training and
Vocational Education Department, Labour
Department, the Haryana State Board for
the Prevention and Control of Water
Pollution, and the action taken by
the Government on the recom-
mendations contained in its
Fourteenth Report.**



Presented to the House on 29 MAR 1990

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH.**

1990

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CONTENTS

	<i>Pages</i> (iv) (v)
Composition of the Committee	..
2. Introduction	..
Report :	
(i) Transport Department	.. 1—2
(ii) P.W. (B&R) Department	.. 2
(iii) The Haryana Tourism Corporation Limited	.. 2
(iv) The Haryana State Co-operative Land Development Bank Limited	.. 2
(v) The Haryana State Co-operative Supply and Marketing Federation Limited	.. 2
(vi) Industrial Training and Vocational Education Department	.. 3—14
(vii) Labour Department	.. 15—18
(viii) The Haryana State Board for the Prevention and Control of Water Pollution	.. 18—20
(ix) Study Tour	.. 20
(x) General Recommendations	.. 21
4. Appendices :	
(a) List of Industrial Training Institutes and the Industrial Training Institutes (Women Wing) showing the names of the Trades in which training is being imparted.	.. 22—27
(b) Statement showing cadrewise details/break-up of the posts as on 9th February 1979 in the Labour Department, Haryana.	... 28—29
(c) Statement showing the cadrewise details/break up of the posts with effect from 9th February 1979 to 31st March 1989 in the Labour Department, Haryana.	.. 30—41
(d) Statement showing the position regarding representation of Scheduled Castes in Group 'A', 'B', 'C' and 'D' services in the Labour Department, Haryana, as on 31st March 1989.	.. 42—44

(ii)

(e) Statement showing the reservation/representation of Scheduled Castes in the Haryana State Board for the Prevention and Control of Water Pollution in the year 1986-87, 1987-88 and 1988-89. . .	45—58
(f) List of officers/officials who attended the Training/ courses etc. . .	59—62
5. Implementation of recommendations/observations contained in the Fourteenth Report regarding—	63
(a) Co-operation Department . .	64—65
(b) Education Department . .	66—70
(c) Local Bodies Department . .	71—75
(d) Irrigation Department . .	76—77
(e) The Haryana State Small Industries and Export Corporation Limited . .	78—79
(f) Health Department . .	80—85
(g) Haryana State Electricity Board . .	86—98
(h) Haryana Urban Development Authority . .	99—106
(i) The Haryana State Federation of Consumers' Co-operative Wholesale Stores Limited . .	107—115
(j) Police Department . .	116—119
(k) General recommendations . .	120—123
6. Procedure for implementation of recommendations/ observations made by the Committee in its Report. . .	124—125

(iii)

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES FOR
THE YEAR 1989-90**

CHAIRMAN

Shri Buta Singh

MEMBERS

1. Shri Atma Singh
2. Shri Bhag Mal
- *3. Shri Banarsi Dass
4. Shri Jai Narain Khundia
5. Shrimati Maydhaavi Qirti
6. Shri Muni Lal
7. Shri Risal Singh
8. Shri Uday Bhan

SECRETARIAT

1. Shri Sumit Kumar, Secretary
2. Shri Ashok Kumar, Under Secretary

*Shri Banarsi Dass, a Member of the Committee, resigned from the Membership with effect from 23rd January 1990.

(v)

INTRODUCTION

1, Bhag Mal, Member of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee in this behalf, present this report on the reservation/representation of the Scheduled Castes/Scheduled Tribes in the Transport Department; P.W. (B & R) Department; the Haryana Tourism Corporation Limited; the Haryana State Co-operative Land Development Bank Limited, the Haryana State Co-operative Supply and Marketing Federation Limited; Industrial Training and Vocational Education Department; Labour Department; the Haryana State Board for the Prevention and Control of Water Pollution; and the action taken by the Government on the recommendations/observations contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. The report is based on the replies given by the Departments/autonomous bodies, explanations and clarifications received during the deliberation and further observations/recommendations made by the Committee in this behalf

2. The Committee examined the Administrative Secretaries of the above referred to 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 his representatives during the tenure of the Committee.

The Committee also wish to express their thanks to the Administrative Secretaries of the above referred to Departments and their representatives who appeared before the Committee for oral examination in regard to the reservation/representation of Scheduled Castes/Scheduled Tribes in their respective Departments /autonomous bodies.

The Committee are also thankful for the whole hearted and unstinted co-operation given by the Secretary/Under Secretary and his staff.

CHANDIGARH,
THE MARCH 9, 1990

BHAG MAL-
MEMBER

REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes for the year 1989-90 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 23rd February, 1989, authorising the Hon'ble Speaker to nominate the Members of the Committee and also to appoint the Chairman of the said Committee.

2. Shri Buta Singh, a Member of the Committee, was appointed Chairman of the Committee by the Hon'ble Speaker on 16th May, 1989.

3. The Committee held 44 sittings upto 9th March, 1990.

In its first meeting held on 6th June 1989, the Hon'ble Speaker explained to the Committee, in details, its scope and functions. In this meeting, the Committee selected the following Departments/autonomous bodies for examination :—

(i) Transport Department ;

(ii) P.W. (B & R) Department ;

(iii) The Haryana Tourism Corporation Limited ;

(iv) The Haryana State Co-operative Land Development Bank Limited ;

(v) The Haryana State Co-operative Supply and Marketing Federation Limited ;

(vi) Industrial Training and Vocational Education Department ;

(vii) Labour Department; and

(viii) The Haryana State Board for the Prevention and Control of Water Pollution.

TRANSPORT DEPARTMENT

The Financial Commissioner and Secretary to Government, Haryana, Transport Department, was asked by the Haryana Vidhan Sabha Secretariat on 9th June 1989 to supply material relating to reservation/representation of Scheduled Castes and Scheduled Tribes in the said Department within a fortnight. The Committee took a serious view about the functioning of the Department in 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 five reminders by the Haryana Vidhan Sabha Secretariat. The Financial Commissioner and Secretary to Government, Haryana, Transport Department, was, therefore, orally examined by the Committee on 26th December, 1989 for not supplying the desired material to the Committee. The Departmental representative informed that since the information had to come from all the Depots and the Depots have taken inordinately long time to compile this data for onward transmission to the Department, hence the delay occurred in sending the information. The revised reply was sent to the Haryana Vidhan Sabha Secretariat on 27th December, 1989 by the department. The Committee could not examine the same because of paucity of time.

The Committee took a serious view of the callous and indifferent attitude on the part of the Department and observe that the Department did not supply the requisite material even last year as well as this year in time. The Committee, therefore, recommended that the Chief Secretary should initiate action against the officers responsible for the lapse and intimate the same to the Committee.

P.W. (B & R) DEPARTMENT; THE HARYANA TOURISM CORPORATION LIMITED; AND THE HARYANA STATE CO-OPERATIVE LAND DEVELOPMENT BANK LIMITED.

The Administrative Secretaries of the respective Departments were requested by the Haryana Vidhan Sabha Secretariat on 9th June, 1989 to supply material relating to reservation/representation of Scheduled Castes and Scheduled Tribes in the said Departments within a fortnight. The Committee is pained to observe that the Departments did not care to supply the requisite information as asked for by the Committee within stipulated time. The required information was, however, supplied after the issue of reminders by the Haryana Vidhan Sabha Secretariat.

Due to lack of time at the disposal of Committee, the Committee could not frame the questionnaire and examine the Departmental representatives and report accordingly.

THE HARYANA STATE CO-OPERATIVE SUPPLY AND MARKETING FEDERATION LIMITED

The Haryana Vidhan Sabha Secretariat vide their letter dated 9th June, 1989, requested the Commissioner and Secretary to Government, Haryana, Co-operation Department to supply material relating to reservation/representation of Scheduled Castes and Scheduled Tribes in HAFED within a fortnight. The Secretariat issued as many as five reminders. The Committee is sorry to point out that the Department did not supply the required material for examination by the Committee with the result that the Departmental representatives had to be orally examined by the Committee on 26th December, 1989. The required material was, therefore, supplied on 8th January, 1990, complete in all respects. The Committee because of shortage of time felt handicapped to report regarding HAFED.

INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION DEPARTMENT

The Commissioner and Secretary to Government, Haryana, Industrial Training and Vocational Education Department, was requested by the Haryana Vidhan Sabha Secretariat on 9th June, 1989 to supply information with regard to the total number of employees including working on adhoc basis/daily wages (Groupwise); total number of Scheduled Castes employees including working on adhoc basis/daily wages (Group-wise) alongwith their percentage in position as also about the percentage of shortfall alongwith the reasons for the shortfall etc. etc. in respect of the said Department for the year 1986-87, 1987-88 and 1988-89 (as on 31st March 1989). This information was supplied by the Department on 5th July 1989.

The Committee after framing the questionnaire sent the same to the Commissioner and Secretary to Government, Haryana, Industrial Training and Vocational Education Department, on 4th September, 1989. The organisational set up of the department can be seen from the chart on the following page.

The information, referred to above in Para-1, is as shown on the next page.

STATEMENT SHOWING THE REPRESENTATION OF SCHEDULED CASTES/TRIBES

Year	Total Num-ber of em- ployees including working on adhoc/Daily Wages (Groupwise)	Total num-ber of Sched- uled caste Emp- loyees including working on ad- hoc basis/ Daily Wages (Group- wise).	Per- cen- tage.	No. of posts reser- ved for S.C. after 9-2-79.	Reser- ved posts for S.C. lying vacant.	Per- cen- tage of short- fall.	Reasons for short- fall, if any.	Steps taken to fillup the shortfall, if any.
1	2	3	4	5	6	7	8	9
1986-87								
Class-I	10	Nil	Nil	1	1	100%		
Total :	10	Nil	Nil	1	1	100%		
Class-II	33	3	9.50%	3	Nil	Nil		
Total :	33	3	9.50%	3	Nil	Nil		
Class-III	1893	217	11.14%	238	45	18%		
Total :	1893	217	11.14%	238	45	18%		

1. Percentage of Scheduled Caste has been given with reference to total No. of present em- ployees and total No. of pre- sent Scheduled Castes em- ployees.

2. No. of posts reserved for Sched- uled Castes have been coun- ted on the basis of actual No. of posts in each category separa- tely falling vacant after 9-2-79.

1	2	3	4	5	6	7	8	9
Class-IV	678	165	24%	60	Nil	Nil		
Total :	678	165	24%	60	Nil	Nil		
1987-88								
Class-I	11	Nil	Nil	1	1	100%		
Total :	11	Nil	Nil	1	1	100%		
Class-II	33	3	9%	3	Nil	Nil		
Total :	33	3	9%	3	Nil	Nil		
Class-III	1879	242	13%	275	49	18%		
Total :	1879	242	13%	275	49	18%		
Class-IV	753	183	24%	77	Nil	Nil		
Total :	753	183	24%	77	Nil	Nil		
1988-89								
Class-I	10	Nil	Nil	1	1	100%		
Total :	10	Nil	Nil	1	1	100%		

3. Percentage of Shortfall has been counted on the basis of total No of posts reserved for Scheduled Castes after 9-2-79 and those remaining unfilled out of these reserved posts

REASON FOR SHORTFALL

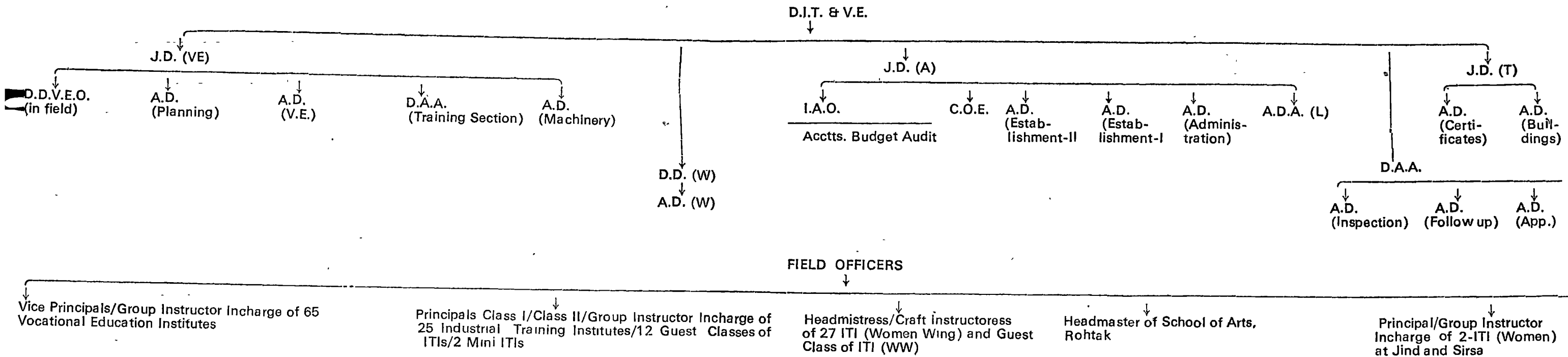
Generally the posts could not be filled up as Scheduled Castes Candidates are not available.

STEPS TAKEN TO FILL UP THE SHORTFALL :—

1. In case of shortfall, the regular recruiting agencies, i.e. Haryana Public Service Commission/Subordinate Services Selection Board, Haryana, are requested again to fill up the posts.
2. While filling up posts on adhoc basis, if suitable candidates are not available from Employment Exchanges, advertisements are given in the newspaper to fill up the posts from reserved categories.

1	2	3	4	5	6	7	8	9
Class-II	33	3	9%	3	Nil	Nil		
Total :	33	3	9%	3	Nil	Nil		
Class-III	2078	250	12.5%	296	64	21%		
Total.:	2078	250	12.5%	296	64	21%		
Class-IV	791	183	25%	77	Nil	Nil		
Total :	791	183	25%	77	Nil	Nil		

ORGANISATIONAL CHART OF THE DEPARTMENT OF INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION, HARYANA



ABBREVIATIONS STAND FOR—

D.I.T. & V.E.	—	Director Industrial Training & Vocational Education, Haryana.	A.D.A. (L)	—	Assistant District Attorney (Legal).
J.D.	—	Joint Director	W.	—	Women.
D.A.A.	—	Deputy Apprenticeship Advisor.	D.D.V.E.O.	—	Deputy District Vocational Education Officer.
A.D.	—	Assistant Director.	V.E.	—	Vocational Education.
I.A.O.	—	Internal Audit Officer.	A.	—	Administration.
C.O.E.	—	Controller of Examinations.	T.	—	Technical.

After orally examining the representatives of the Industrial Training and Vocational Education Department, the Committee have observed as under :—

The Department informed that the posts in Group 'A' & 'B' are filled up by direct recruitment and also by promotion. It was also informed that there are total 16 posts in Group 'A', out of which 4 posts, i.e. Joint Director (Technical), Deputy Apprenticeship Adviser, Deputy Director (V.E.) and Deputy Director (Women) are filled up 100% by promotion. The remaining 12 posts in different cadres are filled up 50% by promotion and 50% by direct recruitment. These posts include Assistant Director (Technical), Assistant Apprenticeship Advisor/Principals I.T.I. (Technical), Assistant Director (V.E.) and Assistant Directors/ Controller of Examination. With regard to Group 'B' posts, it was informed that there are 82 posts which are filled up 50% by promotion and 50% by direct recruitment except one post of Assistant Director (Women) which is filled up 100% by promotion.

The Department gave the following information about the Group-wise strength of staff as it stood on 9th February, 1979 as under :—

	No. of posts sanctioned on 09-02-1979	S.C. candidates in position as on 09-02-1979
GROUP 'A'	11	—
GROUP 'B'	27	1
GROUP 'C'	1611	90
GROUP 'D'	551	177

There is no S.T. in this Department

The Department gave the following figures regarding the number of posts created/filled-up from 9th February 1979 to 31st March 1989 alongwith the number of posts filled by the Scheduled Castes employees :—

	No. of posts created from 9-2-79 to 31-3-89	No. of posts filled from 9-2-79 to 31-3-89	No. of posts filled by S.C.
		Direct Promotion	Direct Promotion
GROUP 'A'	5	3 8	— —
GROUP 'B'	55	14 19	2 1
GROUP 'C'	1265	1152 439	177 76
GROUP 'D'	360	487 —	138 —

It was informed that there is 20% reservation for Scheduled Castes in direct recruitment in Group 'A' posts, but no reservation exists in promotional posts. On 9th February 1979, the department had total 11 posts belonging to Group 'A' and during the period from 9th February, 1979 to 31st March 1989, 5 new posts were created in Group 'A' including the one post of Deputy Director which was upgraded to that of Joint Director. The reserved post in this group was advertised twice by the Haryana Public Service Commission. It was told that no candidate has been recommended by the said Commission.

On the basis of the reservation in Group 'C', the position of shortfall of Scheduled Castes and the action taken to fill up the posts was informed as under :—

1.	Total No. of shortfall = 58	(i) Shortfall in promotion posts	= 10
		(ii) Shortfall against direct recruitment posts	= 48
2.	The position regarding shortfall in case of promotional posts is explained as under :—		
	(i) Total reserved for S.C. as per Roster	=	84
	(ii) Total filled out of reserved posts	=	74
	(iii) Extra posts filled from S.C.	=	2
	(iv) Reserved posts not filled (Details as under)	=	10
	(a) Eligible S.C. persons not available and filled up by other candidates	=	9
	(b) Promotion case for S.C. under consideration	=	1
3.	The position regarding shortfall in case of direct recruitment posts is explained as under :—		
	(i) Total reserved for S.C.	=	213
	(ii) Total filled out of reserved posts	=	165
	(iii) Extra posts filled from S.C.	=	12
	(iv) Reserved posts not filled	=	48
	(v) Details of efforts are as under :—		
	(a) Through S.S.S.B.	=	14
	(b) Through Employment Exchange	=	6
	(c) On transfer basis	=	1
	(d) Direct advertisement	=	9
	(e) Left in-advertently & to be filled in future upon a vacancy becoming available	=	1
	(f) Cannot be filled up on account of stay in court cases	=	17
	Total :		48

Beside above figures, the department gave the following figures Group-wise showing the number of posts carried forward during the last 3 years :—

	No. of posts carried forward in 1986-87 (S.C)	No. of posts carried forward in 1987-88 (S.C.)	No. of posts carried forward in 1988-89 (S.C.)
Group 'A'	1	1	1
Group 'B'	—	—	—
Group 'C'	40	40	41

In addition, the Department gave the following figures as also the source of recruitment to various posts in Group 'A', 'B', 'C' and 'D' during the year 1986-87, 1987-88 and 1988-89 :—

		Total posts filled	Total posts filled by S.C	Source		
				H P S.C.	Promotion	
Group 'A'	1986-87	4	—	2	2	
	1987-88	1	—	—	1	
	1988-89	1	—	—	1	
Group 'B'	1986-87	6	—	4	2	
	1987-88	—	—	—	—	
	1988-89	—	—	—	—	
				S.S.S.B	Pro- motion	Employ- ment Ex- change
Group 'C'	1986-87	285	55	9	68	208
	1987-88	260	35	1	63	196
	1988-89	244	44	82	79	83
				Employment Exchange		
Group 'D'	1986-87	24	2	24		
	1987-88	33	10	33		
	1988-89	13	5	13		

It will be seen from the above figures that no representation has been given to Scheduled Castes in Group 'A' posts as also the shortfall exists in other Groups. **The Committee therefore, recommend that the department should give due representation to the Scheduled Castes by implementing the reservation policy atleast while the posts are filled up by direct recruitment in order to safeguard the interests of the poorer sections of the society. The shortfall so recouped be intimated to the Committee.**

Adhoc/Daily wages appointments

employees :—

The Government gave the following figures showing the number of posts filled up on adhoc basis/daily wages as also the number of posts filled up by Scheduled Castes employees :

Year	No. of posts filled on Adhoc basis/Daily Wages	No. of posts filled by S.C. on Adhoc basis/Daily wages
1986-87	211	34
1987-88	226	23
1988-89	125	33

From the above figures, the Committee observed that due representation has not been given to the Scheduled Castes by the department in the absence of the instructions from the Government with regard to the enforcement of reservation policy at the time of such appointments. The Committee, therefore, recommend that Government should issue instructions enforcing reservation policy at the time of appointments on adhoc basis/daily wages.

Filling up of reserved posts by General category employees

In reply to a question of the Committee, the department informed by way of written reply that certain reserved posts were filled up from non-Scheduled Castes and the following figures were supplied in this respect.

It was also informed that although the Government instructions regarding reservation of posts were followed but one post of Instructor was not filled up in-advertently.

	1986-87	1987-88	1988-89
Group 'A'	—	—	—
Group 'B'	—	—	—
Group 'C'	1	4	—
Group 'D'	—	—	—

In view of the above, the Committee recommend that the error which has occurred at the time of calculation of posts, should be rectified and the next vacant post be offered to the Scheduled Cast employees under intimation to the Committee.

Reservation for wards of teachers in Service

The Department gave a list of the Industrial Training Institutes alongwith their location as also the names of the trades in which the training was being imparted (Annexure 'A'). It was also informed that the department has

reserved 50% seats under the Craftsman Training Scheme and Vocational Education Scheme for various categories, the details of which are given as under :—

Sr. No.	Category	Percentage
1.	Scheduled Caste/Schedule Tribes	20%
2.	Ex-Serviceman/Their wards	16%
3.	Backward Classes	10%
4.	Backward Area	2%
5.	Outstanding sportsman/women	2%

It was also informed that a separate policy for admission under the Teachers Training Course has been framed, the details of which are given as under :—

Sr. No.	Category	Percentage
1.	Scheduled Caste/Scheduled Tribes	20%
2.	Ex-Serviceman/Their wards	5%
3.	Backward Classes	10%
4.	Teachers in Service	5%
5.	Widows/Orphan/Divorced/Fatherless	10%

In reply to the question of the Committee, the departmental representative informed that there is no reservation for the wards of teachers in service. The Committee, after perusing the above schemes, recommend that the Government should examine the point for enforcing the reservation for the wards of teachers in service.

Scholarship

The Department by way of written reply gave the following details of expenditure incurred for Scheduled Castes under the Special Component Plan during the year :—

(Expenditure in lakhs)

Name of Scheme	1986-87		1987-88		1988-89		Total	
	Ear-mar- ked	Spent	Ear-mar- ked	Spent	Ear-mar- ked	Spent	Ear-mar- ked	Spent
Award of stipend to SC/BC & V.J. trainees of ITIs	17.00	16.87	20.00	19.43	21.00	18.40	58.00	54 70
Organising special training for S.C. in ITIs under Special Central Assistance Scheme	5.00	4.62	8 00	7 71	5 00	5 08	18.00	17 41
Mini ITIs for S.C. Ambala Cantt & Pundri	4 80	4 75	6 79	6.79	7.30	7 61	18 89	19 15

During the oral examination, the departmental representative informed that a sum of Rs. 75 is being given by way of scholarship to the Scheduled Castes students who are studying in different Industrial Training Institutes. **The Committee observed that during these hard days of high prices, the amount of scholarship is much less and, therefore, recommend that this amount may be increased to Rs. 100 per month per student.**

Cases of untouchability

It was informed to the Committee by the Department that two cases of untouchability are in the notice of the department and both the cases are under consideration. **The Committee recommend that these cases may be decided at the earliest and the defaulters be served with required punishment under intimation to the Committee.**

LABOUR DEPARTMENT

The Haryana Vidhan Sabha Secretariat requested the Commissioner and Secretary to Government, Haryana, Labour Department, on 9th June 1989 to supply information with regard to the total number of employees including working on adhoc basis/daily wages (Group-wise), total number of Scheduled Castes employees including working on adhoc basis/daily wages (Group-wise) alongwith their percentage and the percentage of the shortfall and the reasons for the shortfall, if any, in respect of the Labour Department for the year 1986-87 to 1988-89 (year-wise) (as on 31st March 1989). The required information was supplied by the department on 10th July, 1989. This information alongwith the organisational set up of the department appear on the following pages.

Year	Total No. of emplo- yees inclu- ding working on ad- hoc basis/ daily wages (Group- wise)	Total No. of Sche- duled castes emplo- yees inclu- ding working on ad- hoc basis/ daily wages (Group- wise)	%age	%age of the short- fall	Reasons for short- fall, if any	Steps taken to fill up the short- fall, if any
1	2	3	4	5	6	7
Class-I (Group-A)						
1986-87	12	—	—	—	No shortfall in any category	—
1987-88	13	1	8%	—	Do	—
1988-89	13	1	8%	—	Do	—
Class-II (Group-B)						
1986-87	25	6	24%	—	No shortfall in any category	—
1987-88	25	5	20%	—	Do	—
1988-89	23	5	22%	—	Do	—
Class-III (Group-C)						
1986-87	242	40	16½%	—	No shortfall in any category	—
1987-88	242	40	16½%	—	Do	—
1988-89	240	41	17%	—	Do	—
Class-IV (Group-D)						
1986-87	139	55	39%	—	No shortfall in any category	—
1987-88	139	55	39%	—	Do	—
1988-89	139	57	41%	—	Do	—

Administrative set-up of the Labour Department, Haryana

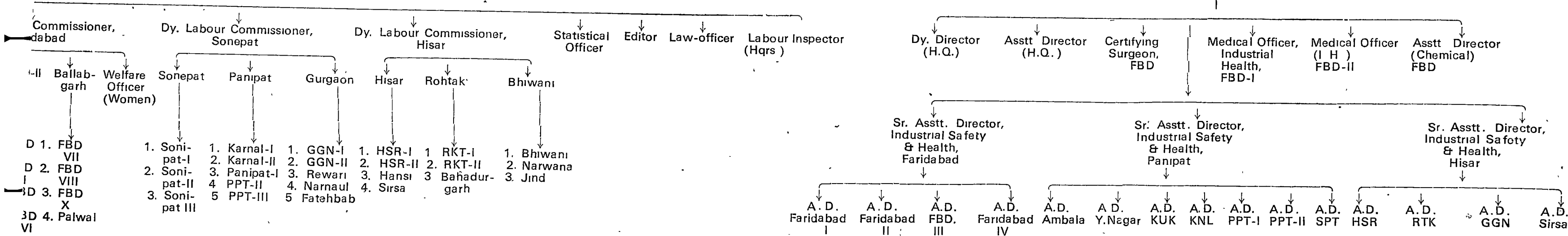
LABOUR COMMISSIONER-CUM-DIRECTOR, INDUSTRIAL SAFETY & HEALTH

LABOUR WING

FACTORY WING

Joint Labour Commissioner (Hqrs.)

Additional Director, Industrial Safety & Health



- Commissioner.
- Industrial Safety & Health.
- Director, Industrial Safety & Health.
- Industrial Safety & Health
- PPT stands for Panipat.
- HSR stands for Hisar.
- GGN stands for Gurgaon.
- RTK stands for Rohtak.
- KUK stands for Kurukshetra.
- Y.Nagar stands for Yamuna Nagar.

The Committee framed a questionnaire for the oral examination of the representatives of the said department at the Government level as also the Directorate level on 23rd August, 1989. The same was sent by the Haryana Vidhan Sabha Secretariat to the Commissioner and Secretary to Government, Haryana, Labour Department, on 4th September, 1989, for replying to the various questions of the questionnaire. The replies to the questionnaire were not received by the Committee within the stipulated time with the result the Financial Commissioner and Secretary to Government, Haryana, Labour Department was orally examined by the Committee on 23rd January, 1990.

The Committee finally examined the representatives of the department on 8th February, 1990 for seeking further clarifications and information before framing the report of the Committee.

After orally examining the representatives, the Committee have observed as under :—

Cadre wise number of posts and representation of Scheduled Castes

The department supplied lists of cadre-wise details/break up of the posts as on 9th February, 1979 (Annexure 'B') as also with effect from 9th February, 1979 to 31st March, 1989 (Annexure 'C'). Besides, the department also supplied a statement showing the position regarding representation of Scheduled Castes in Group 'A', 'B', 'C' and 'D' services as on 31st March, 1989 (Annexure 'D').

After perusing the information supplied by the department as also orally examining them, the Committee recommend the various posts in different groups of services be filled up in such a way so that the rights of the Scheduled Castes are preserved in accordance with the instructions issued by the Government in the matter. The Committee further recommend that the short-fall in various groups may be wiped off within six months and the Committee be also informed about the steps so taken.

Payment of wages

During the oral examination, it was pointed out by the Committee that the workers in various Factories are not getting their full wages. The departmental representatives informed that it is one of the functions of the Labour Inspectors/Labour Officers/Labour Commissioner to see that no discrimination is made amongst the employees with regard to the payment of wages and also that full wages are paid to the workers. It was also informed that on the pay day, Factories are also being checked by the Inspectorate staff. It was further informed by the departmental representative that according to the norms fixed by the Government, they have not been sanctioned the required number of posts in different cadres. The Committee observed that in view of the industrialisation in the State as also the increase in the number of industries alongwith the labour, the problems of labourers have increased manifold. The Committee, therefore, recommend that the department should be provided with adequate staff by the Government so that the inspections in various factories are carried out in a proper way, especially in view of the fact that four new Districts have been carved out or where additional posts are required to be sanctioned by the Government.

Service Rules

The Committee recommend, that the matter with regard to the finalisation of the Service Rules may be pursued with the Government so that these are finalised within two months as assured by the departmental representatives, under intimation to the Committee.

Compensation

It was informed that the Labour Department get the relief provided to the labourers who sustain loss during the working hours irrespective of the caste or creed under the provisions of Workmen's Compensation Act, 1926. It was also informed that during the year 1986, 1987 and 1988, the relief was got provided to 266, 224 and 246 workers respectively. The total amount of compensation got paid was Rs. 26,97,227, Rs. 9,74,509 and Rs. 34,65,239 during the year 1986, 1987 and 1988 respectively. It was, however, pointed out by the Committee that the required amount was not being deposited by the employers under the Workmen's Compensation Act, 1926, for a number of years with the result that the full compensation is not paid to the labourers at the time of any mishappening. **The Committee, therefore, recommend that the department should make some arrangements so that it could be checked that the full amount is deposited by the employers for the purpose. The steps so taken by the department in this respect be intimated to the Committee.**

Haryana Labour Welfare Board

It was informed that the said Board was constituted under Sub Section (3) of Section 4 of Punjab Labour Welfare Fund Act, 1965. The Board consists of 12 members, out of which 4 are representatives of employers, 4 of employees and 4 independent members including the Chairman. It was also informed that the functions of the board are to promote the welfare of labour and of their dependents and the source of the income of the board is, unclaimed wages, bonus and gratuity etc. of the industrial workers which the managements are required to deposit with the Board. **The Committee observed that the funds are not being utilised to defray expenditure on various schemes. The Committee, therefore, recommend that the financial assistance being given by the Board to the workers and their dependents be enhanced because of the high prices.**

THE HARYANA STATE BOARD FOR THE PREVENTION AND CONTROL OF WATER POLLUTION

The Commissioner and Secretary to Government, Environment Department, was requested by the Haryana Vidhan Sabha Secretariat vide their letter dated 9th June, 1989 to supply material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in the Haryana State Board for the Prevention and Control of Water Pollution. The required information was supplied by the Government vide their letter dated 26th July, 1989 (Annexure 'E') and the Committee accordingly framed the questionnaire. After scrutinising the material so received in the meeting held on 21st August, 1989, the questionnaire was sent by the Haryana Vidhan Sabha Secretariat to the Government on 1st September, 1989 for submitting the replies to the various questions. Since no reply was received, the Committee had to

orally examine the Departmental representatives on 9th January 1990. The replies were, however, received from the Government vide their letter dated 8th January, 1990.

Before framing the report, the Committee orally examined the representatives of the Government and the Board. The observations/recommendations of the Committee are as under :—

Cadrewise strength of Board and representation of Scheduled Castes

After perusing the information supplied by the Board through the Government as also hearing the Departmental/Board's representatives, the Committee have observed that almost all the posts in the Board have been filled up by the officers/officials who have been taken on deputation either from the Public Health Department or from other Departments. A much less number of posts in various cadres have been filled up by the Board by appointing its own employees directly. All this has resulted in the shortfall in the reserved categories of Scheduled Castes whereas the instructions issued by the Government on the subject are very clear. The Committee have also observed that the Board have filled up reserved posts by appointing persons of general categories and have de-reserved various posts without obtaining the approval of the Committee headed by the Chief Secretary. The Committee was sorry to know that the instructions issued by the Government in September, 1989 in this regard were not in the knowledge of the Board's representatives.

In view of the above observations, the Committee recommend that various posts in different cadre should be filled up by the Board by employing its own officers/officials instead of taking them on deputation so that the required number of Scheduled Castes are also recruited and their interests are safeguarded since they belong to the poorer and down-trodden sections of our society; and the shortfall be recouped in various cadres, under intimation to the Committee.

Trainings/Courses

The Board in reply to a question of the Committee as to how many Training/Courses have been organised relating to Prevention, Control or abatement of Water Pollution and who were the participants in the said Trainings/Courses, informed that no such Training/Course was organised by the Board itself. However, the officers were deputed to attend the Courses arranged by the various organisations of Government of India by rotation from time to time. The Board also supplied a list of the officers (Annexure 'F') who were deputed in India and abroad right from the year 1980 onwards to attend various courses. After perusal of the list, the Committee have observed that no officer belonging to the Scheduled Castes was ever associated with any of the courses. The Committee, therefore, recommend that while deputing officers to attend Courses by rotation, the interests of the Scheduled Castes officers be also watched and they may also be deputed to attend such Training/Courses.

Concessions for Scheduled Castes

The Board in reply to a question of the Committee as to what sort of concessions are being given to the persons belonging to the Scheduled Castes while planning comprehensive programme for the Prevention and Control or abatement of Pollution of Wells, the Board intimated that all the polluting industries are required to discharge their trade effluent inside or outside their premises after proper treatment and the trade effluent so discharged should meet the standards prescribed by the Board, i.e. the parameters should be within the limit prescribed by the Board. It was, however, informed that since the individual industry is responsible, no individual wells are checked. **The Committee, therefore, recommend that Government should give machinery on concessional rates or give some grants to the Scheduled Castes who go in for installing their treatment plants for the purification of water and the system for the disposal of sewage.**

Fee

The Board informed that the amount of fee payable for filing an appeal under Section 28 of Water (Prevention and Control of Pollution) Act, 1974, as mentioned in Sub-rule 5 of Rule 23 of the Haryana (Prevention & Control of Water Pollution) Rules, 1978, is Rs. 3,000. The fee for analysing sample of water for small scale industries is Rs. 200 and for large and medium scale industries is Rs. 1,000. It was also informed that no person belonging to Scheduled Castes are given any concession or are exempted from the payment of such fee. **The Committee, therefore, recommend that the rate of fee to be charged from the persons belonging to the Scheduled Castes categories should be less than the rate of fee to be charged from the persons belonging to the general categories.**

STUDY TOUR

The Committee decided to undertake a study tour to the States of Sikkim and Tripura and the Union Territory of Andaman & Nicobar Island during the month of October, 1989 for a fortnight, for discussing with the counter-part Committees of both the States and the Pradesh Council of Andaman & Nicobar Islands about the matters of common interests and also to see the developmental works undertaken by the respective State/Union Territory. During the course of the study tour, the Committee also visited **Siliguri, Darjeeling and Guwahati.**

In addition to the above study tour, the Committee also visited **Shimla (Himachal Pradesh)** in the month of August, 1989 and held own meetings.

GENERAL RECOMMENDATIONS

Oral Examination of Officers

During the course of oral examination of various Departments, the Committee orally examined the Registrar, Co-operative Societies too with regard to the implementation of the recommendations made by the Committee in its 14th report with regard to the Co-operation Department. The Committee noted with distress that the Registrar, Co-operative Societies was not well prepared to reply to the questions of the Committee nor he sent any information as promised in the meeting, either to the Committee or to the Chief Secretary as is apparent from the record. **The Committee would, therefore, like that the Chief Secretary should address all the Administrative Secretaries/Heads of Departments that they should appear before the various Committees of Vidhan Sabha well prepared so that the Committees are not misled.**

Reservation in Adhoc/Daily Wages appointments

While examining the departments of the Government/Board, the Committee have observed that the Departments are making appointments on adhoc/daily wages basis but no reservation is being given by them to the persons of reserved categories with the result that whenever the Government issue instructions for regularising the services of said employees, the number of Scheduled Castes decreases in various groups of services. **The Committee, therefore, recommend that the Government should examine this point with regard to the enforcement of reservation policy at the time of adhoc/daily wages appointments and also issue instructions in this regard under intimation to the Committee,**

ANNEXURE 'A'

List of Industrial Training Institutes I.T.I. (W.W.) where the training is imparted in the various trades

Industrial Training Institute, Adampur.	Stenography HINDI, Electrician, Draughtsman Civil, Fitter, Electronics, Turner, Tractor Mechanic.
Industrial Training Institute, Ambala City	Blacksmith, Welder, Moulder, Wireman, Carpenter, Motor Mech., Fitter, Turner, Machinist, Pattern Maker, Electrician, Ref. & Air Conditioning Mech., Draughtsman Mech., Mech. Radio & TV Tool & Die Maker, Mech. Electronic General, Stenography English/Hindi, Hand compositor, Hand composition, Printing Machine Operator, Mech. Diesel, Data preparation & Computer Shaft Ware, Draughtsman Civil, Instrument Mech. Painter (General).
Industrial Training Institute, Bhiwani	Welder, Sheet Metal Worker, Moulder, Carpenter, Mech. Tractor, Fitter, Turner, Machinist, Electrician, Mech. Radio & T.V., Stenography Hindi, Hand Compositor, Letter Press Mech., Minder, Mach. Mach. Motor Electronics, D M Civil (only Girls).
Industrial Training Institute, Faridabad.	Carpenter, Mach. Motor Vehicle, Mach. Diesel, Fitter, Turner, Machinist (Grinder), Machinist, Electrician, Tool & Die Maker, Steno English, Steno Hindi, Cutting & Tailoring, Embroidery, Mach.. Electronics General (only Girls) D.M. Mach. M.G. Electronics & Turner (only for S.C.) Ref. & Air Conditioning Mach., D.M. Civil, Hair & Skin care.
Industrial Training Institute, Firozpur Jhirka.	Welder, Wireman, Fitter, Steno Hindi, D.M. Civil, Mach. Tractor, Electrician, Mach. Machinist Grinder.
Industrial Training Institute, Gurgaon.	Welder, Sheet Metal Worker, Moulder, Wireman, Carpenter, Mach. Motor, Mach. Tractor, Mach. Diesel, Plumber, Fitter, Turner-Machinist, Electrician, D.M. Mach., D.M. Civil Mach., Radio & T.V., Steno Hindi, Steno English, Mach. Electronics, Electronics (only for Girls), Ref. & Air Conditioning Mach. Clock Repair.
Industrial Training Institute, Gohana.	Wireman, Fitter, Turner, D.M. Civil, Steno Hindi, Hand weaving Darry & Niwar, Tool & Die maker, Electronics Mach.

Industrial Training Institute, Hassangarh.	Welder, Carpenter, Mach. Motor Vehicle, Mach. Tractor, Fitter, Electrician, Steno Hindi, Turner.
Industrial Training Institute, Hathin.	Welder, Sheetmetal Worker, Wireman, Mach Diesel, Fitter, Plumber, Cutting & Tailoring, D.M Civil, Turner.
Industrial Training Institute, Hissar	Welder, Moulder, Wireman, Carpenter, Mach. Motor Vehicle, Mach. Tractor, Mach. Diesel, Plumber, Fitter, Turner, Electrician, Ref. & Air Conditioning Mach., D.M. Mach. D.M., Civil, Mach. Radio & T.V., Steno Hindi, Steno English, M.G. Electronics & Machinist (For S.C. only) Mach. Electronics, Machinist, Surveyer, Data Preparation & Computer shaft ware.
Industrial Training Institute, Karnal	Welder, Moulder, Carpenter, Mach. Motor Vehicle, Mach. Tractor, Mach. Diesel, Fitter, Turner, Electrician, Steno English, Steno Hindi, Mach. Radio & T.V., Mach. Electronics, Machinist, D.M. Civil (for girls only) Wireman, D.M. Civil, Plastic processing operator.
Industrial Training Institute, Kaithal.	Welder, Carpenter, Mach. Motor Vehicle, Mach. Tractor, Fitter, Turner, Electrician, D.M. Civil, Mach. Radio & T.V., Steno English, Steno Hindi, Cutting & Tailoring, Turner (for S.C. only) only one unit.
Industrial Training Institute, Mohindergarh.	Welder, Sheetmetal Worker, Carpenter, Mach. Motor Vehicle, Mach. Tractor, Fitter, Turner, Machinist, Electrician, Mach. Radio & T.V., Steno Hindi, D.M. Civil, D.M. Mach. Moulder.
Industrial Training Institute, Meham	Fitter, Cutting & Tailoring, Steno Hindi, Electrician, Turner.
Industrial Training Institute, Nagina,	Fitter, Electrician, Welder, Turner, Sheetmetal Worker, Mach Radio & T.V., Mach. Diesel
Industrial Training Institute, Narnaul.	Welder, Sheetmetal Worker, Moulder, Fitter, Turner, Machinist, Electrician, Steno Hindi, Mach. Radio & T.V. (for Girls only) one unit Ref & Air Cond. Mach., Turner, (For S.C. only) Painter, D.M. Mach, Steno English.
Industrial Training Institute, Narwana.	Welder, Moulder, Carpenter, Mach. Motor Vehicle, Mach. Tractor, Fitter, Turner, Machinist, Electrician, Steno Hindi, D.M. Civil Cutting & Tailoring, Embroidery

Industrial Training
Institute, Nawla.

Welder, Carpenter, Steno Hindi, D.M. Civil,
D.M. Mach., Fitter, Turner.

Industrial Training
Institute, Nathusari
Chopta.

Welder, Wireman, Plumber, Fitter.

Industrial Training
Institute, Palwal.

Welder, Carpenter, Electrician, Mach. Tractor,
Plumber, Fitter, Turner, Machinist, Steno
English, Tool & Die Maker, Electronics
Mach

Industrial Training
Institute, Panipat

Blacksmith, Welder, Sheetmetal Worker,
Moulder, Carpenter, Mach Motor Vehicle,
Mach. Tractor, Fitter, Turner, Machinist,
Electrician, Steno English, Steno Hindi, Hand
Weaving Darry & Niwar, Hand Weaving
Fancy & Fabrics.

Industrial Training
Institute, Rohtak.

Welder, Moulder, Wireman, Carpenter, Mach
Motor Vehicle, Mach. Tractor, Fitter, Turner,
Electrician, D.M. Mach., D.M. Civil, Surveyor,
Steno Hindi, Steno English, Mach. Radio &
T.V., M.G. Electronics, Clock Repair, Machi-
nist.

Industrial Training
Institute, Sirsa.

Welder, Wireman, Mach. Motor Vehicle,
Mach. Diesel, Plumber, Fitter, Turner, Machi-
nist, Electrician, D.M. Mach., D.M. Civil,
Mach. Radio & T.V., Steno English, Steno
Hindi

Industrial Training
Institute, Sonapat.

Blacksmith, Welder, Moulder, Carpenter,
Mach. Motor Vehicle, Mach. Tractor, Mach.
Diesel, Fitter, Turner, Machinist, Machinist
Grinder, Electrician, Ref. & Air Cond. Mach.,
D.M. Mach, Mach. Radio & T.V., Tool
& Die maker, Steno English, Steno
Hindi, Sheetmetal Worker, Electronics Mach,
Wireless Operator, Plastic Processing Ope-
rator

Industrial Training
Institute, Yamuna
Nagar.

Welder, Moulder, Wireman, Carpenter, Mach
Motor Vehicle, Fitter, Turner, Machinist,
Pattern Maker, Electroplator, Electrician,
Mach Ref. & Air Cond, D.M. Mach. D.M
Civil, Mach. Radio & T.V, Steno English,
Cutting & Tailoring, Embroidery Mach,
Tractor, Electronics Mach., Tool & Die Maker,
Millwright Mach

Industrial Training
Institute, Tohana
(Guest class of
I.T.I, Narwana).

Steno English, Steno Hindi

Industrial Training
Institute, Rewari
(Guest class of
I.T.I., Narnaul).

Welder, Mach. Radio & T.V., Fitter, Wire-
man (For S.C. only).

Industrial Training
Institute, Sonha
(Guest class of
I.T.I., Gurgaon)

Fitter, Steno Hindi, Cutting & Tailoring,
Embroidery & Needle work.

Industrial Training
Institute, Jind
(Guest class of
I.T.I., Narwana).

Welder, Steno Hindi.

Industrial Training
Institute, Bahadurgarh
(Guest class of
I.T.I., Rohtak).

Fitter.

Industrial Training
Institute, Ganaur
(Guest class of
I.T.I., Sonapat).

Sheetmetal Worker, Fitter.

Industrial Training
Institute, Barara
(Guest Class of
I.T.I., Ambala).

Steno - Hindi, Cutting & Tailoring, Carpenter.

Industrial Training
Institute, Hansi
(Guest class of
I.T.I., Hisar).

Steno Hindi, Fitter.

Industrial Training
Institute, Kurukshetra
(Guest Class of
I.T.I., Karnal)

Carpenter.

Industrial Training
Institute, Shahbad,
(Guest class of
I.T.I., Ambala).

Welder.

Industrial Training
Institute, Pali
(Guest class of
I.T.I., Faridabad).

Welder, Fitter

Industrial Training
Institute, Kund Mandi
(Guest class of
I.T.I., Mohindergarh)

Steno Hindi.

**(FOR SCHEDULED CASTES/SCHEDULED TRIBES
VIMUKT JATIES CANDIDATES ONLY)**

Mini Industrial Training Institute, Ambala Cantt. Steno Hindi, Fitter, D.M. Civil, Electrician.

Mini Industrial Training Institute, Pundri. Plumber, Steno Hindi.

**FOR WOMEN ONLY WHERE THE TRAINING IS IMPARTED IN
VARIOUS TRADES**

'A' Industrial Training Institute (W.) Jind Draughtsman Civil, Mach Radio & T.V., Hair & Skin Care, Cutting & Tailoring, Embroidery.

'B' Industrial Training Institute (W.) Sirsa. Radio & T.V. Mach., Cutting & Tailoring, Embroidery, Electronics Mach., Steno Hindi, Steno English, D.M. Civil

INDUSTRIAL TRAINING INSTITUTES (WOMEN WING)

Sr. No.	Name of the I.T.I. (WW)	Trades running in I.T.I.
1.	Ambala City	Cutting & Tailoring, Embroidery, Machine Knitting (Knitting with Machine) Dress Making, Hair & Skin Care.
2.	Bahadurgarh	Cutting & Tailoring, Embroidery.
3.	Bhiwani	Cutting & Tailoring, Embroidery.
4.	Charkhi Dadri	Cutting & Tailoring, Embroidery.
5.	Chhachharauli	Cutting & Tailoring, Embroidery.
6.	Gurgaon	Cutting & Tailoring, Embroidery, Hair & Skin Care.
7.	Hansi	Cutting & Tailoring, Embroidery, Knitting with Machine.
8.	Hisar	Cutting & Tailoring, Embroidery, Dress Making, Hair & Skin Care
9.	Jhajjar	Cutting & Tailoring, Embroidery.
10.	Kurukshetra	Cutting & Tailoring, Embroidery.
11.	Kalka	Cutting & Tailoring, Embroidery, Knitting with Machine
12.	Karnal	Cutting & Tailoring, Embroidery, Hair & Skin Care, Dress Making.
13.	Mohindergarh	Cutting & Tailoring, Embroidery.
14.	Naraingarh	Cutting & Tailoring, Embroidery.

1	2	3
15.	Narnaul	Cutting & Tailoring, Embroidery.
16.	Palwal	Cutting & Tailoring, Embroidery.
17.	Panipat	Cutting & Tailoring, Embroidery.
18.	Pundri	Cutting & Tailoring, Embroidery.
19.	Rewari	Cutting & Tailoring, Embroidery.
20.	Rohtak	Cutting & Tailoring, Embroidery, Hair & Skin Care.
21.	Shahbad Markanda	Cutting & Tailoring, Embroidery.
22.	Samalkha	Cutting & Tailoring, Embroidery.
23.	Sonipat	Cutting & Tailoring, Embroidery.
24.	Tohana	Cutting & Tailoring, Embroidery, Dress Making.
25.	Tosham	Cutting & Tailoring, Embroidery.
26.	Saket	Cutting & Tailoring.

ANNEXURE 'B'

Statement showing Cadrewise details/break up of the posts as on 9th February, 1979 in the Labour Department, Haryana.

Sr. No	Name of Group/Name of the post.	No. of sanctioned posts	Position regarding representation of Scheduled Caste and Scheduled Tribes.	Remarks
1	2	3	4	5
Group—A				
1.	Labour Commissioner	1	—	I.A.S. cadre post.
2.	Administrative Officer	1	—	H.C.S./ H.S.S. Cadre post.
3.	Joint Labour Commissioner	1	—	—
4.	Deputy Labour Commissioner	4	—	—
5.	Additional Director, Industrial Safety and Health	1	—	—
6.	Deputy Director, Industrial Safety and Health	1	—	—
7.	Certifying Surgeon	1	—	—
8.	Senior Assistant Director, Industrial Safety and Health	2	—	—
Total :		12	<i>Note:</i> According to service rules all were promotion posts and there is no reservation for Scheduled Castes in promotion to Class-I posts.	
Group—B				
1.	Labour Officer-cum-Conciliation Officer	10	2	—
2.	Assistant Director, Industrial Safety and Health	11	2	—
3.	Statistical Officer	1	—	—
4.	Medical Officer, Industrial Health	1	—	—
5.	Editor	1	—	—
6.	Welfare Officer (Women)	1	—	—
Total .		25	4	

1	2	3	4	5
Group—C				
1. Labour Inspector		20	4	—
2. Head Statistical Assistant		1	—	—
3. Cartographer		1	—	—
4. Statistical Assistant		4	—	—
5. Draftsman		1	—	—
6. Drivers		3	—	—
7. X-Ray Tech.		1	—	—
8. Laboratory Assistant		1	—	—
9. Nurse		1	—	—
10. Cinema Operator		1	—	—
11. Head Assistant		5	—	—
12. Head Clerk (Headquarter)		1	—	—
13. Legal Assistant		1	—	—
14. Accountant		1	—	—
15. Assistant/Head Clerk/Reader/ Rent Collector		33	5	—
16. Junior Statistical Assistant		1	1	—
17. Senior Scale Stenographer		4	—	—
18. Junior Scale Stenographer		10	—	—
19. Steno-typist		12	1	—
20. Computers		6	2	—
21. Clerks		93	18	—
22. Instructress		7	—	—
23. Restorer		1	—	—
Total :		209	31	

Group—D				
1. Daftri		2	—	—
2. Jamadar		1	—	—
3. Peon		70	19	—
4. Chowkidar		10	2	—
5. Sweeper-cum-Chowkidar		12	12	—
6. Sweeper		2	2	—
7. Mali		1	—	—
8. Organisr		6	4	—
9. Waterman		1	—	—
Total :		105	39	

Annexure 'C'

Statement showing Cadrewise details/break up of the posts w.e.f. 9th February, 1979 to 31st March, 1989, in the Labour Department, Haryana.

Sr. No.	Name of post	No. of vacant posts as on 9-2-79 and created w.e.f. 9-2-79 to 31-3-89 yearwise		No. of post filled up w.e.f. 9-2-79 to 31-3-89 yearwise		No. of posts filled up by Scheduled Castes.		Remarks.	
		Year	Post vacant on 9-2-79	New sanctioned post	Vacancy arose due to promotion / retirement / death etc.	Year	Direct promotion		
1	2	3	4	5	6	7	8	9	10
Group—A									
1	Joint Labour Commissioner	1984 1987	— —	— —	1 1	1984 1987	— —	1 1	— —
2	Deputy Labour Commissioner	9-2-79 to 31-12-79 1982	1 —	— 1	— 1	1979 1984	— —	1 1	— —
		1986 1987	— —	— —	— 1	1986 1987	— —	1 1	— —
									New post was abolished in 1985

3. Additional Director, Industrial Safety & Health.	9-2-79 to 31-12-79	1	—	—	1979	—	1	—	—
4. Deputy Director, Industrial Safety & Health.	9-2-79 to 31-12-79 1986	—	—	1	1980	—	1	—	—
		—	—	1	1988	—	1	—	—
5. Senior Assistant Director, Industrial Safety and Health.	9-2-79 to 31-12-79 1982	2	—	—	1980	—	2	—	—
		—	2	—	1985	—	2	—	Post abolished in Feb., 1985
	1985 to 1987	—	1	—	—	—	—	—	—
		—	—	1	1987	—	2	—	—
6. Certifying Surgeon	1984	—	—	1	1984	—	1	—	—

Group—B

1. Labour Officer-cum-Conciliation Officer.	9-2-79 to 31-12-79 1981 1982	1	—	—	1979	—	1	1	—
		—	1	1	1981 1983	—	2	—	Post abolished in 1985
		—	1	—	—	1	—	—	—

1	2	3	4	5	6	7	8	9	10	11
		1984			2	1984		2	1	
		1985		1		1987		1		
		1986			3	1987		1		
		1987			1					
<i>Note 1</i> According to the rules applicable upto 31-12-87, 66% were promotion posts and 33% direct posts. On 31-3-89, 10 posts were filled up, 2 by direct recruitment and 8 by promotions (one in leave vacancy). No reservation on promotion posts. Hence no shortfall										
2.	Assistant Director, Industrial Safety and Health.	9-2-79 to 31-12-79	1			1980	1			
		1980			2					
		1981		1	1	1981	1			
		1982		9		1982	1		1	
						1983	9		1	9 posts abolished in 2/85.
		1985		5						
<i>Note 1</i> On 31-3-79, 7 posts filled up by direct recruitment. Two posts are held by Scheduled Castes. Hence, no shortfall.										
3.	Welfare Officer (Women).	9-2-79 to 31-12-79	1			1987	1			
		1989		1						

4	Statistical Officer.	1981	—	—	1	1983	—	1	—	—
5	Medical Officer, Industrial Health	9-2-79 to 31-12-79	1	—	—	1980	1	—	—	—
		1980	—	1	—	1983	1	—	—	One post abolished in 1987.
		1981	—	1	—	1984	1	—	1	—
		1984	—	—	1	1989	1	—	—	—
6.	Research Officer	1982	—	1	—	1982	—	1	—	Post abolished in '2/85
7	Labour/Welfare Officer	1980	—	1	—	—	—	—	—	Post abolished in 1989
8	Law Officer	1982 1986	— —	1 —	— 1	1984 1986	1 1	— —	— —	— Filled up by depu- tation.
9.	Safety Officer	1986	—	1	—	—	—	—	—	—
10.	Lady Industrial Relation Officer	1982	—	1	—	—	—	—	—	Post abolished in 1989

Group—C

1.	Superintendent	1981	—	1	1	1981	—	2	—	—
----	----------------	------	---	---	---	------	---	---	---	---

1	2	3	4	5	6	7	8	9	10	11
		1982	—	1	—	—	—	—	—	One post abolished in 7/85
		1983	—	—	1	1983	—	2	—	—
2.	Head Assistant	9-2-79 to 31-12-79	1	—	—	1979	—	1	—	—
		1980	—	1	4	1980	—	5	1	—
		1981	—	—	2	1981	—	2	—	—
		1982	—	—	2	1982	—	2	—	—
		1989	—	—	1	1989	—	1	1	—
3.	Head Clerk	9-2-79 to 31-12-79	—	—	1	1979	—	1	—	—
		1980	—	—	3	1980	—	3	—	—
		1981	—	—	2	1981	—	2	—	—
		1982	—	—	1	1982	—	1	—	—
4.	Legal Assistant	1983 1987	—	—	1	1985 1987	—	1 1	—	—
5.	Head Statistical Asstt	1980	—	—	1	1980	—	1	—	—
		1982	—	2	1	1982	—	3	—	Two posts abolished in 7/85
		1987	—	—	1	1987	—	1	—	—

6. Labour Inspector	9-2-79 to 31-12-79	2	—	2	1979	2	2	—	—
	1980	—	6	—	1980	3	3	1	—
	1981	—	6	2	1981	—	8	1	—
	1982	—	2	7	1982	9	—	1	—
	1985	—	—	2	1985	—	2	3	—
	1986	—	—	1	1986	—	1	1	—
	1987	—	—	2	1987	—	—	—	—
	1988	—	—	2	1988	1	1	—	—
	1989	—	—	1	1989	—	2	1	—
7. Cartographer	1989	—	—	1	—	—	—	—	—
8. Driver	9-2-79 to 31-12-79	—	1	—	—	—	—	—	—
	1981	—	1	—	1981	1	1	—	—
	1982	—	1	2	1982	2	—	—	—
		—	—	—	1983	—	1	—	One post abolished in 6/80
9. Laboratory Assistant	9-2-79 to 31-12-79	1	—	—	—	—	—	—	—
10. Nurse	9-2-79 to 31-12-79	1	—	—	—	—	—	—	—
11. Junior Statistical Assistant	1980 1981 1983	—	—	1 1 1	1980 1981 1989	— — —	1 1 1	— — —	— — —

1	2	3	4	5	6	7	8	9	10	11
12.	Statistical Asstt.	1980 1981 1983	— — —	— — —	2 1 2	1980 1981 1983	— — —	2 1 2	1 — —	— — —
		1987 1988	— —	— —	1 1	— —	— —	— —	— —	— —
13.	Instructors	1980 1986 1989	— — —	— 1 —	1 — 1	1980 1988 —	1 1 —	— — —	— — —	— — —
14.	Lady Inspector	1982	—	2	—	—	—	—	—	Posts abolished in 1989
15.	Senior Laboratory Assistant	1981	—	1	—	—	—	—	—	—
16.	Junior Laboratory Assistant	1981	—	2	—	—	—	—	—	—
17.	Assistants/Head Clerk (Field/Rent Collector/Reader)	9-2-79 to 31-12-79 1980 1981 1982	2 — — —	2 2 1 7	2 6 3 1	1979 1980 1981 1982	— — — —	4 10 4 1	1 2 1 1	— — — Two posts abolished in 1983 four posts abolished

1	2	3	4	5	6	7	8	9	10	11
		1981 1987 1988	— — —	— — —	2 2 1	1981 1987 1988	2 1 1	— — —	— — —	— — —
22. Steno Typist		9-2-79 to 31-12-89 1980	3 —	— 1	— 1	1979 1980	1 1	— 3	1 —	— —
		1981 1982	— —	1 4	3 —	1981 1982	4 4	— —	1 2	— —
		1983 1985 1986 1987	— — — —	— 1 — —	2 — — 3	1982 1985 1986 1987	2 — — —	— 1 2	— — 1	— — — —
23. Clerk		9-2-79 to 31-12-79 1980	11 —	7 1	— —	1979 1980	— 18	— —	— 6	— 15 posts abolished in 1985, one in 1988, one in 1989
		1981	—	10	5	1981	16	—	—	—

Group—D

1. Daftri

2. Peon

3. Mali

4. Waterman

1982	15	—	—	—	1982	7	2	3	—
1983	—	—	—	—	25	—	—	2	—
1984	—	—	—	—	2	—	—	1	—
1985	—	—	—	—	1	3	—	1	—
1986	—	—	—	—	1	1	—	1	—
1987	—	—	—	—	1	—	—	—	—
1988	—	—	—	—	3	—	—	—	—
1981	—	—	—	—	1	1	1	—	—
1988	—	—	—	—	1	1	—	—	—
9-2-79	7	—	—	—	1979	4	—	1	—
to	8	—	—	—	—	—	—	—	—
31-12-79	3	—	—	—	1980	10	6	6	—
1980	9	—	—	—	1989	11	1	4	Forty one, one and three posts abolished in 1985, 1987, 1989 respectively
1981	—	—	—	—	—	—	—	—	—
1982	43	—	—	—	1982	1	2	1	—
—	—	—	—	—	1983	7	1	—	—
1984	1	—	—	—	1984	—	—	2	—
—	—	—	—	—	1985	2	—	—	—
—	—	—	—	—	1988	1	—	1	—
1979	—	—	—	—	1979	1	—	—	—
9-2-79	—	—	—	—	1979	1	—	—	—
to	1	—	—	—	1979	1	—	—	—
31-12-79	—	—	—	—	—	—	—	—	—

1	2	3	4	5	6	7	8	9	10	11
		1980	—	—	1	1980	1	—	—	—
		1981	—	—	1	1981	1	—	1	—
		1982	—	—	1	1982	1	—	—	—
		1983	—	—	1	1983	1	—	—	—
		1985	—	—	1	1985	1	—	—	—
5	Organiser	1986	—	1	—	1986	1	—	1	—
		1987	—	—	1	1987	1	—	—	—
6	Laboratory Attendant	1982	—	1	—	1983	1	—	—	—
7	Aya	1983	—	10	—	1983	5	—	1	—
		1985	—	1	—	1985	1	—	—	—
		—	—	—	—	1986	3	—	1	—
		1987	—	—	1	1987	1	—	—	—
8	Sweepers	1983	—	10	—	1983	5	—	5	—
		1986	—	1	—	1986	1	—	1	—
		1987	—	—	—	1987	1	—	1	—
		1988	—	—	1	1988	1	—	1	—
9	Chowkidar/Peon cum-Chowkidar	9-2-79 to 31-12-79	3	—	—	—	—	—	—	—
		1980	—	2	—	1980	3	—	—	—
		1981	—	—	—	1981	1	—	—	—
		1984	—	1	—	1986	1	—	1	—
		1988	—	—	1	1988	1	—	—	—

10 Chowkidar-cum-Sweepers

9-2-79 to 31-12-79	2	—	2	1979	4	—	4	—
1981	—	2	—	—	—	—	—	—
1982	—	1	—	1982	1	—	1	—
1984	—	1	—	1984	1	—	1	—
1985	—	—	—	1985	1	—	1	—
1987	—	—	1	1987	1	—	1	—

One post
abolished
in 1986

Annexure 'D'

Statement showing position regarding representation of Scheduled Castes in Group 'A', 'B', 'C' and 'D' services in the Labour Department as on 31-3-1989.

Sr. No.	Name of post	No. of sanctioned posts as on 31-3-89	No. of posts filled up as on 31-3-89.	No. of posts filled by SC.
1	2	3	4	5
Group—A				
1.	Labour Commissioner	1	1	—
2.	Administrative Officer	1	1	1
3.	Joint Labour Commissioner	1	1	—
4.	Deputy Labour Commissioner	4	4	—
5.	Additional Director Industrial Safety and Health	1	1	—
6.	Deputy Director, Industrial Safety and Health	1	1	—
7.	Senior Assistant Director, Industrial Safety & Health	3	3	—
8.	Certifying Surgeon	1	1	—
Total :		13	13	1
Group—B				
1	Labour Officer-cum-Conciliation Officer	12	11	2
2.	Assistant Director, Industrial Safety and Health	17	7	2
3	Welfare Officer (Women)	1	1	—
4.	Statistical Officer	1	1	—
5	Medical Officer, Industrial Health	2	2	1
6.	Law Officer	1	1	—
7	Editor	1	1	—
Total :		35	24	5

1	2	3	4	5
Group—C				
1. Labour Inspector	34	32	6	
2. Head Statistical Asstt.	1	1	—	
3. Cartographer	1	—	—	
4. Statistical Asstt.	4	3	—	
5. Draftsman	1	1	—	
6. Drivers	5	5	—	
7. X-Ray Technician	1	1	—	
8. Laboratory Assistant	1	—	—	
9. Nurse	1	—	—	
10. Cinema Operator	1	1	—	
11. Head Assistant	6	6	1	
12. Head Clerk (H.Qr.)	1	1	—	
13. Legal Assistant	1	1	—	
14. Assistant/Readers etc.	39	39	7	
15. Junior Statistical Assistant	1	1	—	
16. Senior Scale Steno	7	7	1	
17. Junior Scale Steno	9	9	1	
18. Steno-typist	14	13	1	
19. Computer	6	5	2	
20. Clerks	110	108	23	
21. Instructors	8	7	—	
22. Restorer	1	1	—	
23. Senior Laboratory Assistant	1	—	—	
24. Junior Laboratory Assistant	2	—	—	
25. Superintendent	1	1	—	
Total :	257	243	42	

1	2	3	4	5
Group—D				
1. Daftri	2	2	—	
2. Peon	88	86	29	
3. Mali	1	1	—	
4. Waterman	1	1	—	
5. Organiser	7	7	4	
6. Laboratory Attendant	1	1	—	
7. Aya	11	9	3	
8. Sweepers	13	9	9	
9. Chowkidar/Peon-cum-Chowkidar	13	12	2	
10. Chowkidar-cum-Sweeper	15	15	15	
11. Jamadar	1	1	—	
Total	153	144	62	

ANNEXURE 'E'

Statement showing the Reservation/Representation of Scheduled Castes in the Haryana State Board for the Prevention and Control of Water Pollution in the year 1986-87, 1987-88 and 1988-89.

Year	Total No. of employees including working on adhoc basis/daily wages group-wise.	Total No. of Scheduled castes Em- ployees including working on adhoc basis/ daily wages groupwise .	Peren- tage.	Peren- tage of the short- fall.	Reasons of short fall, if any.	Steps taken to fill up the shortfall, if any.
1	2	3	4	5	6	7

GROUP 'A'

1986-87
(As on
31-3-87)

Chairman	1	Nil	As per Ros- ter no post is admissible	—	—	—
Member	1	Nil	Do	—	—	—
Secretary						
Env. Engineer	3	Nil	Do	—	—	—

GROUP 'B'

Senior Accts. Officer	1	Nil	Do	—	—	—
Deputy Distt. Attorney	1	Nil	Do	—	—	—
Asstt. Distt. Attorney	1	Nil	Do	—	—	—
Tehsildar	1	Nil	Do	—	—	—
Superintendent	3	Nil	Do	—	—	—
Asstt. Env. Engineer	12	Nil	—	—	—	—

All officers were on Deputation.

1	2	3	4	5	6	7
	Scientist 'B' (B-5+ 6 D-1)	Nil	—	100%	Suitable Candidates were not available, hence these were carried forward	An advertisement to fill up 3 Nos posts of Scientist 'B', 2 Nos. posts against reserved category i.e. Scheduled Castes and one post against reserved category i.e. Backward Class was given in various Newspapers with date of receipt of applications on 30-11-88, 28-2-1989 and 1-5-1989 but no suitable candidates found. Hence these posts proposed to fill up from general Category as per Govt. Instructions

GROUP 'C'

Deputy Superintendent	1	Nil	As per Roster no post is admissible	—	—
S.O. Accounts	1	Nil	Do	—	—
Sr. Scientific Asstt.	1	Nil	Do	—	—
Stenographer	1	Nil	Do	—	—
Jr. Env. Engineer	5	Nil	—	100%	—
Person was appointed of Reserved Category, After serving for few months, he resigned and hence lying shortfall. Later on, it has been filled up.					
Assistants (B-8) (D-7)	15	2	100%	—	7 officials are on deputation.
Sr. Lab. Asstt.	3	1	As per Roster no post is admissible.	—	—
Steno-typist	4	Nil	100%	—	No suitable candidates for the post of Steno-typist was made
				100%	Candidates have again been asked from the Chief Secretary to

1	2	3	4	5	6	7
					available by the various sources, i.e. Employment Exchange/Sur- plus Cell and wide publicity made in the press dated 1-2-1988. Post carried forward.	Govt. Haryana (Surplus Cell) vide this office letter No. WPCB/ Estt./89/2902 dated 6-6-1989.
Clerks	39	7	87.8%	12.2%	Shortfall due to adjustment of Surplus Em- ployees reco- mmended by State Govt. Post carried forward.	Requisition sent to Sur- plus Cell for sending suit- able candidates vide this office letter No. 1248 dated 6-4-1989.
Drivers	6	1	100%	—	—	—
Machine Operator	1	Nil	As per Register no post is ad- missible.	—	—	—
Lab. Attendant	5	Nil	—	100%	Suitable candi- dates were not available. The	It is proposed to fill up post from Reserved

GROUP—D

	1	Nil	As per Roster no post is admissible. Do 100% More than	post has been carried forward.	Category candidates by promotion.
Daftri		Nil		—	—
Jamadar-Peon	2	Nil		—	—
Peon	B-22=23 M-1	8+1=9		—	—
Field Attendant	7	2	Do	—	—
Mali-cum-Chowkidar	B-5 D-1 M-1	2	Do	—	—
	<u>7</u>				

1	2	3	4	5	6	7
Group—'A'						
1987-88 (As on 31-3-88)	Chairman	1	Nil	As per Roster no post is admissible Do	—	—
	Member Secretary	1	Nil	Do	—	—
	Env. Engineer B—1 + D—4	5	Nil	Do	4 Officers are are on deputation	—
	Distt Attorney	1	Nil	Do	—	—
	Group—'B'					
	Sr. Accts Officer	1	Nil	Do	—	—
	Asstt Distt. Attorney	1	Nil	Do	—	—
	Tehsildar	1	Nil	Do	—	—
	Superintendent	3	Nil	Do	—	—
	Asstt. Env. Engineer	11	Nil	—	10 officers are on deputation	—
	B—1 + D—10					
	Scientist 'C'	1	Nil	As per Roster no post is admissible	—	—
	Scientist 'B'	5	Nil	100%	Suitable candi- dates were not available, hence these	An advertise- ment to fill up 3 Nos. posts of
	B—4 + D—1					

posts were
carried for-
ward

Scientist 'B'
2 Nos. posts
against re-
served cate-
gory i.e. Sch-
eduled caste
and one post
against re-
served cate-
gory i.e.
Backward
class was
given in
various News
papers with
date of re-
ceipt of app-
lications on
30-11-88
28-2-1989
and 1-5-1989
but no suit-
able candi-
dates found.
Hence these
posts pro-
posed to fill
up from
General cate-
gory as per
Govt inst-
ructions.

1	2	3	4	5	6	7
	Group 'C'					
	Deputy Superintendent	1	Nil	—	—	—
	S.O. Accounts	1	Nil	—	—	—
	Sr. Scientific Asstt.	1	Nil	—	—	—
	Jr. Scientific Asstt.	1	Nil	—	—	—
	Stenographer	1	Nil	—	—	—
	Accountant	2	Nil	—	—	—
	Jr. Env. Engineer	6	1	—	—	—
	Assistants	16	2	—	6 officials on deputation	—
	B-10 D-6					
	Sr. Lab Asstt.	5	1	—	—	—
	Steno-typist	5	Nil	100%	No suitable candidates for the post of Steno-typist was made available by the Employ-ment Exchange/ Surplus Cell and wide publicity made in the press dated 1-2-88 post carried forward	Candidates have again been asked for from the Chief Secretary to Govt. Haryana (Surplus Cell) vide this office letter No. WPCB/Estt./2902 dated 6-6-1989.
	B-4 M-1					

Clerks
(B—38) (M—07)

7

45

87.8

12.2

Shortfall due to adjustment of surplus Employees recommended by State Govt. Further persons appointed on monthly basis were not appointed against reserved quota. Post carried forward

Requisition sent to Surplus Cell for sending suitable candidates vide this office letter No. 1248 dated 6-4-1989.

1

Nil

100%
As per Roster no post is admissible

—

—

—

53

Drivers

7

1

Nil

Machine operator

1

Nil

Lab. Attendant

5

Nil

100%

Suitable candidates were not available The post has been carried forward

It is proposed to fill up post from Reserved category candidates by promotion.

Group—D

Daftri

1

Nil

As per Roster no post is admissible

—

1	2	3	4	5	6
	Jamadar peon Peon B-22 M-02-24	2 Nil 8+1=9	Do More than 100% 100%	— —	— —
	Field Attendant B-7 M-3	=10 2	More than 100%	—	—
	Mali-cum- Chowkidar B-5 D-1 M-1	=7 2	More than 100%	—	—
	Group—'A'				
	Chairman/Member Secretary	1 Nil	As per Roster no post is admissible	—	—
	Env. Engineer B-1 D-5	6 Nil	Do	—	5 officers are on deputation
	Distt. Attorney	1 Nil	Do	—	—
	Group—'B'				
	Sr. Accts. Officer	1 Nil	Do	—	—
	Tehsildar	1 Nil	Do	—	—
	Superintendent	2 Nil	Do	—	—
	Asstt. Env. Engineer B-1 D-8	9 Nil	—	—	8 Officers are on deputation
	Scientist 'C'	1 Nil	As per Roster no post is admissible	—	—

1988-89
(As on
31-3-1989)

Scientist 'B' B-11 D-01=12	12	Nil	As per Roster no post is admissible	100%	Suitable candi- dates were not available hence carried forward	An advertise- ment to fill up 3 Nos posts of Scientist 'B', 2 Nos posts against re- served cate- gory i.e. Sch- eduled caste and one post against re- served cate- gory i.e. Backward Class was given in va- rious news papers with date of re- ceipt of app- lications on 30-11-1988, 28-2-1989 and 1-5-89, but found no suitable can- didates. Hence, these posts pro- posed to fill up from FG- neral Cate- gory as per Govt. In- structions.
-------------------------------	----	-----	--	------	--	---

1	2	3	4	5	6	7
Group 'C'						
Dy. Supdt.	1	Nil				
S.O. Accounts	1	Nil	Do			
Sr. Scientific Asstt.	1	Nil	Do			
Jr. Scientific Asstt	1	Nil	Do			
Stenographer	1	Nil	Do			
Accountant	2	Nil	Do			
Jr. Env. Engineer	6	1	Do			
Assistants	14	2	100%			
B-10 + D-04	5	1	100%		4 officials on deputations	
Assistant	8	Nil	100%			
Steno-typist						
B-6 + M-2						

Candidates have again been asked for from the Chief Secre- tray to Govt. Haryana (Surplus Cell Vide this letter No. WPCB/Estt./ 89/2902 dt. 6-6-1989.

No suitable candidates for the post of steno-typist was made available by the Chief Sec- retary Surplus Cell. Post carried forward

Clerks
B-37 + M-05

42

5 + 1 = 6

81%

19%

Shortfall due to adjustment of surplus employees recommended by State Govt Further per- sons appointed on monthly basis were not appointed against re- served quota Post carried forward

Candidates have been asked for the Chief Sec- retary to Govt. Haryana (Sur- plus Cell. vide this office letter No. 1248 dt. 6-4-1989.

Drivers

7

1

100%

—

—

Machine operator

1

Nil

As per Roster no post is admissible

—

—

Lab Attendant

5

Nil

—

100%

Suitable candi- dates were not available . The post has been carried forward

It is pro- posed to fill up post from Re- served cate- gory candi- date by pro- motion.

1	2	3	4	5	6	7
	Group 'D'					
	Dafti	1	Nil	—	—	—
	Jamadar Peon	2	Nil	—	—	—
	Peon	27	8	—	—	—
	B—21 + M—06		More than 100%	—	—	—
	Field Attendant	10	2	100%	—	—
	B—7 +			—	—	—
	M—3			—	—	—
	Mali-cum-Chowkidar	7	2	More than 100%	—	—
	B—5 +			—	—	—
	D—1 +			—	—	—
	M—1 +			—	—	—

Note —

- 1 'B' Stands for Employees of Board's Cadre.
- 2 'M' Stands for persons appointed on monthly basis.
- 3 'D' Stands for persons taken on deputation from other Govt. Departments.

Annexure 'F'**List of the Officers/Officials who attended the Training/
Courses etc.**

Sr. No.	Name of the Seminar/ Training Courses etc.	Period	Place
1. Sh. B.L. Katya, Environmental Engineer			
1.	Workshop on Water Pollution Control	21-9-1982 to 28-9-1982	Nagpur
2.	Courses on Water Treatment Unit Operation and Process	18-4-1983 to 06-5-1983	Nagpur
3.	National Seminar on assessment & management of Pollution	01-2-1984 to 05-2-1984	Delhi
4.	3 days Industrial Pollution Prevention & Control	7-10-1985 to 09-10-1985	Indore
5.	U.K. London sponsored by Colombo Plan	05-1-1986 to 18-5-1986	U.K
2. Sh. S.S. Dheer, Environmental Engineer			
1.	Two days seminar on "Environmental Pollution Control"	27-10-1985 to 28-10-1985	Cochin
2.	National Seminar on Environmental Pollution Control and monitoring	21-23 October, 1986	Chandigarh
3. Sh. A.K. Rana, Environmental Engineer			
1.	Ten days courses on Water Pollution	10 days during 1980	Nagpur
2.	Seminar on Air Pollution	Two days during 1981	Bombay
3.	Workshop on Water Pollution Control	21-9-1982 to 28-9-1982	Nagpur

1	2	3	4
4.	WHO Fellowship on Water Pollution	30-9-1983 to 21-12-1983	Neither Land
5.	IInd World Congress on Environmental Engineering	07-11-1985 to 09-11-1985	New Delhi
4. Sh. M.L. Bansal, Environmental Engineer			
1.	Envirotech 86 Conference	23-1-1986 to 27-1-1986	Bombay
2.	U.K./London sponsored by Colombo Plan	05-1-1987 to 18-5-1987	U.K.
5. Sh. S.C. Mann, Scientist—'B'			
1.	A Pocket of two courses on Air quality management	27-4-1980 to 16-5-1980	Delhi & Calcutta
2.	Courses on instrumentation in environmental Engineer, NEERI, Nagpur	One week in January, 1982	Nagpur
3.	WHO Course on Water quality management	28-9-1982 to 07-12-1982	Neither Land, U.K. Germany, Switzerland & Paris
4.	Seminar on biotechnology Chem. Engg. Deptt. Chandigarh	3 days, 1982	Chandigarh
5.	3 days seminar on heavy metal pollution at PGI, Chandigarh	1984	Chandigarh
6. Sh. Yash Pal Sharma, Scientist—'B'			
1.	Workshop on Air Pollution Control	27-1-1983 to 29-1-1983	
2.	Symposium & Convention of all Indian Association of Air Pollution	23-9-1983 to 25-9-1983	
3.	Training on Ambient Air Quality maintaining	17-11-1986 to 19-11-1986	Central Water pollution, New Delhi

1	2	3	4
4.	One day workshop on quality Control in amanofical Chemistry on Friday	21st March, 1986	New Delhi
5.	A course on application of meteraby to Air Pollution Control	15-12-1986 to 20-12-1986	New Delhi
6.	15 days course on Water & waste water analysis	14-7-1986 to 01-8-1986	NEERI, Nagpur
7. Sh. O.P. Dahiya, Scientist—'B'			
1.	Application of "Mateorology to Air Pollution Control"	24-8-1981 to 04-9-1981	Delhi
2.	Air Pollution Control Technical	07-9-1981 to 11-9-1981	Calcutta
8. Sh. Kanwaljit Singh, Scientist—'B'			
1.	Training in Liomognitoring of Water & Waste Water	05-12-1983 to 21-12-1983	Calcutta
2.	Course on Water and Waste Water Analysis	23-7-1984 to 17-8-1984	Nagpur
3.	Ganga Basin Conference and expasition	28-11-1985 to 30-11-1985	Calcutta (Hotel obroi grand)
4.	Course on Air Pollution Control Techniques	03-12-1985 to 05-12-1985	Calcutta
5.	Training on aquatic Toxicology	12-3-1988 to 10-4-1988	Lucknow
9. Sh. Dinesh Kumar, Scientist—'B'			
1.	Course on "Analytical Instru-mentation in en vironmental Engineering	07-1-1985 to 17-1-1985	Nagpur

1	2	3	4
2.	Course on Air Pollution Control; July, 1985; (10 days)		Nagpur
3.	Seminar on Distillery Water Control	March, 1985;	Kanpur,
4.	All India Seminar on Distillery effluent Treatment	24,25 May, 1985,	Kanpur
10.	Sh. D.B. Batra, Junior Scientific Assistant		
1.	Course on biossey	19-11-1984 to 24-11-1984	Nagpur, ---
2	Water & Air waste Water analysis	13-8-1985; to 06-9-1985	Nagpur
11.	Sh. Dharam Pal, Lab. Assistant		
1.	Course on biomonitoring of water and waste water	02-1-1985 to 19-1-1985	Calcutta
12.	Sh. C.P. Taneja, Environmental Engineer		
1.	National conference on Rural & Urban water & Waste water management	16-18 1987.	New Delhi ---

IMPLEMENTATION OF RECOMMENDATIONS/OBSERVATIONS CONTAINED IN THE 14TH REPORT

The Committee considered/scrutinised the action taken by the Government on recommendations/observations contained in its 14th 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 as shown on the next pages together with further observations of the Committee.

COOPERATION DEPARTMENT

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

Promotion Prospects

The Committee have gone through the 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 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.

In this connection, it is reiterated that sufficient number of officials belonging to Sch. Castes category in each cadre of audit side of the Deptt. having required experience are already available in this department for promotion to the posts of auditors, i.e. Sub-Inspectors 33, Junior Auditor 7, Inspector Audit 6 and Senior Auditor 4, and as such there seems no necessity for further relaxation.

The Committee while orally examining the Departmental representatives, in respect of this para took a serious note for the lapse on the part of the Registrar, Co-operative Societies and regret to observe that the work of the Committee is not being taken up seriously by the Department and due importance and care has also not been attached for supplying the promised information. The Committee, therefore, strongly deprecate such callous and indifferent attitude on the part of the Department and recommend that the desired information alongwith latest position about shortfall and the posts filled up by way of promotion as also the action taken against the defaulters be supplied to the Committee.

The Committee recommend that the Chief Secretary to Govt., Haryana, may look into the matter and direct the Co-operative 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

Position of Scheduled Castes in Cooperative Institutions

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

The Committee would like to know the latest position with regard to this para as the Registrar, Co-operative Societies has badly failed to stick to his promise for supplying the information desired by the Committee

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 schemes. The Committee further recommend that special schemes should be evolved for attracting the children of Scheduled Caste families to get admission in schools and to make them understand the benefits they can derive from the education. Special attention should be given for imparting female education and opening residential schools for them at tehsil level in the State. General level of literacy among Scheduled Castes	The instructions for the payment of quarterly attendance prizes have been issued vide this office letter No. 10/34-87 PE (3), dated 10-11-88. An amount of Rs. 161.95 lakhs has been disbursed to the S.C. girls during the year 1988-89 under this Scheme and Rs. 180.00 lakh has been allotted for the year 1989-90.	The Committee noticed that the payment of attendance prize to Scheduled Castes Children is not being made well in time. The Committee, therefore, recommend that concerted efforts should be made to make the payment to the children and the same should be checked by the officers/officials posted in Blocks/Sub Division/District Level. It may be intimated whether any amount was disbursed during the year 1989-90 and whether any Budget provision for the year 1990-91 has been made by the Department.
The Committee, therefore, recommend that the State Government should take early action to ensure that such rural inhabitations Educational facilities in Rural inhabitations	50 Govt. Girls Primary Schools were upgraded to Middle schools during the year 1988-89.	During the course of oral examination, the Committee observed that not a single school was recommended for upgradation during the year 1989-90. In addition, the Committee noticed that most of the Schools are

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

running with one teacher. The Committee, therefore, would like to know the reasons for the non upgradation of Schools during the year 1989-90 and would also like to know the fate of the case regarding conversion of 182 Branch Schools into fullfleged schools. Besides, the Committee would like to know about the action taken with regard to providing of more than one teacher in the Branch Schools under the scheme "Operation Black Board" as also the names of the Blocks where more than one Teacher has been posted.

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

Representation of Scheduled Castes persons

Every efforts is being made to cover the case of Headmaster/Headmistress of Scheduled Caste category HPSC recommended only four candidates against 7 posts of reserved category of Headmasters, who have been appointed by office order dated 15-9-89. No suitable female candidates to fill up 28 posts of Headmistresses advertised by the HPSC are available. The particulars of S.C. candidates fulfilling requisite qualifications and experience had already been called from D.E.Os. and they were reminded on 24-10-89. One person has been

The Committee would like to know whether the recommendations for filling up Group 'B' posts have been received from Haryana Public Service Commission and the appointments made accordingly. If so, the details thereof. Besides, the Committee would also like to know :—

- (i) whether 3011 Teachers who were selected have been posted and intimate as to how many Scheduled Castes have been selected in this list?

Education Department could receive immediate attention.

promoted as HM on the basis of record received from the field.

Requisition for one post of HES-I and two posts of HES-II were sent to HPSC. Recommendation still awaited.

The Director, Higher Education, Haryana, submitted revised comments regarding Class-I & II posts, which are as under :

Class-I

The vacancy of Class-I (Group-A) of direct quota is not due, as such no requisition was sent to H.P.S.C.

Class-II

There were 1909 posts of Lecturers in Govt. Colleges on 31-3-1989. Requisition in respect of 45 posts of Lecturers meant for S.C. candidates was sent by the Govt. to the H.P.S.C. in Oct. 1988 as per details given

(ii) whether shortfall in the teaching departments have been recouped as assured in the meeting of the Committee held on 19th December, 1989.

below :

Sr. No.	Subject	No. of posts of S.C. Advised by HPSC	No. of candidates recommended	No. of posts filled
1.	English	4	3	3
2.	Hindi	9	8	8
3.	Math	1	Awaited	—
4.	Economics	4	2	2
5.	Pol. Sc.	4	3	3
6.	Geography	6	6	Appt under issue
7.	History	2	2	2
8.	Commerce	3	2	2
9.	Physics	3	Nil	Nil
10.	Chemistry	4	Nil	Nil
11.	Botany	2	1	1
12.	Zoology	3	Awaited	—
		45	21	21

1

2

3

Out of these 27 recommended candidates mentioned above, 21 candidates in the subjects of Economics, Pol. Sc., English, Hindi, Commerce, History and Botany have already been offered appointments. The appointments in the subject of Geog are under issue. Recommendations of H.P.S.C. in the subject of Math and Zoology are still awaited. These will also be filled up as soon as recommendations of the H.P.S.C. are received. It may be added that these are appointments to Class-II which are to be made by the Govt. and not by the Director.

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
In view of this, the Committee strongly re-commend to Government that the ser-vices of per-sons belonging to Scheduled Castes working on daily wages in all Municipalities should be regularised and in future the appointments of Sweepers/Scavengers be also made on regular basis. The Committee be intimated about the steps taken by the Govern-ment in this regard	At present approximately 731 Sweepers are working on daily wages in the Municipal Committees as per details given at 'A' below. With a view to regularising the ser-vices of the Safai Karamcharis all the Municipal Committees have been ad-vised by Directorate vide memo No. 6E-89/42261-43041 dated 19-9-89 to formulate a policy in this regard and after the policy is framed, the Deputy Commissioners may be app-roached for the creation of regu-lar posts of Sweepers in order to regu-larise the services of the Safai Kara-mcharis. Besides above, there are 617 other employees working on Adhoc basis and daily wages in 77 Municipalities as per details given at 'B' below. But, except Safai Karamcharis, it is not known that how many other Scheduled Castes workers are working on Adhoc Basis or daily wages. Any-how, these officials can not be regularised till	After hearing the departmental representatives, the Committee observed that recruitment on adhoc and daily wages is not being made through the Employ-ment Exchanges nor the re-servation policy is enforced at the time of such recruitments. The Committee, therefore, re-commend that in future all the recruitments either on daily wages or adhoc basis be made through the Employment Exchanges as also the reservation policy be implemented in letter and spirits. The Committee further recom-mend that the services of the employees who have completed two years of service be also regularised in view of the direction of the Directorate conveyed to the Deputy Commissioners in the State. The Committee may also be informed about the latest position in this regard.

the Govt. take a decision for the regularisation of such employees' or the Supreme Court gives its verdict in favour of such employees.

A. Details of Sweepers working in Municipalities on daily wages

S. No.	Name of Municipality	Sweepers
1.	Ambala City	80
2.	Chhachhrauli	9
3.	Jagadhri	65
4.	Yamuna Nagar	137
5.	Shahabad	12
6.	Radaur	4
7.	Ladwa	14
8.	Cheeka	16
9.	Thanesar	50
10.	Samalkha	5
11.	Nilokheri	2
12.	Assandh	4
13.	Beri	9
14.	Rohtak	15
15.	Ratia	9
16.	Jakhal	1
17.	Fatehabad	23
18.	Barwala	16
19.	Hisar	176
20.	Sirsa	3
21.	Kalanwali	2

22.	Kharkhoda	4
23.	Safidon	5
24.	Narwana	13
25.	Jind	21
26.	Uchana	1
27.	Nuh	1
28.	Farukhnagar	1
29.	Ferozpur Jhirka	5
30.	Hodel	2
31.	Charkhi Dadri	4
32.	Tosham	3
33.	Loharu	1
34.	Bawal	18
Grand Total		<u>731</u>

B. Consolidated details of post-wise shortfall in the reservation in 71 M.Cs.

Assistant	1
Inspector	4
Driver	4
Leading Fireman	1
Pump Operator	9
Clerk/Moharar	84
Head Sweeper & Head Mali	6
Sewadar/Beldar etc.	18
Safai Mazdoor	4
Fitter	1
Fireman	8
Mali	1
Total shortfall	<u>141</u>

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

Reservation policy of the Govt. is applicable in all the Municipalities. Not only this, there is a provision in the Haryana Municipal Service Rules, 1962, that reservation policy of the Govt. may be made applicable in Municipalities. Consolidated account of shortfall of different posts in 48 Municipal Committees till 1/88 meant for Scheduled Castes candidates is shown as below. Necessary information will be supplied on receipt of the same from the remaining Municipalities. All the Deputy Commissioners have been directed vide Directorate memo No. 6E-89/43042-43054 dated 19-9-89 that efforts may be made to fill up the posts meant for Scheduled Castes according to the reservation quota and necessary action may also be taken to fill up the existing vacant reserved posts. The Deputy Commissioners have also been instructed that in future while making appointments, reservation policy may be kept in mind so that according to reservation policy, candidates belonging to Scheduled Castes

After the perusal of the reply submitted by the Government as also hearing the departmental representatives, the Committee have come to the conclusion that the reservation policy is not being implemented in various Municipal Committees. At the time of oral examination, the Committee desired to have information on various points, but the same was not available with the departmental representatives. The said Officer, however, assured to send the required information. Unfortunately, the said information was not supplied to the Committee till the time of framing the report. The Committee, therefore, recommend that the Government must take some effective steps to enforce the reservation policy in various Municipal Committees and should ensure that the posts meant for Scheduled Castes are filled up immediately through the Employment Exchanges. The Committee would like to have the latest position in this regard.

may get due representation in the
Municipal services.

1. Superintendent	1
2. Inspector	2
3. Assistant	1
4. Clerk	64
5. Driver	1
6. Pump Driver	4
7. Fireman	2
8. Leading Fireman	1
9. Head Sweeper	2
10. Peon	9
11. Mali	6
12. Oilman	6
Total Shortfall	99

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.

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes, in its 12th Report observed on the basis of the information supplied by this Department that there were 130 sanctioned posts of Clerks in I B.H. Chandigarh and 20% of these posts comes to 26. Twenty two Scheduled Caste candidates have already been appointed against these reserved posts. Thus there is a shortage of only 4 Clerks. Requisition to Subordinate Services Selection Board, Haryana, has been placed for recommending the names of Scheduled Castes against these posts. The Committee desire to be informed soon after these posts are filled up.

In this regard, it is stated that there is no change in this position, as the Subordinate Services Selection Board has not so far recommended candidates against the requisition of these 4 posts.

During the course of oral examination, the Departmental representative assured the Committee that the Secretary, Haryana Subordinate Services Selection Board is being approached personally to expediate the recommendations and also assured that the latest position in this behalf will be intimated to the Committee within 10 days. The Committee was unhappy to note the inordinate delay in making the recommendations by the Haryana Subordinate Services Selection Board. The Committee, therefore, recommend that the Government should take immediate steps to fill up the reserved vacant posts in order to wipe off the shortfall.

The Financial Commissioner and Secretary to Government, Haryana, Irrigation and Power Deptt. was orally examined by the

Committee on 5th October, 1989, in respect of the non-supply of reply to this recommendation. He promised that he will enquire into the matter and fix up the responsibility and inform the Committee within fortnight. But, the Committee regret to point out that till 23rd January 1990, no information was sent by the Department. The information which was supplied on the said date was not inconsistent with the oral examination of the said officer which took place on 23rd January, 1990 itself. The Committee, therefore, recommend that the names and designations of the delinquent officers /officials be intimated alongwith the action taken against them.

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 there 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.

In case of Class III posts, it is submitted that there are approx. 100 posts of which sanctioned strength of different categories does not exist to 3 posts and as per Roster 4th post goes to Scheduled Caste candidates. Moreover, approximately half of the staff in position was recruited before the issue of Govt. Instructions dated 9-2-79 vide which reservation policy has come into force. In view of the position explained above, the shortfall in respect of Class III is nominal, viz 3%.

It is also pertinent to mention that the Corporation had relaxed the experience from 3 years to one year in the case of Sales girl/Salesman (meant for S.C.) with the approval of the Board of Directors and the Employment Exchange has not been able to sponsor suitable candidates for the said post, with the relaxed experience and accordingly Employment Exchange issued Non Availability Certificate

During the course of oral examinations, the Committee noted with distress that the Government instructions with regard to the reservation of posts, maintenance of roster registers as also the filling up of reserved posts are not being implemented in letter and spirit with the result that the shortfall still exists. The Committee, therefore, desire that recalculation of Group A, B, C, and D posts be done in compliance with the Government instructions since their issuance on the subject and detailed information about the total number of posts meant for Scheduled Castes; posts de-reserved etc. be given to the Committee. The time to re-coup the shortfall, be also intimated to the Committee.

in this regard. Moreover, this post was also advertised in the newspaper for filling up the post from amongst Scheduled Castes category mentioning therein relaxed experience but not even a single application in response thereto has been received upto last date.

Further, it is also brought to the notice of the Committee that the Corporation has been running Rural Industries Scheme with the funds provided by the Deptt. of Industries. The Department has imposed cut on the funds and as a result thereof certain posts are to be abolished and the incumbents working against such post would become surplus. Accordingly, the adjustment of such incumbents will have to be made against the available post in compliance with the State Govt. notification issued vide Memo No. 10/88-2GS-III, dated 16/19-12-88. However, the observation of the Committee will be given utmost importance while making recruitments, through Employment Exchange/from open market.

80

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.

Castes candidates is also being advertised by HPSC.

In order to remove the existing shortfall of Scheduled Castes Candidates and to ensure their availability for future in HCMS-I in direct recruitment, Government is considering the possibility of reducing the period of experience as prescribed in the Service Rules

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

At present the total number of Class-II sanctioned posts is 1602, out of which 1280 are filled up. Out of these 1280 filled up posts, 1233 are technical and 47 non-technical. Out of these 1233 technical posts, 1132 are HCMS-II doctors, 55 Dental Surgeons, 14 Biologists and 15 Drug Inspectors (Total 1216), which are filled up by direct recruitment only and on which reservation is admissible. Out of the remaining 17 technical posts, 8 are single cadre posts and the remaining 9 are filled up by promotion for which there is no reservation.

As against 67 Scheduled Castes Officers in Class-II earlier, the

The Committee was distressed to observe that 138 Class II posts have been de-reserved in the recent past, with the result that the shortfall could not be recouped. The Committee, therefore, desire that in future no post should be de-reserved without the permission of the Committee headed by the Chief Secretary. The latest position be also intimated to the Committee.

during the last five years and recommendations of the Commission about the general and Scheduled Castes category. It is revealed from the details that from 1982-83 to 1985-86, the Commission recommended 75 candidates belonging to Scheduled Castes category against 318 reserved for Scheduled Castes. During the year 1986-87, however, no requisition was sent to the Commission.

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

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

number has now increased to 109 (from 4 to 6 on non-technical side and 63 to 103 on the technical side) raising the percentage with reference to the number of filled up posts from 9.09 to 12.77 and from 5.28 to 8.35 on the non-technical side and technical side respectively.

During the year 1987-88, the HPSC advertised 355 posts, out of which 92 (32 back-log and 60 new) were reserved for Scheduled Castes, candidates. Only 49 candidates belonging to Scheduled Castes applied. The Commission selected and recommended 269 candidates including 46 belonging to Scheduled Castes out of 49 such applicants. Offers of appointment were issued to all the candidates out of the 46 Scheduled Castes candidates, 26 have joined so far and the remaining 20 have still to join. At present requisition for filling up 241 posts in HCMS-II is being sent to HPSC. Out of these 241 posts, 76(46 back-log and 30 new

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.

are meant for Scheduled Castes candidates. Out of the 78 sanctioned non-technical posts, 47 are filled up and out of which 6 posts are manned now by Scheduled Castes Officers. In fact, on the non-technical side, out of 47 filled up posts, there are 45 posts on which no reservation is admissible as 12 posts are single cadre posts and 33 are filled up by promotion. The remaining 2 non-technical posts only are filled up by direct recruitment. Therefore, there is no shortfall in the representation of Scheduled Castes candidates on non-technical side in Class-II. For recruitment to the posts of HCMS-II Doctors, Class-II Dental Surgeons, Drug Inspectors and Biologists, no working experience has been laid down.

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 mar-

At present as against 12,483 Class-III sanctioned posts, 10541 posts are filled up, out of which 1641 are non-technical and 8900 technical. Out of 1641 non-technical posts, 271 are manned by Scheduled Castes officials constituting 16.51% of the filled up posts. Out of 8900 technical posts, 932 are manned by Scheduled Castes officials which works out to 10.48%

The Committee recommend that the Department should vigorously pursue the matter regarding filling up various posts with the Haryana Subordinate Services Selection Board, the requisitions for which have since been sent to the Board. The Committee would also like to know the latest position about the shortfall after assessing the position

ginal 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 constituents 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).

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 be no shortfall in most of the categories.

of the filled up posts

The Department is vigorously pursuing the matter with SSSB for finalisation and submission of their recommendations of candidates including Scheduled Castes candidates for various categories of posts for which requisitions from the Department are already pending with them. The Department is making special efforts to fill up the vacant posts by candidates including Scheduled Castes candidates through Employment Exchanges as well on adhoc basis. In order to make up the deficiency in representation of Scheduled Castes Candidates on the technical side in particular the Department is arranging out-of-turn promotional training for ANMs for promotion to the posts of LHV's and in addition to it training courses for direct recruitment to the posts of Laboratory Technicians, Radiographers, Ophthalmic Assistants etc. for which reservation is kept for Scheduled castes Candidates are being conducted by the Department and in the Medical College, Rohtak

Government have launched a special recruitment drive requiring

on receipt of the recommendations from the Board.

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 requirements 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 the qualification/experience in certain categories of posts be relaxed for Scheduled Castes candidates and those who may be recruited on the basis of such relaxation, may be appointed and given in (—) service training to make them suitable for the post.

all the Departments to make efforts to ensure the representation and removal of shortfall of the members of reserved categories in the services upto the prescribed reservation. Government have further requested SSS Board to recommend the candidates within three months under this special recruitment drive. The relaxation in ban on recruitment in respect of reserved posts is likely to further improve

Depending on the outcome of the efforts of SSS Board to recommend suitable candidates belonging to Scheduled Castes for various categories of vacant posts in the Department, the possibility of relaxing the qualifications/experience in respect of Scheduled Castes Candidates will be considered with a view to further improving the representation of Scheduled Castes in various Class III technical posts, in particular.

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 persual of the material supplied by the Board, the overall 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 up to 6121, whereas only 3905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2216 Scheduled Castes candidates in the Board.

The Committee was assured during the course of oral examination of the representatives of the Government and Board that sincere efforts would

In pursuance of decision taken by the Board to fill up posts in respect of certain categories of Class-III posts, from amongst workcharged/daily wages staff serving in the Board, Screening Committees were constituted to identify suitable employees having prescribed qualification/experience. Appointing authorities were instructed to make up the shortfall of the reserved categories as far as possible while screening the eligible candidates against different categories of posts. As a result of efforts made by the Board, out 912 persons appointed through this process, 180 belonged to Scheduled Castes categories, details of which are given as under

After hearing the version of the Departmental representatives, the Committee was pained to observe that serious efforts have not been made by the Board to wipe off the backlog. Since the screening of candidates in respect of various circles/organisations has been finalised, the Committee would like that the position of Scheduled Castes employees in various categories be reassessed by the Board and the position intimated to the Com-

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.

category-wise :—

Sr. No.	Name of category	No. of posts filled up upto 31-8-89	No. of S C. candidates upto 31-8-89	No. of posts upto 31-8-89
1	2	3	4	
1.	Jr. Scale Stenographer	32	5	
2.	Steno-typist	29	8	
3.	L.D.C./M. R.	96	11	
4.	Asstt. Lineman	281	56	
5.	Shift Attd.	55	15	
6.	Drivers	45	5	
7.	Lab, Attendant	2	—	
8.	Carrier Attd.	28	4	
9.	Asstt. Pump Driver	29	4	

mittee in order to know the latest position of the shortfall existed in various categories. Besides, as assured in the meeting of the Committee held in 18th December, 1989, the Committee would like to know the action taken with regard to imparting training in accounts to the Board's employees and increasing the duration of such training course from two weeks to four weeks.

1	2	3
10. Bill Distri- butor	69	9
11. Store Attd./ Store Mate	18	2
12. Cleaner/Oiler/ Greaser	13	1
13. Peon	100	21
14. Chowkidar	56	7
15. Mali/Gardner	25	3
16. Safai Karam- chari/Sewer- man	34	29
Total	912	180

Screening of candidates in respect of some of the Circles/ Organisations is in the process of finalization. Further progress will be intimated in due course.

Besides above, Board decided to resort to direct recruitment from open market/ Employment Exchange in respect of some of the essential

categories of staff due to administrative exigencies. The recruitment process has been completed in respect of certain categories and the number of Scheduled Caste candidates selected/recruited are indicated against such categories is as under —

Sr. No.	Category of Posts	No. of posts filled	No. of S.C. candidates selected	
			1	2
1.	Jr. Stenographer	23	1	1
2.	Stenotypist	20	3	3
3	Pharmacist	16	3	3
4	Junior Engineer	254	54	54
5	Forman Gr. I	20	3	3

Further to it, recruitment process has been initiated in respect of following categories

1	2	3
---	---	---

and due care will be taken to make up the shortfall of S.C. quota while effecting recruitment against suitable vacancies :—

Sr. No.	Category of post
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- 1 Asstt Lineman
- 2 Shift Attendant
- 3 Lab. Attendant
- 4 LDC/MR
- 5 Carrier Attendant

Statement showing the previous shortfall of Scheduled Caste candidates as it stood on 31-12-87 and the position as obtaining on 31-8-89 is given in the statement at Annexure 'A'. A comparative review of the position stated in the statement will reveal that the shortfall has been abridged to a considerable extent in respect of various categories of posts

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, whereas 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.

There was a shortfall of 20 Nos. Scheduled Caste Candidates as on 31-12-87. From 1 188 to 31.8.89, 18 posts of UDCs were filled up, out of which 7 posts have been filled by candidates from Scheduled Caste Category. There is now a shortfall of 17 Nos. of S.C. candidates in this category.

(ii) The Board has now decided to fill-up 91 Nos. posts of U.D.Cs. through direct recruitment and efforts will be made to make up the shortfall of S.C. candidates as far as possible at the time of selection.

After perusing the replies sent by the Board as also hearing the Departmental representatives the Committee has observed that all though their is not much shortfall of Scheduled Castes employees in this category, yet the Board should make all out efforts to wipe off this shortfall. The Committee also recommend that to wipe off this back log, the Rules for recruitment of this category of employees be relaxed to this extent that 75% posts are filled up by promotion and 25% posts are filled up by direct recruitment instead of the percentage as laid down in the relevant rules.

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

As stated in the earlier reply of the Board, the post of Store-keeper is filled up by promotion from amongst the Asstt. Store-

The Committee would like to know the latest position in this regard.

led Castes candidates comes to 7, whereas 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 posts. The Committee recommend that special efforts be made to increase their intake in this service within six months.

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 Committee express their concern about the low representation of Scheduled Castes in this category of post which is also

keepers who pass the prescribed Departmental Accounts Examination. The direct recruitment for this post may not be appropriate, as it would adversely affect the promotional avenues of all categories of employees in the lower ranks including of reserved categories, already working in the Store Organisation.

(ii) 5 Nos. employees belonging to Scheduled Caste category have now become available in the cadre of Store Munshi. These officials of S.C category when become available in the cadre of Asstt. Store-keeper will be considered for promotion as Store-keeper.

As stated earlier, the post of Asstt. Store-keeper is filled up by promotion from amongst the Store Munshis. Earlier, no person from Scheduled Castes category was available in the seniority list of Store Munshis, who could be promoted as Asstt. Store-keeper. Now 5 Nos. Store Munshis of Scheduled Castes category have become available, but no post of Asstt. Store-keeper is

The Committee recommend that the Board should take steps to adjust 5 Nos. Store Munshis of Scheduled Castes category who have become available for promotion at the earliest, and inform the Committee about the latest position.

non-technical and recommend that the backlog be wiped off within six months

presently vacant. When the posts of Asstt. Store-Keeper fall vacant, the persons from the S.C. category will be considered for promotion against these posts.

The Committee further recommend that the roster register which is not being maintained as per the Government instructions be scrutinized properly so that the shortfall in each category is at hand.

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

As on 31-12-87 there was a shortfall of 161 Nos. of Scheduled Castes candidates in the cadre of LDCs/MRs. From 1-1-88 to 31-8-89, 96 posts of LDCs/MRs were filled up through the Screening Committees from amongst the serving Work-charged/daily wages employees. Out of these, 11 Nos. posts were filled up by eligible candidates from SC category. There is now a shortfall of 169 S.C. candidates on these posts as on 31-8-89.

(ii) The Board has now decided to fill up 107 Nos. posts of LDCs/MRs and efforts will be made to recoup the shortfall of Scheduled Castes candidates

The Committee is distressed to observe that the shortfall in this category is on the increase. It appears that the Board is not seriously wip-
off the backlog. The Committee, therefore, under constrained circumstances recommend that the Board should take immediate steps so that the shortfall is recouped at the earliest. The Committee be also informed about the

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as far as possible at the time of selection.

latest position.

Meter Readers

The Department/Board has stated in its latest written reply that the present strength of posts of Meter Readers was 781, out of which 156 posts were meant for Scheduled 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 intimated to the Committee at the earliest.

Drivers

In its latest written reply, the Board has stated that out of 538 sanctioned posts of Drivers as on 31st March, 1987, 484 posts were filled up, out of which 97 posts were meant for Scheduled 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

The category of Meter Reader and L.D.C. is clubbed and reply is given in the case of L.D.Cs. above may be perused.

Although the Board has stated that the position in this category is the same as in the case of L.D.C., yet the Committee is not satisfied with the steps taken by Board to wipe off the shortfall. The Committee, therefore, recommend that the recruitment process should be rationalized and the shortfall should be recouped circle wise. The Committee would also like to know the progress made in this regard.

There was shortfall of 49 Nos. Scheduled Caste candidates as on 31.12.87. From 1.1.88 to 31.8.89, 45 posts of Drivers were filled up from amongst the serving work charged/daily wages employees having the prescribed qualifications/experience. Out of these, 5 posts

The position about the Scheduled Castes in this category is the same as in the case of L.D.C., in that the shortfall is increasing instead of decreasing which shows that the Board is not making

generally barred and the men from Scheduled Caste 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 Caste candidates for the posts of Drivers are available in number with the Employment Exchange. The Committee further desire to be informed regarding the steps taken by the Board to make up the deficiency.

Technical posts
The Department/ Board supplied therequired 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.—

were filled up by eligible Scheduled Caste candidates. There is now a shortfall of 53 Nos.

S.C. candidates in this Cadre

(ii) The Board has now decided to fill-up 22 Nos.posts of Drivers and efforts will be made to make up the shortfall of Scheduled Castes candidates as far as possible at the time of selection.

The progress made to recoup the shortfall of Scheduled Caste candidates in respect of different categories of Technical posts through direct recruitment and promotion is as below.

Further to it, the Board has amended the Recruitment and Promotion Policy in respect of Technical posts, increasing the ratio of direct recruitment quota in upper cadre posts, thereby providing more avenues/entry of the Scheduled Caste and other reserved categories candidates in such cadre posts. This step of the Board would help in minimising the shortfall of Scheduled Caste candidates in the higher cadre posts.

serious efforts to wipe off the shortfall. The Committee, therefore, recommend that the Board should reassess the whole position and intimated the same to the Committee at the earliest.

- (1) Junior Engineer (F);
 (2) Divisional Head Draftsman;
 (3) Foreman G I; (4) Junior Engineer (Civil); Junior Engineer (F) (Tech. Asst.); (5) Draftsman Sub. (6) Sub. Stn. Attendant; (7) 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 available in general for Technical posts, at the time of recruitment.

(ii) In promotional cadre posts, no Scheduled Caste 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 Techni-

The Committee was satisfied to this extent that the recruitment and promotion policy which was in vogue before 1988 has been changed and with the revision of the policy the percentage for direct recruitment to the various technical posts has also been increased. The Committee, therefore, desire that this policy be liberalised and the position be re-assessed category-wise so that the shortfall in each category is readily available. The Committee be also informed about the steps taken in this regard.

1	2	3	4	5	6	7
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Class-III (Technical Posts)

1. Jr. Engineer-I (F)	18	15	3	1	20
*2. J.E. (Field)	60	18	4	—	64
3 Foreman Gr.-I	10	28	5	3	12
4. Divnl. Head Draftsman	1	5	1	1	1
5. Jr. Engineer (Civil)	35	—	—	—	35
6. Asstt. Foreman	19	84	17	25	11
7. Sub-Station Attendant	33	68	14	5	42
8. Draftsman	26	26	5	7	24
9. Drivers —	49	45	9	5	53
10. Asstt. Sub-Station Attendant	28	62	12	6	34
11. Shift Attendant	42	55	11	15	38

cal 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

*The Board has selected 254 candidates for the post of JEs against Advertisement No CRA-104 in 8/89. Out of which 55 Nos S C. candidates have been selected. But these figures have not been included in this statement against Sr. No. 2, as the offers of appointment letters are being issued to them and net-result will be available after there actual joining duty

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. Pump Driver.

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

The Committee after perusing the reply sent by the Board as also hearing the Board's representatives, has come to the conclusion that the shortfall in Class IV still exists although the efforts have been made by the Board. The Committee, therefore, recommended that to minimise the shortfall some concrete steps be taken by the Board and the latest position be intimated alongwith the exact figures of the recruitment to the posts of storemate showing the Scheduled Castes candi-

(i) As stated in the earlier reply, the Board had lifted ban in certain Class-IV posts for filling up the same from amongst the serving Workcharged and daily wages staff through the Screening Committees constituted for this purpose. Out of 912 filled posts as detailed in Para-1 ante, 344 Class-IV posts have been filled up upto 31-8-89 and 76 Nos. candidates belonging to Scheduled Castes were appointed

(ii) Regarding the posts of Havildar/Daftri/Record-lifter, it is stated that these posts are filled up from amongst the Peons by way of promotion. After 31-12-87, 6 Nos. posts were filled up and out of these due share quota posts and 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

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shortfall posts could not be filled up from the candidates belonging to S.C. category due to the reason that there are limited sanctioned posts in this cadre, i.e. only one post of Havildar and Daftri is sanctioned in each Circle office and only two posts of Record-Lifters are sanctioned in the Board as a whole. The promotions in these cadre posts are made as per Roster points reserved for the Scheduled Castes candidates and other reserved categories under the Government Reservation Policy. But there being skeleton number of posts, the Roster point does not move to the reserved points as provided under the Government instructions till such time the persons already holding these posts either retire from the service or otherwise. The result is that S.C. employees available in the cadre of Peons do not get benefit of quota promotion.

The net shortfall in Class-IV posts as stood on 31-8-89, is given in the statement at Annexure 'A' from which it would be observed that the shortfall of S.C. candidates in the cadre of Peons has been minimised to some extent.

dates recruited on the said post as assured by the Board's representatives to the Committee at the time of oral examination.

HARYANA URBAN DEVELOPMENT AUTHORITY

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

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 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

The reservation of Scheduled castes in respect of Class I posts is available for direct recruitment only and there is no reservation for Scheduled Castes in promotion to Class-I posts. Posts in the category of Class-I Officers have been filled up either by direct recruitment or by promotion or by taking Officers on deputation from State Govt. The direct recruitment to Class-I posts were made only against isolated posts of less than 4 posts in the cadre. The reservation is available to only fourth post. So no reservation of SC/BC could be possible. In future whenever any direct recruitment will be made by the Authority, the Govt. instructions on the subject will be adhered-to.

The Committee would like to know the latest position

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recruitment/by promotion

Filled up from 9th Feb. 1979 to 31st
March, 1988

	Created	By direct Recruitment	By promotion	
	Total	S.C	Oth- ers	Total
	S.C	Oth- ers	S.C	Oth- ers
Class-I	13	5	5	8
Class-II	20	21	2	19
Class-III	536	473	54	419
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 Caste 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.

Most of posts in the categories of Class-II posts are promotional posts. There is no reservation for Scheduled Castes in promotion to Class-II posts. However, the shortfall of two posts of Sub Divisional Engineer in the direct recruitment is being made good by notifying the posts to the Employment Deptt. The shortfall in Class-III posts as informed to the Committee by way of written reply was due to non-availability of S.C. persons having requisite experience necessary for promotion of suitable candidates were not available with the Employment Exchange. Also retrenched employees of Govt. Deptt./Public Sector Undertaking had to be absorbed and only a few SC/BC candidates were available if such employees.

The latest position with regard to the wiping off the shortfall be intimated to the Committee.

With a view to make good the shortfall, necessary steps have been initiated to promote the S.C. persons by giving the relaxation in the requisite experience. But such cases will be decided under Govt. instructions and on merits. As regards the shortfall in some categories of posts of Class-III, shortfall has been made good in respect of Steno-Typist and two Drivers by appointing the S.C. persons. The requisitions for such posts where shortfall exists have either been sent or are being sent to the Employment Department for S.C. persons. Hence the shortfall will be made good in near future

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 dereserved 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.
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 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

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.

The Committee was informed by way of written reply that some categories of posts like Accounts Assistants,

Necessary steps have been initiated to make good the shortfall of those categories of posts where shortfall had arisen due to non-availability of suitable candidates or due to absorption of retrenched employees of Govt. Deptt./Public Sector Undertakings and only a few S.C./B.C. persons were available in them. Requisitions of various posts have either been sent to the Employment Deptt. or the cases have been processed to send the requisitions.

After orally examining the Departmental representatives, the Committee have come to the conclusion that serious efforts are not being made by the HUDA to fill up the reserved posts. The Committee, therefore, recommend that the reserved posts be filled up immediately and the steps so taken be intimated to the Committee.

**Promotion of
Class IV
Scheduled
Castes Emp-
loyees**

During oral Examination, the departmental representative informed the Committee about the provisions of the Draft Service Rule 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 benefited by the implementation of the Roster Register system.

57 posts of Clerks have been filled up by promoting Class-IV employees out of which 16 posts have been filled up from Scheduled Castes employees. Thus there is no shortfall in the promotional post of Clerks. The shortfall existing in the direct recruitment of Clerks is being made good by notifying the posts to the Employment Department.

The roster register system has been implemented in HUDA. The registers prepared by the office were got checked from the member of Welfare of S.C. & S.T department who extended the guidance for maintenance of roster register. The roster registers will be maintained under the guidance of Officers of Department of Welfare of SC/ST as also the instructions of the Government.

The Committee did not feel satisfied with the reasons advanced by the Departmental representative at the time of oral examination rather felt greatly distressed to find that the roster registers were not being maintained in accordance with the Government instructions. The Committee, therefore, recommend that stringent measures be taken to complete the roster registers with retrospective effect as also the number of employees

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

who will stand benefited be also intimated to the Committee.

This is a policy matter and is under process.

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 Harijans 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 Committee recommend that Govt. should take some steps to reserve some residential and Commercial plots for the Scheduled Castes and Backward Classes. The Committee further recommend that there may not be reservation of plots for the shops measuring two to four Kanals but some percentage of reservation must be fixed for the allotment of plots for small-size shops in the Shopping Centres being constructed in various Colonies of HUDA.

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

Recommendation of the Committee	Action taken by Government	Further observation of the Committee
1	2	3
Cadre-wise Number of Employees	This would be looked into and disciplinary action would be taken against those found responsible for the lapse.	The Committee is not satisfied with the reply submitted by the Government. The Departmental representatives were, therefore, orally examined. The Committee was informed during the course of oral examination that an inquiry is being conducted by the Registrar, Co-operative Societies, against the then Managing Director who is already under suspension and an interim report has also been received. Besides, it was also informed that a report concerning special
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.		

CONCERNING 3

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While forwarding the information, he informed as under

Class	Total number of employees including Scheduled Castes	Number of Scheduled Castes employees
I	I	
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 Consumer's 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.

audit has also been received and is being looked into by two other officers in the Co-operation Department to pinpoint the lapses. As desired by the Departmental representatives, the Committee acceded to their request to allow them a period of 15 days to look into the whole affair. The Committee is distressed to observe that neither any information has been supplied to the Committee till the framing of the report nor any action seems to have been taken against the then Managing Director who has since been re-instated in the services. The Committee, therefore, desire that the latest position in the matter be intimated at the earliest

The Government is already seized with the matter. Enquiry is being conducted by the R.C.S. and disciplinary action would be taken against those fund responsible for the lapses.

The Committee is pained to point out that the Government have not cared to inform the Committee about the outcome of the enquiry which was conducted by the Registrar, Co-operative Societies against the then Managing Director and others who were involved in the appointment process. Therefore, the departmental representatives were orally examined who informed that the explanation of the then Managing Director was being called for and requested for two months time to come to the conclusion. The Committee, therefore, reiterate its earlier recommendation that the matter be enquired into thoroughly and the findings be conveyed to the Committee.

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 Co-operative 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.

The Government is seized with the matter. Necessary action will be taken in due course after thorough examination and enquiry referred to in the earlier paragraph.

The Committee was not satisfied with the written reply of the Government. The Committee, therefore, reiterate its earlier recommendation and would also like to know the outcome.

Implementation of Reservation Policy

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
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1.	Distt. Manager/ General Manager	2	1
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As against the sanctioned strength of 882, there are 1496 employees in Confed as on 31-5-89, out of these 218 employees belonging to Scheduled Caste. There is shortfall of only 79 which will be made up in future as and when there exist any vacancy or new post is created

The Departmental representatives, during the course of oral examination, could not give cogent reasons for the non-implementation of reservation policy. The Committee, the refore, recommend that immediate steps be taken in this regard and the progress achieved be intimated to the Committee

As desired by the Committee roster register is being introduced as per Government instructions in Confed. Confed is approaching the Director, Welfare of Scheduled Castes/ Backward Classes Department for guideline assistance for maintaining the roster register as per instructions of State Government.

The written reply submitted by the Government is contradictory in itself and does not convey any meaning whether the roster register is being introduced as per the Government instruction or Confed is approaching the Department of Welfare of Scheduled Castes and Backward Classes for guidance/ assistance. The Committee would, therefore, like to know the clear position.

1				2	3
1	2	3	4		
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, recommends 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 Consumer 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.**

Confed is being advised to examine and adopt Government pattern by amending their Service Rules, if necessary

The Committee would like to know the latest position.

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.**

Confed is being advised to examine and adopt Government pattern by amending their Service Rules, if necessary.

The written reply of the Department was not found convincing. The Committee, therefore reiterate its earlier recommendation.

The Committee, therefore, recommend that the Government should issue directions.

1 2 3

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 1016/4 WGI-66, dated 16th February, 1966, regarding grant of protection to Scheduled Castes/Scheduled Tribes and other Backward Classes employees against the reduction/retenchment 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."

Confed had terminated 699 adhoc employees who had not completed 240 days service out of which 49 employees belonging to Scheduled Castes Category 'Confed' is already having surplus staff at this stage. Their services were terminated in view of instructions of the State Government. 49 employees whose services were terminated can not be taken back in exclusion of other employees appointed on same condition. Further, this will be in violation of provision of Industrial dispute. Shortfall will be recouped in future

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

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.

against new sanctioned posts/existing vacancies from time to time, if any

POLICE DEPARTMENT

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

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

The department informed the Committee that after the laying down of reservation policy by the Government with effect from 9th February 1979, the following posts were created/filled up from

Efforts are to make good the shortfall in Police Department in respect of reserved categories in different cadres of posts and in different groups where the posts are filled up by direct recruitment and promotion. So far as amendment of service rules is concerned, the same does not seem to be necessary as there is already provision in the relevant rule 13 of the P.R. which governs promotion from one rank to another. Latest

The Committee did not feel satisfied with the oral examination of the Home Secretary since the Director General of Police did not attend the meeting nor cared to send the information about the condonation of his absence. The Committee, therefore, took a serious view of it. The Committee after reviewing the whole position, recommend that immediate steps to make up the shortfall be taken and intimated to the committee.

9th February, 1979 to 31st March, 1988:—

Class	Through direct recruitment		By promotion	
	Total	Scheduled Caste	Total	Scheduled Caste
I	19	5	4	2
II	9	1	139	5
III	7,588	1,531	3,365	511
IV	506	152	—	—

position is as under :—

Class	Total No. of empl-oyees	Total No. of Sch. Caste	Per- cent- age of short- fall
I	168	21	12.5
II	46	2	4.34
III	23328	3801	16.29
IV	1196	401	33.52

In view of the above figures, the Committee observed that there is shortfall in the department in different cadres of posts and in different groups. Although the department is taking effective steps to recoup the shortfall, yet the Committee recommend that the department should make more efforts and amend the Service Rules for various categories of posts, if necessary, so that the shortfall could be recouped to the maximum possible extent. The Committee further recommend that the latest position be also intimated to the Committee.

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, at least one of these officers should be nominated belonging to the Scheduled Castes.

The suggestion of the Committee is noted and will be kept in view as and when any Selection Committee is constituted. However, there is no provision in the relevant Rules for the constitution of a Selection Committee.

In the written reply, the Department informed that there is no provision in the relevant rules for the constitution of Selection Committee but during the course of oral examination, the Departmental representative informed that the Selection Committee has not been constituted. However, whenever any recruitment is made, the recommendation of the Committee for constituting a Selection Committee will be kept in view. The Committee observed with distress that the recommendation of the Committee has not been implemented by the Department at the time of recent recruitment. The Committee, therefore, strongly recommend that Selection Committee be constituted whenever recruitment is to be made and an Officer belonging to one of the reserved categories must be nominated as a member of such a Committee. If required, the relevant rules be amended. The Committee would like to know the latest position in this regard.

The Committee was informed by the Department that there is no provision for reservation while preparing list for B-I, according to Punjab 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

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.

In this regard, it is informed to the Committee that the matter is being taken up with the State Government and final outcome will be intimated as and when any decision is taken.

Almost all the units have prepared the roster registers categorywise in accordance with the Govt. instructions. Remaining 2/3 units which have not yet completed the same, have been directed to complete it at once.

The Committee observed that due to non-availability of reservation in B-I list, shortfall in various categories is increasing. The Committee, therefore, recommend that reservation on the pattern of Punjab be fixed in B-I list so that shortfall could be recouped. The Committee may be informed about the final outcome of the case which is already under consideration.

The Committee observed that the roster registers are not being maintained for various categories in the Department properly. The Committee, therefore, recommend that these registers be completed immediately categorywise in consultation with the Director, Welfare of Scheduled Castes and Backward Classes and the Committee be also informed about the preparation of these registers.

GENERAL RECOMMENDATIONS

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Prior to the attainment of Independence, the Scheduled Castes and the 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

The percentage of Scheduled Castes in Class-I, II, III & IV is given as under :—

Class	Total employees during the year 1968	Position of S.Cs. employees during the year 1968 with respect to total employees	Total employees during the year 1986	Position of S.Cs. employees during the year 1986 with respect to total employees
I	532	13 (2.04)	1577	99 (6.27)
II	2173	38 (1.08)	7130	368 (5.2)
III	71215	4482 (6.03)	152374	12353 (8.50)
IV	18362	4484 (20.06)	46622	12241 (26.25)

Regarding shortfall, the State Govt. have issued instructions to all Heads of Departments, vide letter No. 22/31/89-3GS-III, dated 7-7-89, to complete the backlog in all Classes.

Keeping in view the instructions issued by the Chief Secretary to Govt. Haryana, on 7.7.1989, the Committee would like to know the departmentwise information indicating total No. of employees, Scheduled Castes, employees and their percentage in each Class as on 31.12.1989.

affairs of the Union or of a State." In pursuance of the above articles, Government of India and State Governments have issued executive orders reserving a certain percentage of vacancies in posts and services under them in favour of the Scheduled Castes and Scheduled Tribes. 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.

Increase of subsidy for Houses for Scheduled Castes

At present the Scheduled Castes and Backward Classes Department is granting subsidy for the construction of houses to the members of Scheduled Castes upto Rs. 2000/- to a person who has a plot of his own. The present rate was fixed during the year 1974-75, i.e. fourteen years ago. The rates of building material which is used for construction of houses has increased 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.

The matter is under consideration of the State Government.

The Committee would like to know the latest position in this regard.

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 shortfall 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.

This matter had been considered by Government and it has been decided that no reservation in promotion to Class-I and II posts be allowed. However, on receipt of representations from few organisations of reserved categories/ individuals, the matter is being re-examined and the Committee will be informed of the decision.

Since the matter is under consideration of the Secretary as informed by the Government, the Committee may be informed about the outcome of the said case.

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

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

The matter is under consideration of the State Government.

The Committee would like to know the latest position in this regard.

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 up to Rs. 2000/- each.

ANNEXURE

Procedure for dealing with the implementation of the recommendations/observations of the Committee on the 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 the 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) The Head of Department concerned shall furnish their comments on the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes to the Administrative Secretary concerned on receipt of the Report of the Committee;
- (d) The Administrative Department concerned will then take immediate steps for the implementation of the 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 the 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 the Welfare of Scheduled Castes and Scheduled Tribes is proposed to be accepted. The 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 to the Government of Haryana for necessary action.

The Vidhan Sabha Secretariat will maintain a list of outstanding recommendations of the Committee on the 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 15 January to the Director, Welfare of Scheduled Castes and Backward Classes Department by the Heads of Departments/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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