

**HARYANA VIDHAN SABHA**

**COMMITTEE**

**ON THE WELFARE OF**

**SCHEDULED CASTES AND**

**SCHEDULED TRIBES**

**(1990-91)**

**(SEVENTH VIDHAN SABHA)**

**SIXTEENTH REPORT**

**ON**

**Reservation/representation of Scheduled Castes in the Haryana State Khadi & Village Industries Board; Haryana Financial Corporation; Haryana State Industrial Development Corporation; the Haryana State Cooperative Land Development Bank Ltd.; Education Department—Primary & School Education; Transport Department; Public Works (B & R) Department; and the action taken by the Government on the recommendations contained in its Fifteenth Report.**



Presented to the House on... ..

**HARYANA VIDHAN SABHA SECRETARIAT**  
**CHANDIGARH**

**1991**

# ERRATA

| Page/Para | Col/Line            | For the word(s). | Read          |
|-----------|---------------------|------------------|---------------|
| Contents  | Report(v)           | Education        | Education     |
| (ii)      | Sr.No. 5            | Fiteenth         | Fifteenth     |
| (iii)     | 27                  | a as             | as's          |
| 4         | 12                  | o ficials        | Officials     |
| 4         | 13                  | intidated        | initiated     |
| 4         | 9                   | Secre ,ariat     | Secretariat   |
| 10        | 17                  | Roaster          | Roster        |
| 16/3      | Heading             | Grup             | Group         |
| 16        | 40                  | Ulteriorior      | Ulterior      |
| 16        | 44                  | tbe              | be            |
| 21        | (ii)-(iii)/1        | -                | indication of |
| 21        | 47                  | Resaearch        | Research      |
| 52        | Class-II<br>(Mech)/ |                  |               |
|           | 14                  | Usurpd           | Usurped       |
| 74        | Col 2/3             | Late/on          | Later on      |

## CONTENTS

|                                                                                                                                                                                                                       | Pages |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| Composition of the Committee ..                                                                                                                                                                                       | (iii) |
| Introduction ..                                                                                                                                                                                                       | (v)   |
| Report :                                                                                                                                                                                                              |       |
| (i) Haryana State Khadi & Village Industries Board. ..                                                                                                                                                                | 2     |
| (ii) Haryana Financial Corporation ..                                                                                                                                                                                 | 2     |
| (iii) Haryana State Industrial Development Corporation. ..                                                                                                                                                            | 2     |
| (iv) The Haryana State Cooperative Land Development Bank Ltd. ..                                                                                                                                                      | 2     |
| (v) Education Department—Primary & School Education. ..                                                                                                                                                               | 3     |
| (vi) Transport Department. ..                                                                                                                                                                                         | 3—4   |
| (vii) Public Works (B & R) Department. ...                                                                                                                                                                            | 4—22  |
| Study tour. ...                                                                                                                                                                                                       | 22    |
| General Recommendations ..                                                                                                                                                                                            | 23—24 |
| 4. Appendices :                                                                                                                                                                                                       |       |
| (a) Statement showing the total strength of cadre and representation of Scheduled Castes as on 9th February, 1979 and the total number of posts created and filled in from 9th February, 1979 to 31st March, 1990. .. | 25—48 |
| (b) Statement showing the reasons for shortfall in Group 'A' (Civil) service. ...                                                                                                                                     | 49    |
| (c) Statement showing the reasons for shortfall in Group 'B' service. ...                                                                                                                                             | 50—52 |
| (d) Statement showing the reasons for shortfall alongwith the steps taken to recoup the shortfall in Group 'C' service. ..                                                                                            | 53—56 |

(ii)

|                                                                                                                                                                          |            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| (e) Statement showing the backlog in Scheduled Castes category carried forward during the year 1987-88 to 1989-90 in respect of posts filled by direct recruitment only. | .. 57—58   |
| 5. Implementation of recommendations/ observations contained in the Fifteenth Report regarding—                                                                          | .. 59      |
| (a) Co-operation Department                                                                                                                                              | .. 60—62   |
| (b) Education Department                                                                                                                                                 | .. 63—66   |
| (c) Local Bodies Department                                                                                                                                              | .. 67—68   |
| (d) Irrigation Department                                                                                                                                                | .. 69—70   |
| (e) The Haryana State Small Industries and Export Corporation Limited                                                                                                    | .. 71—72   |
| (f) Haryana State Electricity Board                                                                                                                                      | .. 73—86   |
| (g) Haryana Urban Development Authority.                                                                                                                                 | .. 87—92   |
| (h) The Haryana State Federation of Consumers' Co-operative Wholesale Stores Limited                                                                                     | .. 93—101  |
| (i) Police Department                                                                                                                                                    | .. 102—105 |
| (j) Industrial Training and Vocational Education Department                                                                                                              | .. 106—117 |
| (k) Labour Department                                                                                                                                                    | .. 118—125 |
| (l) The Haryana State Board for the Prevention and Control of Water Pollution                                                                                            | .. 126—129 |
| (m) General recommendations                                                                                                                                              | .. 130—134 |
| 6. Procedure for implementation of recommendations/ observations made by the Committee in its Report.                                                                    | .. 135—136 |

(iii)

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES FOR  
THE YEAR 1990-91**

**CHAIRMAN**

Shri Suraj Bhan

**MEMBERS**

1. Shri Atma Singh
2. Shri Balbir Singh Chaudhary
3. Shri Jai Narain Khundia
- \*\*\*4. Shri Kundan Lal Bhatia
- \*\*5. Smt. Maydhaavi Qirti
6. Shri Muni Lal
- \*7. Shri Shiv Lal
8. Shri Uda Bhan
- \*\*\*\*9. Shri Parmanand

**SECRETARIAT**

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

---

\*Shri Shiv Lal, a Member of the Committee, resigned from the Membership on his appointment as Minister of State with effect from 28th May 1990.

\*\*Smt. Maydhaavi Qirti, a Member of the Committee, resigned from the Membership on her appointment as Minister of State with effect from 20th July, 1990.

\*\*\*Shri Kundan Lal Bhatia, a Member of the Committee, expired on the night between 5th/6th November, 1990.

\*\*\*\*Shri Parmanand was nominated as a Member of the Committee with effect from 12th November, 1990 against the vacancy caused by the death of Shri Kundan Lal Bhatia, M.L.A.

## INTRODUCTION

I, Suraj Bhan, Chairman 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 and Scheduled Tribes in the Haryana State Khadi & Village Industries Board; Haryana Financial Corporation; Haryana State Industrial Development Corporation; the Haryana State Cooperative Land Development Bank Ltd.; Education Department-Primary & School Education; Transport Department; Public Works (B & R) Department; and the action taken by the Government on the recommendations/observations contained in the Fifteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. The report is based on the replies furnished by the Departments/autonomous bodies, explanations and clarifications received during the deliberations and further observations/recommendations made by the Committee in this behalf.

2. The Committee examined the Administrative Secretaries of various Departments referred to in the report.

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

The Committee wish to express their thanks to the Administrative Secretaries of various Departments referred to in the report and their representatives who appeared before the Committee for oral examination in regard to the reservation/representation of Scheduled Castes and 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 FEBRUARY 21, 1991.

SURAJ BHAN  
CHAIRMAN

## REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes for the year 1990-91 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 13th March, 1990, authorising the Hon'ble Speaker to nominate the Members of the Committee and also to appoint the Chairman of the said Committee.

2. Shri Suraj Bhan, a Member of the Committee, was appointed Chairman of the Committee by the Hon'ble Speaker on 30th April, 1990.

3. The Committee held 41 sittings till to-date.

In its first meeting held on 10th May, 1990, the Secretary, Haryana Vidhan Sabha, on behalf of the Hon'ble Speaker, explained to the Committee, in details, its scope and functions. The Chairman while thanking explained the working of the Parliamentary Committee on the subject and also the steps to be taken for improving the lot of down trodden sections of the society as also for the implementation of various Rules/Regulations/Instructions issued by the Government for their implementation so far as the Scheduled Castes and Scheduled Tribes were concerned.

In the second meeting of the Committee held on 16th May, 1990, the Committee discussed various points as also the difficulties experienced by the previous Committees, reflected in the earlier reports, with the Chief Secretary to Government, Haryana, as also the representatives of the Welfare of Scheduled Castes and Backward Classes Department so that the same difficulties and obstacles are not created by various Departments in the way of functioning of the Committee.

In the third meeting of the Committee held on 22nd May, 1990, the Committee selected the following autonomous Bodies/Departments for examination during the year 1990-91 :—

1. Haryana State Khadi & Village Industries Board ;
2. Haryana Financial Corporation ;
3. Haryana State Industrial Development Corporation ;
4. The Haryana State Cooperative Land Development Bank Limited ;
5. Education Department—Primary & School Education ;
6. Transport Department ; and
7. Public Works (B&R) Department.

## **HARYANA STATE KHADI AND VILLAGE INDUSTRIES BOARD**

The Commissioner and Secretary to Government, Haryana, Industries Department, was asked by the Haryana Vidhan Sabha Secretariat on 1st June, 1990, to supply material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in the Haryana State Khadi and Village Industries Board within a fortnight. The material was not supplied by the Department within time with the result that the Commissioner & Secretary to Government, Haryana, Industries Department had to be orally examined for non supply of the material. Fortunately, the material was supplied on the day of the meeting which, however, contained deficiencies which were pointed out to the Government representatives. The material received later on, however, could not be scrutinized by the Committee because of paucity of time.

## **HARYANA FINANCIAL CORPORATION**

The Government in the Industries Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 1st June, 1990 for supplying the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in the Haryana Financial Corporation within a fortnight. The material was not supplied till 22nd August, 1990 when the Government representatives had to be orally examined by the Committee for not supplying the material. The material later on received from the Government could not be scrutinized by the Committee because of the shortage of the time at the disposal of the Committee.

## **HARYANA STATE INDUSTRIAL DEVELOPMENT CORPORATION**

The Government in the Industries Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 1st June, 1990 to supply the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in the Haryana State Industrial Development Corporation, within a fortnight. The material was not supplied even after protracted correspondence with the result that the Committee had to orally examine the Commissioner and Secretary to Government, Haryana, Industries Department. The Committee could not scrutinise the material received later on because of its being busy with the examination of other Departments.

## **THE HARYANA STATE COOPERATIVE LAND DEVELOPMENT BANK LIMITED**

The Committee for the year 1989-90 decided to examine the Haryana State Cooperative Land Development Bank Limited but could not examine the same because the requisite information was not supplied within stipulated time by the Government. However, the present Committee examined the pending material, supplied by the Government. Since it was not as per the format prescribed by the Committee, the Committee made some observations in this regard in their meeting held on 13th June, 1990 and requested the Government to supply the material containing information upto 31st March, 1990. The Government, however, supplied the material vide letter dated 27th August, 1990. Again, the material was not supplied as desired by the Committee, the Committee observed in its meeting held on 11th September, 1990 and decided to request the Government to send the required information maximum within a period of fortnight. The Committee is pained to point out that inspite of number of reminders issued by the Haryana Vidhan Sabha Secretariat, the Government very badly failed to supply the material till the finalisation of the report.

## EDUCATION DEPARTMENT (PRIMARY AND SCHOOL EDUCATION)

The Commissioner and Secretary to Government Haryana, Education Department, was requested by the Haryana Vidhan Sabha Secretariat vide letter dated 1st June, 1990 to supply the material relating to reservation/representation of Scheduled Castes and Scheduled Tribes in the Education Department within a fortnight. The Government, however, requested for the extension of time up to four months which was not acceded to by the Committee and the Committee granted extension only for a month in its meeting held on 11th July, 1990. Since the information was not supplied within stipulated time, the Committee had to orally examine the Government representatives on 26th December, 1990. However, the material was supplied by the Government on the same day which could not be scrutinized by the Committee due to lack of sufficient time at its disposal.

## TRANSPORT DEPARTMENT

The Committee constituted during the year 1988-89 selected the Transport Department for examination. The Government was asked by Haryana Vidhan Sabha Secretariat to supply the information regarding reservation/representation of Scheduled Castes and Scheduled Tribes in the said Department vide letter dated 27th May, 1988 within a fortnight. The Department inspite of issue of five reminders by Haryana Vidhan Sabha Secretariat supplied incomplete information on 16th September, 1988. The Government representatives were orally examined for non-supply of complete information because the Committee took a serious note about the indifferent attitude of the officers.

Again, the Committee constituted for the year 1989-90 selected the said Department for examination. The Government was again asked by Haryana Vidhan Sabha Secretariat on 9th June, 1989 to supply the requisite information. The Department did not care to supply the information as asked for by the Committee. The information was, however, supplied by the Department on 27th December, 1989. The Committee again took a very dim view about the callous behaviour of the officers and recommended to the Chief Secretary that action should be initiated against the officers responsible for the lapse under intimation to the Committee.

The present Committee scrutinized the information earlier supplied and also framed the questionnaire thereon in its meeting held on 6th June, 1990 and the questionnaire was forwarded to the Government by Haryana Vidhan Sabha Secretariat vide letter dated 21st June, 1990, for replying to the questionnaire within a fortnight. The Department misunderstood and requested Haryana Vidhan Sabha Secretariat that since the information is to be collected for the last 10-11 years the extension is required upto September, 1990 whereas the information only for the last three years was asked for. Therefore, the extension was not granted.

The Committee in its meeting held on 19th September, 1990, took a very serious view for non-compliance by the Government and decided to inform the Government by way of demi official letter to be sent by the Secretary, Haryana Vidhan Sabha, about the correspondence exchanged

between Haryana Vidhan Sabha Secretariat, Transport Department and the Financial Commissioner and Secretary to Government, Haryana, Transport Department and further requesting the Government for supplying the information within a fortnight. The reply to the questionnaire was, however, supplied by the Department in December, 1990.

The Committee, for inordinately taking long time to compile data by the Department, took a very poor view about the functioning of the Department at the Transport Commissioner's level as well as Government level. The Committee observed that this is only because of the Officers of the Department who do not attach importance to the Government instructions as also the Committee of the Assembly. Not only this, the disciplinary proceedings against the officers/officials already under process in this regard have not been initiated/completed by the Government and intimated to the Committee even a full year has elapsed. The Committee, therefore, recommend that the Chief Secretary should look into such type of behaviour and attitude of the officers at personal level and initiate the action against the defaulting officers/officials by conducting enquiries and fixing the responsibility, under intimation to the Committee within one month of the presentation of this report to the House, positively.

#### **PUBLIC WORKS (B & R) DEPARTMENT**

The Commissioner and Secretary to Government, Haryana, Public Works (B & R) Department was requested by the Haryana Vidhan Sabha Secretariat on 9th June, 1989 to supply the information with regard to 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 (Groupwise) alongwith their percentage in position as also about the percentage of shortfall and 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 after protracted correspondence was supplied by the Government on 6th September 1989.

The Committee observed that the Department did not care to supply the requisite information as asked for by the Committee within stipulated time. The required information, due to lack of time at the disposal of the Committee, could not be scrutinized.

The above referred information was scrutinized by the present Committee and a questionnaire was framed by the Committee in its meeting held on 8th June, 1990. The same was sent by the Haryana Vidhan Sabha Secretariat to the Commissioner and Secretary to Government, Haryana, Public Works (B & R) Department on 21st June, 1990, for replying to the various questions of the questionnaire. The replies to the questionnaire were not received by the Committee within stipulated time with the result that the reminders had to be issued by the Haryana Vidhan Sabha Secretariat.

The replies to the questionnaire were received from the Government vide letter dated 19th October, 1990, i.e. after four months. The Committee accordingly examined the representatives of the Department on 1st, 23rd, 29th January and 6th February, 1991 for seeking further clarifications and information before framing the report thereon.

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

| Year | Total No. of employees including work-ing on adhoc basis/daily wages (group-wise) | Total No. of Scheduled Caste employ-ees including working on adhoc basis/daily wages (groupwise) | Percentage | Percentage of the shortfall | Reasons for short-fall, if any | Steps taken to fill up the shortfall, if any. |
|------|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|------------|-----------------------------|--------------------------------|-----------------------------------------------|
|------|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|------------|-----------------------------|--------------------------------|-----------------------------------------------|

|   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|

**Class-I (Civil) Senior Promotees**

|         |     |   |
|---------|-----|---|
| 1986-87 | =78 | } |
| 1987-88 | =98 |   |
| 1988-89 | =98 |   |

These posts are filled by promotion. There is no reservation on promotion to Class-I senior Posts.

**2. Class-I Junior (AEE) Direct**

|         |     |     |     |     |     |                                                                                                                                                                                                                                           |
|---------|-----|-----|-----|-----|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1986-87 | =3  | Nil | Nil | Nil | Nil | The H.P.S.C. was requested for 2 Candidates of Scheduled Caste category 3 times. but no suitable candidate was made available, even after 3 advertisements. As per Govt. instructions, 2 posts of S.C. Category were therefore, deserved. |
| 1987-88 | =11 | Nil | Nil | Nil | Nil |                                                                                                                                                                                                                                           |
| 1988-89 | =9  | Nil | Nil | Nil | Nil |                                                                                                                                                                                                                                           |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|
|---|---|---|---|---|---|---|

### Class-II (Civil)

1986-87 Promotees =85 No reservation 4 in promotion to Class-II 2½% Nil posts Nil as explained in Col. 7 After 1-11-66 to 31-3-87, 224 persons joined this deptt. as T.A.E. (Civil) out of which the quota of S.C. Candidates worked out 45 whereas we had on 31-3-87 only 4 S.C. persons in position the reasons for the shortfall being as follows :—

1. Post elapsed =38  
The candidate of S.C. Category could not be made available by HPSC as requisition sent by this department even after re-requisition/re-advertisement of the posts. Hence 38 posts belonging to S.C. Category elapsed as per Government instructions.

1987-88 Promotees =106 No reservation 5 in promotion to Class-II 3% Do posts

Direct=170

1988-89 Promotees =106 No reservation 6 in promotion to Class-II 3½% 10% (i.e. 2 posts as explained in Col. 7) 2. Resigned on 11-6-76 after joining the department =1

Direct=170

- 3 Promoted as E.E. =3  
Total =42

Thus their had been no omission on the part of deptt. to provide the opportunity to S.C. candidate to avail the benefit of reservations

After 31-3-87, 21 candidates have been recruited through HPSC out of which 4 posts go to the share of S.C. Category, 2 S.C. Candidates have already been recruited through HPSC and had joined the

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|
|---|---|---|---|---|---|---|

deptt. A requisition for remaining 2 posts stand already placed with HPSC. Recommendations of HPSC are still awaited. Thus there is shortfall of only 2 candidates upto 31-3-89.

**Class-I Elect. (Senior)**

- 1986-87=7
- 1987-88=8
- 1988-89=8

**Class-I (Mech.)**

- 1986-87=6
- 1987-88=7
- 1988-89=7

**Class-I (Hort.)**

- 1986-87=1
- 1987-88=1
- 1988-89=1

**Class-I Junior (Elect.)**

- 1986-87=Nil
- 1987-88=Nil
- 1988-89=Nil

**Class-I Junior (Mech.)**

- 1986-87=Nil
- 1987-88=Nil
- 1988-89=Nil

These posts are filled by promotion. There is no reservation in promotion to Class-I Senior posts.

**Class-II (Elect.)**

1986-87 Direct=16 Promotee=16 2 12.5 7.5 Nil In all 6 S.C. Candidates joined/were recommended but later on four resigned. Thus there is no shortfall practically.

1987-88 Direct=17 Promotee=16 2 No reservation in promotion. 11.7 8.3 Nil Do

1988-89 Direct=17 Promotee=1 2 No reservation in promotion. 11.7 8.3 Nil

**Class-II (Mech.)**

1986-87 Direct=12 Promotee=9 1 No reservation in promotion. 8.5 11.5 Nil In all 2 S.C. Candidate joined/were recruited but later on one resigned. Thus there is no shortfall practically.

1987-88 Direct=12 Promotee=11 1 No reservation in promotion. 8.5 11.5 Nil Do

1988-89 Direct=14 Promotee=12 2 No reservation in promotion. 16.6 3.4 Nil In all 3 S.C. Candidates were recruited but later on one resigned. Thus there is no shortfall.

**Class-II (Hort.)**

1986-87 Direct=3 Promotee=3 Nil No reservation in promotion. Nil

1987-88 Direct=3 Promotee=5 Nil No reservation in promotion. Nil

1988-89 Direct=3 Promotee=5 Nil No reservation in promotion. Nil

Information in respect of S.C Employees

| Year    | Total No. of Employees. | No. of S.C. | Percentage | Percentage of shortfall. | Reasons and steps taken. | Remarks                                       |
|---------|-------------------------|-------------|------------|--------------------------|--------------------------|-----------------------------------------------|
| 1986-87 | CHD(C)=20               | 2           | 10.00%     | 10%                      | Attached as Annexure "X" |                                               |
|         | DHD(C)=72               | 5           | 7.00%      | 13%                      |                          |                                               |
|         | ADM(C)=194              | 18          | 9.27%      | 10.73%                   |                          |                                               |
|         | Tracers=21              | *3          | 14.28%     | 5.72%                    |                          | *2 S.C. candidates transferred to other unit. |
|         | (HQ Office)             |             |            |                          |                          |                                               |
| 307     |                         | 28          | 40.55%     | 39.45%                   |                          |                                               |
| 1987-88 | CHD(C)=23               | 3           | 13.04%     | 6.96%                    |                          |                                               |
|         | DHD(C)=78               | 7           | 8.97%      | 11.03%                   |                          |                                               |
|         | ADM(C)=185              | 15          | 8.10%      | 11.90%                   |                          |                                               |
|         | Tracers=21              | *3          | 14.28%     | 5.72%                    | —do—                     | *2 S.C. Candidates transferred to other unit. |
| 307     |                         | 28          | 44.39      | 35.61%                   |                          |                                               |
| 1988-89 | CHD(C)=23               | 4           | 17.39%     | 2.61%                    |                          |                                               |
|         | DHD(C)=82               | 6           | 7.31%      | 12.69%                   | —do—                     |                                               |
|         | ADM(C)=203              | 24          | 11.82%     | 8.18%                    |                          |                                               |
|         | Tracers= 20             | *2          | 10.00%     | 10.00%                   |                          | *2 S.C. Candidates transferred to other unit. |
|         | (HQ Office)             |             |            |                          |                          |                                               |
| 328     |                         | 36          | 46.52%     | 33.48%                   |                          |                                               |

7

6

5

4

3

2

**Junior Engineers (Elect.)**

|         |     |   |    |     |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------|-----|---|----|-----|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1986-87 | 117 | 4 | 4% | 16% | — | After 9-2-79, 20 post of Jr. Engineers (Elect.) upto 31-3-89 have been filled up by the department. According to Roaster, 4 posts of Jr. Engineers(Elect.) are required to be filled up from the candidates belonging to S.C. category which have been filled up from this category. Thus, there is no shortfall of S.C. candidates after introduction of roaster, but the shortfall would be there, in case it is calculated on the overall strength of employees. |
| 1987-88 | 114 | 4 | 4% | 16% | — |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1988-89 | 112 | 4 | 4% | 16% | — |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

**Junior Engineers (Mech.)**

|         |     |   |    |     |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------|-----|---|----|-----|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1986-87 | 100 | 4 | 4% | 16% | — | After 9-2-79, 20 posts of Jr. Engineers (Mech.) upto 31-3-89 have been filled up by the deptt. According to roaster point of view, 4 posts of Junior Engineers (Mech.) are required to be filled up from S.C. Category. One post has already been filled up from S.C. Category. For the balance three posts, requisition of this department is pending with S.S.S. Board, which was sent vide this office memo. No. 22-EIII-78/1640/EIII dated 9-2-83. Hence there is no shortfall under this category. |
| 1987-88 | 99  | 4 | 4% | 16% | — |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 1988-89 | 94  | 4 | 4% | 16% | — |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

# **Junior Engineers (Civil)**

|         |     |    |       |        |                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------|-----|----|-------|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1986-87 | 724 | 64 | 8.83% | 11.17% | After 9-2-79, 240 posts of Jr. Engineers (Civil) upto 31-3-89 have been filled up by the Deptt. According to Roaster Register, 48 posts of J.Es. (Civil) are required to be filled up from the candidates belonging to S.C. category. Against this quota, 48 posts of Jr. Engineers (Civil) have been filled from the candidates of this category and as such, there is no shortfall under this category |
| 1987-88 | 737 | 66 | 8.95% | 11.05% |                                                                                                                                                                                                                                                                                                                                                                                                          |
| 1988-89 | 756 | 73 | 9.63% | 10.37% |                                                                                                                                                                                                                                                                                                                                                                                                          |

|         |                 |    |        |       |                                                                                    |
|---------|-----------------|----|--------|-------|------------------------------------------------------------------------------------|
| 1986-87 | Clerk 72 (H.Q.) | 11 | 15.27% | 4.73% | Requisition has already been sent to S. S. S.Board vide No 3918/Eii dated 11-4-88. |
|---------|-----------------|----|--------|-------|------------------------------------------------------------------------------------|

|  |                 |   |       |        |                                                                                       |
|--|-----------------|---|-------|--------|---------------------------------------------------------------------------------------|
|  | Steno 21 (H.Q.) | 1 | 4.76% | 15.24% | Suitable candidates not available either through S.S.S. Board or Employment Exchange. |
|--|-----------------|---|-------|--------|---------------------------------------------------------------------------------------|

|         |                  |    |        |        |      |
|---------|------------------|----|--------|--------|------|
| 1987-88 | Clerks 79 (H.Q.) | 12 | 15.18% | 4.82%  | —do— |
|         | Steno 18 (H.Q.)  | 1  | 5.55%  | 14.45% |      |

|         |                 |    |        |       |                                                            |
|---------|-----------------|----|--------|-------|------------------------------------------------------------|
| 1988-89 | Clerk 79 (H.Q.) | 12 |        |       | Requisition sent to Board vide No. 4184/Eii dated 22.4.88. |
|         | Steno 20 (H.Q.) | 1  | 15.18% | 4.82% |                                                            |

|         |                    |    |       |   |  |
|---------|--------------------|----|-------|---|--|
| 1986-87 | Class-IV 98 (H.Q.) | 26 | 25.5% | — |  |
|---------|--------------------|----|-------|---|--|

| 1       | 2                                | 3   | 4      | 5 | 6 | 7                                |
|---------|----------------------------------|-----|--------|---|---|----------------------------------|
| 1987-88 | Class-IV 102<br>(H.Q.)           | 8   | 27.5%  | — | — |                                  |
| 1988-89 | —do— 114                         | 29  | 25.45% | — | — |                                  |
| 1986-87 | Class-III 1129<br>(Field office) | 156 | 14%    | — | — |                                  |
| 1987-88 | —do— 1136                        | 166 | 14.61% | — | — | As per Annexure "Y"<br>attached. |
| 1988-89 | —do— 1140                        | 168 | 14.73% | — | — |                                  |
| 1986-87 | Class-IV 1182<br>(F.O.)          | 412 | 34.85% | — | — |                                  |
| 1987-88 | —do— 1208                        | 421 | 34.85% | — | — |                                  |
| 1988-89 | —do— 1288                        | 443 | 34.39% | — | — |                                  |

## ANNEXURE 'X'

## REASONS FOR SHORTFALL IN VARIOUS DRAWING CATEGORIES

## Circle Head Draftsman

From 1.11.66 to 8.2.79, 25 vacancies of CHDs were filled out of which 5 were meant for Scheduled Caste category. The posts are filled by promotion from Divisional Head Draftsman and there was no Sch. Caste Divl. Head D/man for promotion and the vacancies lapsed after carrying over three years.

From 9.2.79 to 1988-89, the position of vacancies filled and representation given is as under:—

| Period            | Vacancies filled | Meant for S.C. | Filled from S.C. candidates | Shortfall | Remarks |
|-------------------|------------------|----------------|-----------------------------|-----------|---------|
| 9-2-79 to 1985-86 | 10               | 2              | 2                           | —         |         |
| 1986-87           | 2                | —              | —                           | —         |         |
| 1987-88           | 5                | 1              | 1                           | —         |         |
| 1988-89           | 3                | 1              | 1                           | —         |         |
|                   | 20               | 4              | 4                           | —         |         |

Hence no shortfall of Scheduled Caste in the cadre of Circle Head D/man. Full representation is being given to Scheduled Caste as per Roster.

## Assistant D/man (Civil)

From 1.11.66 to 31.12.72, 141 posts of Asstt. D/men were filled out of which 28 were meant for Scheduled Caste category. Against 28 posts, 12 were filled from Scheduled Caste candidates and 16 were lapsed after carrying over 3 years upto 31.12.75. During 1973, 22 posts were filled out of which 4 were reserved for S.C. candidates, 3 posts were filled for Scheduled Caste candidates and one lapsed in 1976.

During the year 1974, out of 11 posts filled, 2 were reserved for Scheduled Caste and these were filled from Scheduled Caste category candidates. From 1975-77, 6 vacancies were filled out of which one was meant for Scheduled Castes but no candidate was recommended by Board and post lapsed upto 1979. From 9.2.78 to 8.2.79 no post was filled.

From 9.2.79 to 1988-89 position of vacancies filled and representation

given is as under :—

| Period            | Vacancies filled | Meant for Sch. Caste | Filled from SC candidate | Shortfall | Remarks                                                                                             |
|-------------------|------------------|----------------------|--------------------------|-----------|-----------------------------------------------------------------------------------------------------|
| 9-2-79 to 1985-86 | 51               | 10                   | 10                       | —         |                                                                                                     |
| 1986-87           | 5                | 1                    | —                        | 1         | } Carried over to next year                                                                         |
| 1987-88           | 2                | 1                    | —                        | 1         |                                                                                                     |
| 1988-89           | 28               | 5                    | 6                        | 1         | All candidates recommended by Board offered appointment. Requisition for one vacancy sent to Board. |

#### Divisional Head D/man (Civil)

From 1-11-66 to 31-12-75, 61 vacancies of Divisional Head D/man were filled out of which 12 were meant for Sch. Caste category. The posts of Divisional Head D/men are filled from promotion of Asstt. D/man. There was no eligible A.D.M. of S.C. category and 9 vacancies were lapsed upto 1975 and 3 upto 1976 after carrying over 3 years. From 1976 to 8-2-79, 3 vacancies of Divisional Head D/men occurred and one was meant for S.C. category one post given to S.C. Candidate.

From 9-2-79 to 1988-89, the position of vacancies filled and representation given is as under:—

| Period            |                  | Vacancies filled | Meant for S.C.                 | Filled for S.C. | Shortfall | Remarks                                 |
|-------------------|------------------|------------------|--------------------------------|-----------------|-----------|-----------------------------------------|
| 9-2-79 to 1985-86 | Direct Promotion | 51<br>25         | 10<br>5                        | 10<br>4         | —<br>1    | Carried over to next year               |
| 1986-87           | Dir. Pro.        | 5<br>—           | 1<br>—                         | —<br>—          | 1<br>—    | —do—                                    |
| 1987-88           | Dir. Pro.        | 2<br>—           | 1*1 shortfall<br>—             | —<br>—          | 2<br>—    | —do—                                    |
| 1988-89           | Dir. Pro.        | 28<br>5          | 5*2 shortfall<br>1*1 shortfall | 6<br>3          | 1<br>—    | Requisition sent to Board for one post. |
|                   | Direct Pro.      | 86<br>30         | 17<br>6                        | 16<br>7         | 1<br>—    |                                         |

Hence full representation is given to S.C. candidate in the cadre of Assistant D/man.

#### Tracers (H.Q. office)

From 9.2.79 to, 1988-89, following vacancies of Tracers of Headquarters office were filled :—

| Period            | Vacancies filled | Meant for S.C. | Filled for S.C. | Shortfall | Remarks                                                                                |
|-------------------|------------------|----------------|-----------------|-----------|----------------------------------------------------------------------------------------|
| 9-2-79 to 1985-86 | 12               | 2              | 3               | —         | 2 candidates got transferred to other units.                                           |
| 1986-87           | 6                | 2              | —               | —         | Board candidates could not be appointed due to stay granted by court to adhoc Tracers. |
|                   | 18               | 4              | 3               | —         |                                                                                        |

Hence full representation is given to S.C. candidates in the cadre of Tracers.

#### ANNEXURE—'Y'

The Government introduced roster from 9-2-79. Due representation has been given to S.C. candidates as per roster point on the posts filled from 9-2-79 onwards. There is no shortfall of S.C. candidates after introduction of roster but the shortfall would be there in case it is calculated on the overall strength of employees.

AFTER orally examining the representatives of the Government, the Committee have observed as under :—

### **CADRE-WISE POSITION OF EMPLOYEES/REPRESENTATION OF SCHEDULED CASTES.**

The Department informed that the posts in Group 'A', 'B', 'C' and 'D' services are filled up by way of direct recruitment as also by promotion. The Department supplied information about the total strength of cadre and representation of Scheduled Castes as on 9th February, 1979 and the total number of posts created and filled in from 9th February, 1979 to 31st March, 1990 (*Annexure—A*). The reasons for shortfall in Group 'A' (Civil) & Group 'B' are given in *Annexure 'B'* and 'C' respectively and the reasons for shortfall alongwith the steps taken to recoup the shortfall in Group 'C' services are at *Annexure 'D'*.

The Committee after orally examining the departmental representatives, have come to the conclusion that the position with regard to the representation of Scheduled Castes in various Groups of services require review as the Government could not convince the Committee, which is also apparent from the fact that the Government revised the whole reply to the questionnaire which involved a lot of labour and burden on the State exchequer. Even after the supply of revised answers, there were factual errors as also difference of opinion. This itself speaks about the functioning of the department. The Committee, therefore, recommend that the facts after proper verification about the representation of Scheduled Castes be furnished to the Committee with up-to-date figures alongwith the steps taken to wipe off the shortfall.

### **FRAMING OF HARYANA PUBLIC WORKS DEPARTMENT (BUILDING AND ROADS BRANCH) HEADQUARTERS OFFICE MINISTERIAL (GRUP "C") RULES, 1979,**

The Committee was pained to observe that at the time of framing the above referred to rules, cuttings made with lead pencil but without initials, were accepted which later on got the approval of Council of Ministers before publication on 28th August, 1979. The representations were made by the employees in the year 1980 in this regard. The Committee was sorry to note the affairs of the department at the Government level when it was told that the file containing the papers on the subject is missing for the last more than a decade and for rendering justice to the Scheduled Castes employees so affected will have to be reconstructed. The Committee took a very dim view and observed that the cuttings appeared to have been made with ulterior motives just to put the employees of reserved categories in poor condition. The Committee, therefore, recommend that the Chief Secretary may go through the whole case personally and the facts after proper enquiry and fixing the responsibility for the lapse alongwith the steps to be taken to promote the officials who have been ignored/could not be considered because of the above cuttings, be informed to the Committee at the earliest.

### **SPECIAL COACHING**

The Committee was informed that about half a dozen centres for

imparting advanced training in Banking and Stenography are being run by the Department of Welfare of Scheduled Castes and Backward Classes. It was also informed that huge funds for the purpose are also provided by the Government of India and can not be exhausted on the above trainings. The Committee, therefore, recommend that special coaching classes for Scheduled Castes Engineering Graduates / A.M.I.E. be also arranged so as to make available enough such suitable candidates for direct recruitment by the Haryana Public Service Commission.

### RECRUITMENT

The Committee was informed that Government instructions regarding carry forwarding of posts were/are being strictly followed. It was also informed, that the following number of posts/vacancies were carried forward during the year 1987-88, 1988-89 and 1989-90 —

|                    | 1987-88 | 1988-89         | 1989-90         |
|--------------------|---------|-----------------|-----------------|
| Class-I            | Nil     | Nil             | Nil             |
| Class-II           | Nil     | Nil             | Nil             |
| <u>Class-III :</u> |         |                 |                 |
| J.E. (Civil)       | Nil     | 3               | 3               |
| J.E. (Mech.)       | 3       | 3<br>(of 87-88) | 2<br>(of 87-88) |
| J.E. (Elect.)      | Nil     | Nil             | Nil             |
| J.E. (Hort.)       | Nil     | Nil             | Nil             |
| ADM (C)            | 1       | 1               | 2               |
| A.D.M. (E)         | Nil     | Nil             | Nil             |
| A.D.M. (M)         | Nil     | Nil             | Nil             |

The backlog in Scheduled Castes categories carried forward during the above period in respect of posts filled by direct recruitment only is at Annexure 'E'.

In view of the above, the Committee intended to have the details of the recruitments made during the period under question but the same was not supplied by the Government till the finalisation of this report. The Committee, therefore, recommend that the details about the recruitment made, number of posts meant for the reserved category and whether these posts were actually filled in, be intimated to the Committee so that back-log could be rechecked.

**SERVICE RULES**

The Committee asked for the service rules pertaining to various Groups of Services but the same were not supplied. Moreover, the Committee was informed that these rules require some changes in view of the instructions issued by the Government on 11th August, 1988. The Committee, therefore, recommend that the copies of the service rules alongwith the amendments, if any, made in them may be sent.

**ADVERTISEMENT OF POSTS**

The Government supplied the following information with regard to the advertisements made during the year 1987-88, 1988-89 and 1989-90:—

| Category                | Advertisements made |                  |       |
|-------------------------|---------------------|------------------|-------|
|                         | 87-88               | 88-89            | 89-90 |
| <b>Class-I</b>          | Nil                 | Nil              | Nil   |
| <b><u>Class-II</u></b>  |                     |                  |       |
| Civil                   | 15<br>(inc. 3 SC)   | 11<br>(inc. 2SC) | Nil   |
| Elect.                  | Nil                 | Nil              | Nil   |
| Mech.                   | Nil                 | 1                | Nil   |
| Hort.                   | Nil                 | Nil              | Nil   |
| <b><u>Class-III</u></b> |                     |                  |       |
| J.Es. (C)               | Nil                 | Nil              | 16    |
| J.Es. (M)               | Nil                 | Nil              | Nil   |
| J.Es. (E)               | Nil                 | Nil              | Nil   |
| J.Es. (H)               | Nil                 | Nil              | Nil   |
| ADM.(C)                 | 24                  | —                | 1     |
| A.D.M. (M)              | Nil                 | Nil              | Nil   |
| A.D.M. (E)              | Nil                 | Nil              | Nil   |

| Category                | Persons recruited                        |                                          |       |
|-------------------------|------------------------------------------|------------------------------------------|-------|
|                         | 87-88                                    | 88-89                                    | 89-90 |
| Class-I                 | Nil                                      | Nil                                      | Nil   |
| <u>Class-II</u>         |                                          |                                          |       |
| Civil                   | 15<br>(inc. 3 S.Cs.)                     | 11<br>(inc. 2 S.Cs.)                     | —     |
| Elect                   | 1<br>(Against requisition sent in 86/87) | Nil                                      | Nil.  |
| Mech.                   | 2<br>(Against requisition sent in 86/87) | Nil                                      | Nil   |
| Hort.                   | Nil                                      | Nil                                      | Nil   |
| <u>Class-III</u>        |                                          |                                          |       |
| J.Es. (C)               | Nil                                      | 69<br>(Against requisition sent in 1982) | 16    |
| J.Es. <sup>17</sup> (M) | Nil                                      | Nil                                      | Nil   |
| J. Es. (E)              | Nil                                      | Nil                                      | Nil   |
| J.Es. (H)               | Nil                                      | Nil                                      | Nil   |
| A.D.M. (C)              | —                                        | 32                                       | —     |
| A.D.M. (M)              | Nil                                      | Nil                                      | Nil   |
| A.D.M. (E)              | Nil                                      | Nil                                      | Nil   |

The Committee observed that the department made recruitment to the posts of J.E. (Civil) against the requisition sent to Subordinate Services Selection Board, Haryana, in the year 1982. The Committee desired to have the date as to when the recommendations from the Subordinate Services Selection Board, Haryana were received which could not be supplied by the Govt. till the finalization of this report. The Committee, therefore, recommend that detailed information as to when the requisition was sent to Subordinate Services Selection Board, Haryana, the date of recommendations by the Subordinate Services Selection Board, Haryana, and the date of their appointments alongwith the number of Scheduled Castes and Backward Classes candidates appointed, be intimated to the Committee.

#### DE-RESERVATION OF POSTS

The Committee observed that the posts in the Department have not been de-reserved after properly implementing the Government ins-

instructions. The Committee, therefore, recommend that this process may be reviewed with information to the Committee.

### PROMOTION OF GROUP 'D' EMPLOYEES

The Committee was informed that according to the statutory rules of the Department for promotion from 'Group 'D' to Group 'C' service, merit-cum-fitness is the criteria. There was no reservation where posts were filled on the basis of seniority-cum-fitness. However, according to Government instructions issued on 11th August, 1988, reservation is also to be given where the criteria for promotion is seniority-cum-fitness. The Department gave the following details with regard to the promotion of Group 'D' employees to Group 'C' :—

|             | Year    | No. of posts filled |      |
|-------------|---------|---------------------|------|
|             |         | General             | S.C. |
| Head Office | 1988-89 | 1                   | 2    |
|             | 1989-90 | Nil                 | Nil  |
| Field       | 1988-89 | Nil                 | 2    |
|             | 1989-90 | Nil                 | Nil  |

In view of the above, the Committee observed that there still exists shortfall because 20% posts have not been given to Scheduled Castes employees who even fulfill the requisite qualifications. The Committee, therefore, recommend that this issue may be examined afresh under intimation to the Committee.

### RELAXATION

The Government informed the Committee that the qualifications already prescribed for the technical posts are the barest minimum so as to guard against any serious mishap that may arise due to want of adequate knowledge or expertise. Therefore, no further relaxation can be considered. But at the time of oral examination, the departmental representative informed that although there is a provision for relaxation of qualifications yet there is no provision for relaxation in experience. The Committee wanted to have some information on various other points in this regard, which was promised to be sent. However, the Committee is sorry to point out that till the finalization of the report, the desired information was not supplied. The Committee, therefore, recommend that in order to enable the Scheduled Castes persons to get the technical posts, the training may be imparted to the students of final year of Engineering Colleges so that they could be recruited by the Haryana Public Service Commission.

### ROSTER REGISTERS

It was informed to the Committee by way of written reply that the roster registers are being maintained as per Government policy. The Committee desired to see the roster registers and looked to a few

of them which were not found to have been prepared in accordance with the Government instructions although the department was imparted training through the Haryana Institute of Public Administration in consultation with the Directorate of Welfare of Scheduled Castes and Backward Classes. Besides, the department failed to produce the roster registers pertaining to the field staff. However, the registers shown to the Committee do not contain summary at the end of recruitment year nor these are signed by the Liaison Officer appointed by the Department. The Committee has recommended to the Chief Secretary under the heading "General Recommendations" to look into this aspect. A few of the instances of irregularity found in the registers are as under :—

(i) Circle Supdt. (Civil) :

The Committee have observed that this post has been shown as a promotional post in the register but could not be checked in the absence of gradation list/rules/instructions in this regard. It has also been observed that the Scheduled Caste employees should have been given posts at Sr. No. 18 and 24, whereas it has been indicated at Sr. No. 19 and 26 without recording any reasons which is in contravention of the directions issued by the Government. The Committee may be informed details about this irregularity.

(ii) S.D.E.

The Committee have observed that—

- (i) It is not clear from the register as to which post is a promotional post and which one is to be filled up by direct recruitment nor summary has been recorded at the end of the recruitment year;
- (ii) the Liaison Officer or the official who is maintaining the register, has also not signed it;
- (iii) there should be indication the words "Liaison Officer" below the rubber stamp of "Director, Research and Design",
- (iv) the register shows that against Sr. No. 4 on 23rd February, 1983, it has been indicated that no Scheduled Caste candidate is available whereas on 24th February, 1983, Shri B.S. Dahiya has been adjusted at Sr. No. 32. It obviously appears to be an error.

The Committee would like to have full details.

**ORGANISATIONAL/ADMINISTRATIVE SET-UP-REVISED REPLY**

The Government sent the reply to the questionnaire vide letter dated 19th October 1990. Since the replies were not correct, the Government revised the replies and sent the same on 27th December 1990 before the first meeting of the Committee with the Department for oral examination. As observed in one of the preceding paragraphs, the Committee found that the revised replies were not factually correct. Besides, the Chairman asked the Commissioner who further asked the Director, Research and Design, to prepare a chart of the administrative set up of the Department for supplying the same to the Committee. The Director, Research and Design, badly failed in his duty not only to this extent but the Committee feel that he is only the negligent officer

who is responsible for not implementing the Government instructions with regard to the representation of Scheduled Castes in the Department because twice information was supplied, but the same was not up-to the mark. Such officers of the Department bring a bad name to the department especially when the Head of the Department, i.e. the Engineer in-Chief, is an ignorant officer. The Committee, therefore, recommend that action should be initiated against the erring officer for non-compliance.

### REFRESHER COURSES

The Committee was informed that the department trains every official and officer including Scheduled Castes suitably after recruitment and also conducts periodical refresher courses. Moreover, technical training as well as accounts training is also imparted in the departmental training institute at Hisar. The Committee intended to have detailed information about various categories of posts under which training is imparted as also the number of persons who have been imparted such training after appointment, alongwith the information whether the said training proved to be a boon to the officials at the time of their promotion and the number of Scheduled Castes and Backward Classes officials who stood benefitted with this training. The Committee is sorry to point out that the information desired in this behalf has not been supplied to the Committee till the finalization of the report which may now be sent at the earliest.

### COMPLAINTS

The Committee recommend that the department should maintain a register which should contain entry with regard to every complaint received from Scheduled Castes and Backward Classes employees. The Liaison Officer should be made responsible to look into such complaints.

### FILLING UP OF VACANT POSTS

The department gave information by way of written reply about the posts lying vacant in the department. The Committee recommend that steps should be taken to fill up the vacant posts at the earliest under intimation to the Committee.

### ADHOC EMPLOYEES

The Committee recommend that a list of officials who are working on adhoc basis may be supplied to the Committee category-wise showing the number of Scheduled Castes employees separately.

### STUDY TOUR

The Committee undertook an on the spot study tour to the States of Goa & West Bengal and Union Territory of Andaman & Nicobar Islands during the month of January, 1991 for about a fortnight for discussing with the counter-part Committee of West Bengal Legislature, Officers of Government of Goa (Social Welfare Department) and the Counsellors of Pradesh Council of Andaman & Nicobar Islands about the matters of common interests and to see the developmental works undertaken by them. During the course of the study tour, the Committee also visited Bangalore and Madras.

In addition to the above study tour, the Committee also visited Shimla (Himachal Pradesh) and Jaipur (Rajasthan) in the month of June, 1990 and January-February, 1991 respectively and held own meetings.

## GENERAL RECOMMENDATIONS

### ORAL EXAMINATION OF OFFICERS AND SUPPLY OF INFORMATION

The Committee in its 15th Report desired the Chief Secretary to address all the Administrative Secretaries/Heads of Departments that they should appear before various Committees of Vidhan Sabha well prepared so that the Committees are not misled. The Chief Secretary was also orally examined by the present Committee on 16th May, 1990 on the subject. During the course of oral examination, he was informed that not only the officers do not come well prepared, they even do not bother to send the information desired by the Committee or action taken by the Government on the recommendations of the Committee in time. It was also informed to the Chief Secretary that many a time a number of reminders are issued for obtaining the information. The Chief Secretary assured and rather issued instructions in the matter. The Committee is pained to point out that the Departments have not heeded to the instructions of the Chief Secretary rather have disobeyed, in that some of them have not supplied information during the full year and some of them had to be orally examined for not supplying the information. A few instances have been reflected in this report. The Committee would like that the Chief Secretary should issue strict instructions and also initiate proceedings, against the officers at fault, under intimation to the Committee.

### SPECIAL COMPONENT PLAN

At the time of discussions with the Chief Secretary in the meeting of the Committee, the Committee desired to discuss about the Special Component Plan. In the meeting of the Committee held on 6th June 1990, the Committee desired some information in respect of Rewari, Mahendergarh, Faridabad and Sirsa districts regarding work done on the basis of Special Component Plan in the year 1989-90 in respect of Irrigation and Power, Public Works (B&R) and Revenue and Rehabilitation Departments and desired the departments to send the information within 15 days as the Committee intended to visit these districts. The Committee is sorry to point out that the desired information complete in all respect has not been supplied by the concerned Departments till the framing of the Report. The Committee would, therefore, desire that the Chief Secretary to Government, Haryana should check up the reasons for not supplying the information under intimation to the Committee.

### MAINTENANCE OF ROSTER REGISTERS

During the term of the Committee, the Committee noticed that inspite of the instructions issued by the Chief Secretary to Government, Haryana, there are still many Departments left who are not maintaining roster registers as per the instructions inspite of the fact that they have been imparted training by the Haryana Institute of Public Administration in consultation with the Director, Welfare of Scheduled Castes and Backward Classes Departments. Besides, while checking roster registers of various Departments, the Committee have noticed :—

- (i) summary is not prepared by the Departments after the completion of entries for recruitment year;

- (ii) the Departments are maintaining one register both for direct recruitment and promotional posts whereas there should be two separate registers; and
- (iii) the registers are not signed by the concerned Officer/Liaison Officer authorised by the Department.

In view of the above, the Committee again stress that the Chief Secretary to Government, Haryana should take up the matter regarding the maintenance of roster registers in a proper way with various departments so that these registers are maintained as per the Government Instructions.

### LIFTING OF THE BAN

The Committee while examining various departments was informed that the Government have imposed a ban on the filling up of various posts. The Committee decided that the Government may be requested to lift the ban imposed at least on the posts meant for Scheduled Castes & Backward Classes immediately as the year 1990-91 is being celebrated by the Government of India as 'Social Justice Year' being Dr. Bhim Rao Ambedkar's birth centenary year. The Committee also decided that a copy of the instructions so issued by the Government be sent to the Committee for their information.

### INSTRUCTIONS REGARDING RESERVATION

Prior to issue of instructions by the Government on 11th August 1988, there was no reservation for Scheduled Castes where posts were filled on the basis of seniority-cum-fitness. However, according to the said instructions reservation is to be given where the criteria for promotion is seniority-cum-fitness. The Committee observed that discontentment is prevailing among the officials who could be benefitted had these instructions been made applicable with effect from 9th February, 1979 instead of 11th August, 1988. The Committee, therefore, recommend that the instructions issued on 11th August, 1988 may be made applicable with effect from 9th February, 1979 under intimation to the Committee.

# ANNEXURE 'A'

| Sr. No. | Category of posts | Total strength of cadre and representation of scheduled caste as on 9-2-79 | Total No. of posts created and filled in from 9-2-79 to 31-3-90 |                                                               |                                                   | Remarks |
|---------|-------------------|----------------------------------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------|---------|
|         |                   |                                                                            | Total No. of posts/ vacancies filled in                         | Total No. of posts out of Col. 5 reserved for scheduled caste | Total No. of posts filled up from S.C. Candidates |         |
| 1       | 2                 | 3                                                                          | 4                                                               | 5                                                             | 6                                                 | 7       |

## CLASS-I (CIVIL)

|                        |   |   |    |   |      |     |                                                                                                                                                                                                                                                                                                              |
|------------------------|---|---|----|---|------|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) Direct appointment | 3 | — | 13 | 2 | 5(a) | Nil | The candidates of S.C. category could not be made available by HPSC even after 3 advertisements published on 26-4-79 (Adv. No. 15), 24-12-82 (Adv. No. 8) & 6-5-85 (Adv. No. 1). Hence 2 posts reserved for S.C. category lapsed in terms of Govt. instructions contained in letter No. 38/20/78 dt. 9-2-79. |
|------------------------|---|---|----|---|------|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| 1                      | 2                      | 3  | 4 | 5  | 5(a) | 6 | 7                                                                                                                                                                                   |
|------------------------|------------------------|----|---|----|------|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                        | (b) By promotion       | 82 | — | 75 | Nil  | 3 | There is no reservation in promotion to class-I post. However, 3 S.C. candidates have been promoted from Class-II to Class-I posts through regular channel/promotion from class-II. |
| <b>2. Electrical</b>   |                        |    |   |    |      |   |                                                                                                                                                                                     |
|                        | (a) Direct appointment | —  | — | —  | —    | — | There is no direct recruitment in Class-I Elect. (Senior)                                                                                                                           |
|                        | (b) By promotion       | 6  | — | 7  | —    | — | There is no reservation in promotion to Class-I Posts.                                                                                                                              |
| <b>3. Mechanical</b>   |                        |    |   |    |      |   |                                                                                                                                                                                     |
|                        | (a) Direct appointment | —  | — | —  | —    | — | There is no direct recruitment in Class-I Mech. (Senior)                                                                                                                            |
|                        | (b) By promotion       | 6  | — | 2  | —    | — | There is no reservation in promotion to Class-I posts.                                                                                                                              |
| <b>4. Horticulture</b> |                        |    |   |    |      |   |                                                                                                                                                                                     |
|                        | (a) Direct appointment | —  | — | —  | —    | — | There is no direct recruitment in Class-I (Hort.)                                                                                                                                   |

|                            |     |   |    |    |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------|-----|---|----|----|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (b) By promotion           | 1   | — | —  | —  | — | There is no reservation in promotion to Class-I Post.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 1. <u>Class-II (Civil)</u> | 184 | 5 | 73 | 14 | 7 | (i) 14 posts meant for S.C. category were advertised during 1969 but the HPSC recommended only 2 candidates. 12 remaining posts of SC category were re-advertised during 1970 & HPSC recommended only 3 candidates. During 1971, 29 posts (20 New posts + 9 balance posts) were advertised for SC category against which HPSC recommended 2 candidates, but 1 candidate joined the deptt. HPSC re-advertised 27 posts meant exclusively for SC category on 22-1-74 against 28 posts, but no candidates could be recommended by the HPSC. Hence 27 posts meant for SC category lapsed after 2 advts. during 1971 & during 1974 & after a maximum period of 2 years in terms of |
| (a) By direct recruitment. |     |   |    |    |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

Haryana Government instructions contained in letter No. 2812-GSI-76/11578, Dated 5-5-76 which stipulated that unfilled reserved posts shall be carried forward for a maximum period of two years.

(ii) 4 carried over posts meant for S. C. category were advertised by the HPSC on 8.4.77 (Advertisement No. AI) against which HPSC recommended 2 candidates, who did not join. Thus all the four posts meant for SC category were carried forward. 14 posts (10 New posts + 4 carried forward posts) were advertised by the HPSC in 7/81 (Advertisement No. 2) against which 2 candidates were recommended by HPSC. Remaining 12 posts of

S.C. category were re-advertised by HPSC in 11/82 against which only 1 candidate was recommended, but he also did not join. Thus 11 posts meant for SC category lapsed after 2 advertisements in term of Government instructions contained in letter No. 38/20/78-2 GSI dated 9.2.79. Thus the total number of posts lapsed is 38.

There is no reservation in promotion to Class-II posts. However, 2 SC candidates have been promoted from Class-III to Class-II posts through regular channel/promotion process of promotion from Class-III services. Balance JE (SC category) if any shall be promoted as per their turn since there is no reservation in promotion. (It may be mentioned that the

(b) By promotion

76

1

66

1

| 1 | 2 | 3 | 4 | 5 | 5(a) | 6 | 7 |
|---|---|---|---|---|------|---|---|
|---|---|---|---|---|------|---|---|

promotion quota from Class-III to Class-II was 35% before 1-9-89 and 43% thereafter. There is no reservation quota from Class-III to Class-II.

### Class-II Elect.

|                        |       |    |    |   |   |   |  |
|------------------------|-------|----|----|---|---|---|--|
| (a) Direct appointment | 22/10 | 40 | 12 | 2 | 2 | 2 |  |
|------------------------|-------|----|----|---|---|---|--|

Upto 9-2-79 total direct recruitment was made against 22 posts out of which four post fell to the share of S.C. category. All the four candidate joined the Department but resigned or left the Department on their own. After 9-2-79 total 12 posts have been filled up, out of which 2 fell to the share of SC category. These two candidates have also joined the Department. Thus there is no short fall of SC candidate in Class-II Elect.

There is no reservation in promotion to Class-II post.

—

—

14

—

18

(b) By promotion

Class-II Mech.

1

2

8

3/1

17/8

(a) Direct appointment

Five posts of A/ESs Mech. (Class-II) were advertised during the year 1969 out of which one post was reserved for SC candidates but no SC candidate was recommended by HPSC. The HPSC was requested to re-advertise the Post reserved for SC. Thereafter 12 posts arose in the deptt. thus making total No. of vacancies to 17. Out of these 17 vacancies 3 were meant for SC category (one carried forward + 2 new posts). But the Govt. requested HPSC to supply four candidates of SC category against these 12 posts. The HPSC advertised the posts during 12/71 and recommended 2 candidates of SC category in Aug. 1972 who joined the Deptt.

| 1 | 2 | 3 | 4 | 5 | 5(a) | 6 | 7 |
|---|---|---|---|---|------|---|---|
|---|---|---|---|---|------|---|---|

but one candidate of SC category left the Deptt. on his selection outside the Deptt. 8 candidates of General category either left the Deptt. or promoted to Class-I post.

After 9.2.79, 8 posts of A/E Mech. have arisen out of which 2 posts went to the share of S. C. candidate. Against these two posts HPSC recommended 2 candidates, one during 1980 and the other during 1987. The candidate recommended by HPSC during 1980 did not join and the other candidate joined the Deptt. during 1987. Thus there remained short fall of one candidate of SC category which could not be filled because of not joining of the candidate of

1980 but one adhoc appointee got stay order against his termination from the H.C. and thus this vacancy cannot be filled up by the SC candidate so far.

|                  |    |   |    |   |   |                                                        |
|------------------|----|---|----|---|---|--------------------------------------------------------|
| (b) By promotion | 10 | — | 14 | — | — | There is no reservation in promotion to Class-II post. |
|------------------|----|---|----|---|---|--------------------------------------------------------|

Class-II Hort.

|                        |   |   |   |   |   |                                                                                                                                                                                                                                                                                                           |
|------------------------|---|---|---|---|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) Direct appointment | 3 | — | 1 | — | — | No vacancy has so far gone to the share of SC Category because in all 4 posts have been filled up, 3 by direct recruitment and one by transfer. At one time only one vacancy arose in a particular year, and thus no reservation was possible as per Govt. instructions contained in letter dated 9.2.79. |
|------------------------|---|---|---|---|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                  |   |   |   |   |   |                                                        |
|------------------|---|---|---|---|---|--------------------------------------------------------|
| (b) By promotion | 4 | — | 3 | — | — | There is no reservation in promotion in Class-II post. |
|------------------|---|---|---|---|---|--------------------------------------------------------|

| 1 | 2 | 3 | 4 | 5 | 5 (a) | 6 | 7 |
|---|---|---|---|---|-------|---|---|
|---|---|---|---|---|-------|---|---|

**Registrar**

|                         |   |   |   |   |   |   |                                                  |
|-------------------------|---|---|---|---|---|---|--------------------------------------------------|
| (a) Direct appointment. | — | — | — | — | — | — | —                                                |
| (b) By promotion.       | 1 | — | — | 1 | — | — | There is no reservation in promotion in Class-II |

**3. Superintendent**

|                         |    |   |   |   |    |   |                                                   |
|-------------------------|----|---|---|---|----|---|---------------------------------------------------|
| (a) Direct appointment. | —  | — | — | — | —  | — | —                                                 |
| (b) By promotion.       | 10 | — | — | — | 10 | — | There is no reservation in promotion in Class-II. |

**Class-III (Provl. Cadre).**

**1. Junior Engineer  
( Civil ).**

|                         |     |    |     |    |    |                                                                                                                                                                                                                                                                         |
|-------------------------|-----|----|-----|----|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) Direct appointment. | 620 | 32 | 256 | 51 | 40 | From 1-11-66 to 9-2-79, the department sent requisitions to fill up 620 posts of Junior Engineer (Civil) and the share of SC was 124 posts against which S. S. S. Board recommended only 32 candidates for SC category. The remaining 92 posts lapsed upto 9-2-79 after |
|-------------------------|-----|----|-----|----|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

they were carried over for 2 years in accordance with Haryana Govt. circular letter No.2812-2GSI-76/11578 dated 5-5-76. A new roster was operated from 9-2-79 in accordance with Haryana Govt. Circulars letter No. 38/20/78/2GS. dated 9-2-79, which superseded all previous instructions on the subject 2. After 9/2/79, 256 posts of Junior Engineer (C) have been filled by the Deptt. upto 31-3-90. According to the roster register 51 posts of Junior Engineer (C) are required to be filled from the candidates belonging to SC category. Against this quota, 48 posts of Junior Engineer (C) have been filled up from the candidates of this category and as such upto 31-3-90 there was a shortfall of 3 candidates. Requisition for 8 SC candidates has now been placed with

| 1 | 2 | 3 | 4 | 5 | 5(a) | 6 | 7 |
|---|---|---|---|---|------|---|---|
|---|---|---|---|---|------|---|---|

the SSS Board vide this office letter No. 8544/Eu, dt. 28-12-90 after taking into account the latest position.

In the cadre of Junior Engineer (Civil) 10% posts are filled from Road Inspectors/Work Mistries on the basis of Departmental Examination. One SC candidate qualified the Departmental Examination and he was promoted.

From 1-11-66 to 9-2-79, 79 posts of Junior Engineer (Mech.) were filled. The reservation of SC was 16 posts against which the S.S.S. Board could supply only 3 candidates. Eleven posts for Scheduled Caste Category lapsed upto 1976 and two posts lapsed in 1977, after being carried over for 2 years in

## b) By promotion

|   |    |   |   |
|---|----|---|---|
| — | 29 | 6 | 1 |
|---|----|---|---|

## 2. Junior Engineer (Mech.)

|                       |    |   |    |   |   |
|-----------------------|----|---|----|---|---|
| a) Direct appointment | 79 | 3 | 27 | 5 | 2 |
|-----------------------|----|---|----|---|---|

accordance with Haryana Govt. circular letter No. 2812-2GS1-76/11578 dt. 5-5-76. A new roster was operated from 9-2-79 in accordance with Haryana Govt. circular letter No. 38/20/78/2GS1 dt. 9-2-79, which superseded all previous instructions on the subject

2. From 9-2-79 to 31-3-90, 27 posts of Junior Engineer (Mechanical) have been filled in out of which the quota of SC candidate was 5. The S.S.S. Board supplied 2 candidates of this category. Requisition for remaining 3 posts for SC Category was sent to S.S.S. Board Haryana in the year February, 1986. Again in July, 1988 S.S.S. Board advertised 3 posts of SC category. One post was filled against Ex-Gratia under intimation to S.S.S. Board in the year

| 1  | 2                              | 3  | 4 | 5 | 5(a) | 6 | 7                                                                                                                                                                                                                                                                                                                                                                                                           |
|----|--------------------------------|----|---|---|------|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                |    |   |   |      |   | 1989-90. This candidate belongs to SC category. Recommendations against 2 posts are awaited from S.S.S. Board. A reminder has been issued to the Board vide Memo No. 17997 / Eni dated 28-12-90.                                                                                                                                                                                                            |
|    | (b) By promotion.              | —  | — | — | —    | — |                                                                                                                                                                                                                                                                                                                                                                                                             |
| 3. | <u>Junior Engineer (Hort.)</u> |    |   |   |      |   |                                                                                                                                                                                                                                                                                                                                                                                                             |
|    | (a) Direct appointment.        | 28 | — | — | —    | — | From 1/11/66 to 9/2/79 requisition for 28 posts of Junior Engineer (Hort.) was sent to S.S.S. Board out of which quota for SC Candidates was 6 against which the Board could not recommend any candidate for SC category and these posts lapsed upto 9-2-79 after they were carried over for 2 years in accordance with Haryana Govt. circular letter No. 2812-2GSI-76/11578 dated 5/5/76. A new roster was |

operated from 9/2/79 in accordance with Haryana Govt. circular letter No. 38/20/78/2 GSI dated 9/2/79 which superseded all previous instructions on the subject.

2. From 9/2/79 to 31/3/90 no post of Junior Engineer (Hort.) has been filled in. At present 5 posts are lying vacant which have not been filled in due to economy measures.

(b) By promotion

4. Junior Engineer  
(Elect)

(a) Direct appointment.

(b) By promotion.

5. Circle Head Draftsman (Civil)

(a) Direct appointment

| 1   | 2            | 3  | 4 | 5  | 5(a) | 6 | 7                                                                                                                                                                                                                                                                                                                                                                           |
|-----|--------------|----|---|----|------|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (b) | By promotion | 25 | — | 21 | 4    | 4 | From 1/11/66 to 9/2/79, 25 vacancies of Circle Head Draftsman occurred out of which 5 posts were meant for SC Category. The post of circle Head Draftsman are filled by promotion from Divisional Head Draftsman having 5 years experience. There was no eligible Divisional Head Draftsman in Scheduled Caste Category for promotion to the post of circle Head Draftsman. |

From 9/2/79 to 31/3/90, 21 posts were filled out of which 4 posts were meant for Scheduled Caste Category and these were filled up by the Scheduled Caste candidates. Hence, there is no shortfall.

6. Circle Head  
Draftsman  
(Mechanical).

|     |                    |   |   |   |   |   |   |
|-----|--------------------|---|---|---|---|---|---|
| (a) | Direct appointment | — | — | — | — | — | — |
| (b) | By promotion       | 1 | — | — | — | — | — |

7. Circle Head  
Draftsman  
(Electrical).

|                        |   |   |   |   |
|------------------------|---|---|---|---|
| (a) Direct appointment | — | — | — | — |
| (b) By promotion       | 1 | — | — | — |

8. Divisional Head  
Draftsman (Civil)

|                        |    |   |   |   |
|------------------------|----|---|---|---|
| (a) Direct appointment | —  | — | — | — |
| (b) By promotion       | 64 | 3 | 9 | 9 |

From 1-11-66 to 9-2-79, 64 posts of Divnl. Head Draftsman were filled by promotion out of which 12 posts were meant for SC Category. These posts are filled by promotion from amongst Assistant Draftsman having 5 years experience. 3 candidates belonging to Scheduled Caste category were promoted. For the remaining 9 posts, eligible candidates belonging to SC category having 5 years experience as Assistant Draftsman were not available.

From 9-2-79 to 31-3-90, 49 vacancies were filled out of which 9 are meant for SC Category and these were filled by SC Category candidates. Hence, there is no shortfall.

9. Divisional Head Draftsman  
(Mechanical).

|                         |   |   |   |   |   |
|-------------------------|---|---|---|---|---|
| (a) Direct appointment— | — | — | — | — | — |
| (b) By promotion        | 5 | — | 3 | — | 1 |

10. Divisional Head  
Draftsman (Electrical).

|                           |   |   |   |   |   |
|---------------------------|---|---|---|---|---|
| (a) Direct appointment. — | — | — | — | — | — |
| (b) By promotion.         | 5 | — | 2 | — | — |

11. Assistant Draftsman  
(Civil).

|                         |     |    |    |    |    |
|-------------------------|-----|----|----|----|----|
| (a) Direct appointment. | 120 | 17 | 87 | 17 | 16 |
| (b) By promotion        | 60  | —  | 36 | 7  | 7  |

From 1-11-66 to 9-2-79, 180 posts were filled out of which 35 posts were meant for S.C. Category. 17 posts were filled from S.C. category candidates & 18 posts lapsed as per details shown in Annexure 'D'.

2. From 9-2-79 to 31-3-90, 123 posts (87 by Direct and 36 by promotion) have been filled, out of which 24 posts were meant for SC category and 23 posts were filled from SC category. Requisition for 1 post has been sent to SSS Board vide No. 6604/En, dt. 23/6/89. A reminder has been issued to SSS Board vide this office No. 8539/En dated 28/12/90.

**12. Assistant Draftsman**

**(Mechanical)**

|                        |    |   |   |   |   |
|------------------------|----|---|---|---|---|
| (a) Direct appointment | 11 | 2 | 3 | — | — |
| (b) By promotion       | —  | — | — | — | — |

**12. Assistant Draftsman**

**(Electrical)**

|                        |    |   |   |   |   |
|------------------------|----|---|---|---|---|
| (a) Direct appointment | 11 | 3 | 5 | 1 | 1 |
| (b) By promotion       | —  | — | — | — | — |

**14. Tracers (Civil) Head Office)**

**(a) Direct appointment**

|    |   |    |   |   |
|----|---|----|---|---|
| 13 | 2 | 18 | 4 | 3 |
|----|---|----|---|---|

The candidates recommended by SSS Board Hr. could not be appointed due to stay granted by High Court against termination of services of adhoc employees S. L. P. has been filled by Govt. in Supreme Court in March 1989 which is still pending.

**(b) By promotion**

**15. Dy Superintendents**

**(a) Direct Recruitment**

|   |   |   |   |   |
|---|---|---|---|---|
| — | — | — | — | — |
|---|---|---|---|---|

**(b) By promotion**

|   |   |    |   |   |
|---|---|----|---|---|
| 7 | — | 15 | — | — |
|---|---|----|---|---|

Reservation is applicable from 11-8-88 as per Haryana Govt. letter No. 22/2/87-3GS-III dt. 11-8-88 After 11-8-88 only 1 post of Dy. Supdt. has been filled. Hence no quota post for S C. category arose upto 31-3-90

1 2 3 4 5 5(a) 6 7

16. P.As.

(a) Direct appointment — — — — —  
 (b) By promotion 1 — — — — —

17. Assistants

(a) Direct appointment — — — — —  
 (b) By Promotion 73 4 37 1 1

There was no reservation in promotion prior to 11-8-88. However, after 11-8-88 only 4 posts of Asstts. were filled out of which one has been given to a Scheduled Castes candidate.

18. Sr. Scale Stenographer

(a) District appointment — — — — —  
 (b) By promotion 3 — — 11 — —

Reservation is applicable w.e.f. 11-8-88. After 11-8-88 three posts were filled. Hence no quota post for S.C. arose upto 31-3-90.

19. Jr. Scale Stenographer

(a) Direct appointment — — — — —  
 (b) By promotion 7 — — 22 — —

Reservation is applicable w.e.f. 11-8-88. After 11-8-88, three posts were filled. Hence no quota post for SC arose upto 31-3-90.

20. Steno-typist

|                        |    |   |    |   |   |                                                                                                                                                                                                                                                                           |
|------------------------|----|---|----|---|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) Direct appointment | 17 | — | 27 | 5 | 2 | S.S.S. Board was asked to supply balance 3 S.C. candidates against which only one candidate was recommended on 6-8-90 to whom offer of appointment has been issued. Requisition for remaining 2 candidates stand placed with S.S.S. Board vide No. 8563/Ett dt. 31-12-90. |
| (b) By promotion       | 6  | — | 2  | — | — |                                                                                                                                                                                                                                                                           |

21. Clerks

|                        |    |   |    |    |    |                                                                                                                                 |
|------------------------|----|---|----|----|----|---------------------------------------------------------------------------------------------------------------------------------|
| (a) Direct appointment | 80 | 9 | 63 | 12 | 11 | One more S.C. candidate has been appointed after 31-3-90 from the list of Board received in 11/89. Hence there is no shortfall. |
| (b) By promotion       | —  | — | 6  | 1  | 2  |                                                                                                                                 |

22. Restorers

|                        |   |   |   |   |   |
|------------------------|---|---|---|---|---|
| (a) Direct appointment | — | — | — | — | — |
| (b) By promotion       | 9 | 2 | 1 | — | — |

13. Gestetner Operator

|                        |   |   |   |   |   |
|------------------------|---|---|---|---|---|
| (a) Direct appointment | — | — | — | — | — |
| (b) By promotion       | 2 | — | 1 | — | — |

24. Drivers

|                        |   |   |   |   |   |
|------------------------|---|---|---|---|---|
| (a) Direct appointment | 4 | 1 | 1 | — | — |
| (b) By promotion       | — | — | — | — | — |

| 1                                   | 2                      | 3  | 4  | 5  | 5(a) | 6 | 7 |
|-------------------------------------|------------------------|----|----|----|------|---|---|
| <b>CLASS-IV</b>                     |                        |    |    |    |      |   |   |
| <b>1. Daftri</b>                    |                        |    |    |    |      |   |   |
|                                     | (a) Direct appointment | —  | —  | —  | —    | — | — |
|                                     | (b) By promotion       | 2  | —  | —  | —    | — | — |
| <b>2. Jamadars</b>                  |                        |    |    |    |      |   |   |
|                                     | (a) Direct appointment | —  | —  | —  | —    | — | — |
|                                     | (b) By promotion       | 3  | —  | 8  | 2    | 2 | — |
| <b>3. Peons/Frash/Ferro-Khalasi</b> |                        |    |    |    |      |   |   |
|                                     | (a) Direct appointment | 67 | 13 | 18 | 4    | 4 | — |
|                                     | (b) By promotion       | —  | —  | —  | —    | — | — |
| <b>4. Chawkidar</b>                 |                        |    |    |    |      |   |   |
|                                     | (a) Direct appointment | 5  | 1  | —  | —    | — | — |
|                                     | (b) By promotion       | —  | —  | —  | —    | — | — |
| <b>5. Sweepers</b>                  |                        |    |    |    |      |   |   |
|                                     | (a) Direct appointment | 4  | 4  | —  | —    | — | — |
|                                     | (b) By promotion       | —  | —  | —  | —    | — | — |

## FIELD STAFF

### Class III (Provincial Cadre)

#### 1. Circle Superintendent

- (a) Direct appointment  
(b) By promotion

|    |   |    |   |   |                                                                                                                                                                                                                                                                                            |
|----|---|----|---|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12 | 2 | 28 | 1 | 4 | There was no reservation in promotion before 11/8/88. After 11/8/88, 4 posts were filled and out of which one post was given to Scheduled caste candidate as per quota. However 3 more candidates belonging to SC category were promoted prior to 11/8/81 on the basis of their seniority. |
|    |   |    |   |   |                                                                                                                                                                                                                                                                                            |

47

#### 2. Head Clerks

- (a) Direct appointment  
(b) By promotion

|    |   |    |   |   |                                                                                                                                                                                                                                                                       |
|----|---|----|---|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 69 | 8 | 63 | 2 | 5 | There is no reservation in promotion before 11/8/88. After 11/8/88, eight posts were filled and 2 posts were given to SC candidates as per quota. However, 3 more candidates belonging to SC category were promoted prior to 11/8/88 on the basis of their seniority. |
|    |   |    |   |   |                                                                                                                                                                                                                                                                       |

#### 3. Naib Tehsildars

- (a) Direct appointment

—

| 1 | 2 | 3 | 4 | 5 | 5(a) | 6 | 7 |
|---|---|---|---|---|------|---|---|
|---|---|---|---|---|------|---|---|

|                  |   |   |    |   |   |                                                                                                                                                                                    |  |
|------------------|---|---|----|---|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| (b) By promotion | 9 | — | 11 | 1 | 2 | There was no reservation in promotion before 11/8/88. After 11/8/88, 4 posts were filled out of which 1 post was to be given but 2 posts were given to Scheduled caste candidates. |  |
|------------------|---|---|----|---|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

Class III (Field Cadre)

|      |     |     |     |     |   |
|------|-----|-----|-----|-----|---|
| 1468 | 182 | 623 | 124 | 137 | — |
|------|-----|-----|-----|-----|---|

Class IV (Field Cadre)  
(Excluding Sweepers)

|      |     |     |    |    |                                                                                      |
|------|-----|-----|----|----|--------------------------------------------------------------------------------------|
| 1157 | 397 | 415 | 83 | 88 | Total number of Sweepers in field cadre is 247. All of them belong to S.C. category. |
|------|-----|-----|----|----|--------------------------------------------------------------------------------------|

**ANNEXURE 'B'**

**Subject :—Reasons for shortfall in Class—I (Civil).**

After the formation of Haryana, a requisition for two posts of Assistant Executive Engineer (Class I Junior) was sent to H.P.S.C. during the year 1967. The requisition was enhanced to three posts and revised requisition was sent to H.P.S.C. during the year 1969. The H.P.S.C. advertised the posts during the year 1969, but no candidate was recommended. The posts were re-advertised during the year 1970 and H.P.S.C. recommended 2 candidates of general category out of which only 1 candidate joined the department during the year 1971. Two candidates of general category were recommended by H.P.S.C. during the year 1977.

A requisition for 9 posts, out of which 2 posts were reserved for S.C. category, was placed with H.P.S.C. during the year 1978, and the posts were advertised during the year 1979. H.P.S.C. recommended only one candidate of general category during April, 1980. The H.P.S.C. again advertised 11 posts including 2 posts of S.C. category during the year 1982, but the names of only 3 candidates of general category were recommended during August, 1984. Remaining 8 posts including 2 posts of S.C. category were re-advertised by the H.P.S.C. during the year 1985. But no candidate of S.C. category could be made available by the H.P.S.C. and, therefore, the H.P.S.C. recommended all the 8 candidates of general category during January, 1987. One candidate of general category, who was previously allocated to public Health Deptt. by the H.P.S.C. was allocated/recommended to this department during the year 1988.

In view of above, 2 posts of S.C. category lapsed after 3 advertisements by the H.P.S.C. Thus, these posts have been dereserved after following the procedure as prescribed in Government instructions.

## ANNEXURE 'C'

**Subject :—Reasons for shortfall in Class—II**

After the formation of Haryana, first direct recruitment in Class II (Civil) was made in the year 1969-70. Against the requisition of 53 posts (14 posts reserved for S. C. candidates and one for B.C.), the H.P.S.C. vide letter dated 14-11-69 recommended, 58 candidates including 2 candidates belonging to Scheduled caste category, one for B.C. The balance 12 Nos reserved posts for S.C. were re-advertised by H.P.S.C. in Sept. 1970. The Commission recommended 3 Scheduled caste candidates who joined the Deptt. in Feb., 1971. There was thus a shortfall of  $(14-5)=9$  candidates.

2. A requisition of 38 posts was sent to Commission by the Govt. during 1970-71 which was subsequently increased to 100 posts. Out of which, 29 posts (20 plus previous shortfall of 9 as explained in para 1 above) were reserved for Scheduled caste candidate and 2 were reserved for B.C. Against this requisition, only 2 Scheduled caste candidates were recommended by H.P.S.C. and out of these 2 candidates only one actually joined in July 1971. However, 2 B.C. candidates were recommended. They too joined the Deptt in July 1971. Accordingly Hr. Govt. vide its Memo, No. 5027-PW-III (ASO)-71/22735 Dt. 28-8-71 requested H.P.S.C. to re-advertise the balance posts for S.C. candidates. The Commission advertised 27 posts of Assistant Engineer (Civil) (exclusively for Scheduled caste candidates) vide its advertisement No. PG/24/70/20175 dated 22-1-74 but no scheduled caste candidate was recommended to the Department against this advertisement. Thus these posts lapsed in terms of Chief Secy. to Govt. Haryana letter No. 2812-2GS-76/11578 dated 5-5-76 which stipulated that unfilled reserved posts shall be carried forward for a maximum period of 2 years.

In the year 1976, a requisition for 20 posts of A.E. (Civil) was sent to H.P.S.C. out of which 4 posts were meant for S.C. category candidates. Later on the requisition was increased to 30 and the Govt was informed by the Engineer-in-Chief that out of 30 posts, 6 were meant for S.C. candidates. Against the requisition placed by the Govt, the Commission advertised 47 posts of A.E. (Civil) vide its Advt. No. I Dt. 8-4-77.

The Commission in the Nov., 1977 sent a list of 45 candidates out of which offer of appointment was issued to only 25 candidates. In the list of H.P.S.C., two candidates belonged to S.C. category. The offer of appointment was issued to them but they did not join. The shortfall in the scheduled caste category as carried over to the next requisition placed with H.P.S.C. during the year 1980.

4. During the year 1980 a requisition for 51 posts of A. Es. (Civil) was sent by the Govt. to H.P.S.C. out of which posts meant for reserved candidates were as under:—

|      |                            |
|------|----------------------------|
| S.C. | =10+4 (Previous shortfall) |
| B.C. | =5                         |

These posts were advertised by the Commission in July, 1981 (Advt No. 2). Against the requisition of 51 posts, Commission recommended 39 candidates including 2 candidates of S.C. category and 5 from B.C. category vide their letter No. RG 3/80/14736 Dated 13-8-82.

Out of these 39 candidates, 36 joined the deptt. in 1983 including two candidates of S.C. category and 4 from B.C. category. Remaining 12 posts meant for Scheduled castes were re-advertised by the H.P.S.C. in November, 1982. The H.P.S.C. vide No. R.G./3/89/12880 Dated 7-3-84 recommended only one S.C. candidate, 10 candidate of General category and one candidate of B.C. category during the year 1984. But the candidate of S.C. category did not join. Thus the remaining 11 posts meant of S.C. category lapsed in terms of Haryana Govt. circular letter No. 38/2018-2 GS-I dated 9-2-79 after two advertisements.

5. On the requisition by the Deptt./Govt., the H.P.S.C. vide Advt. No. 11 of January, 1987 advertised 15 posts of A E. Civil including 3 reserved for S.C. and one for B.C. Against the above requisition, the Commission vide No. RG/9/86/15308 dated 9-10-87 recommended 20 candidates including one candidate of S.C. category one for B.C. category, who joined the deptt. during the year 1988-89. Remaining 2 posts of S.C. category were re-advertised by the Commission in February, 1988. The Commission recommended the names of 2 S.C. candidates who joined the deptt. during the year 1989-90.

6. During the year 1988, 11 more posts of direct quota arose in the Deptt. out of which 7 posts were meant for general category 2 for S.C. category and two for B.C. category. It was decided by the Govt. that the posts meant for general category be filled from the waiting list of H.P.S.C. (recommended in Oct., 1987) and the posts meant for scheduled caste/B.C. category be got advertised. Accordingly an advertisement for four posts (2 meant for S.C. category and 2 B.C. category) was published on 15-11-88. The Commission recommended all the four candidates i.e. 2 candidates of S.C. category and two of B.C. category on 27-9-89 who joined the deptt. during the year 1989-90.

7. A requisition of 43 candidates, out of which 9 reserved for S.C. and 4 for B.C. is pending with the Haryana Public Service Commission. These posts have, however, been filled up by making adhoc promotions as Stop-gap arrangements, outside quota as per provision in the service rules.

8. From 1-11-66 to 31-3-90, 257 persons joined this deptt. as Temporary Assistant Engineers (Civil) out of which the quota of S.C. category worked out to 51. The position of 51 posts of S.C. category is as under :—

|                                         |                                            |
|-----------------------------------------|--------------------------------------------|
| 1. Persons in position                  | = 12 (3 have been promoted as E. Es)       |
| 2. Resigned on 11-1-76<br>after joining | = 1                                        |
| 3. Posts elapsed                        | = 38 (27+11) vide para 2 and four<br>above |
|                                         | <hr/> 51 <hr/>                             |

Thus there has been no omission to provide the opportunity to the S.C. candidates to avail the benefit of the specified reservation.

**CLASS-II (ELECT.)**

Since formation of Haryana till today 34 vacancies of direct recruits i. e. Sub Divisional Engineer Elcct. have arisen and out of these, 7 vacancies fell into the share of Scheduled caste candidates. Against seven vacancies, 6 candidates joined this Deptt. A requisition for one post of S.C. candidate and one candidate of general category was sent to H.P.S.C. during August, 1986.

The H.P.S.C. recommended candidate of general category during April, 1987 while intimating that no candidate of S.C. category applied for the post. Thus one post meant for S.C. category was carried forwarded and was re-advertised by H.P.S.C. in May, 1987, but no candidate could be recommended by the H.P.S.C. till 3-8-87, when the number of vacancies meant for direct quota reduced due to arrival of long term deputationist and the requisition was withdrawn.

**CLASS-II (MECH.)**

Since formation of Haryana only 25 vacancies have occurred which fell to the share of direct recruits. Out of these 25 vacancies total 17 vacancies had arisen upto 9-2-79, when the roster for reservation of vacancies for scheduled caste, B.C. and E.S.M. was introduced by the Govt. Upto that date viz. 9-2-79, two candidates of scheduled caste category had already been recruited through H.P.S.C.. As per roster prescribed vide Govt. instructions dated 9-2-79, the posts at Sr. No. 4, 8 & 14 were meant for S.C. candidates. Since only 2 candidates joined the Deptt. upto 9.2.79, one post meant for S.C. candidates had lapsed. After 9-2-79 as per roster of vacancies 8 posts for direct recruitment have arisen, out of which two posts i.e. at Sr. No. 4 & 8 are meant for S.C. candidates. Against these two posts one candidate has already joined the deptt. on his selection through H.S.P.C. during 1987 and the second vacancy has been usurpd by an adhoc appointee by securing stay orders against his termination from the Hon'ble High Court. The stay order are still in operation.

**CLASS-II (HORT.)**

Since formation of Haryana only 4 direct recruits have joined the department and out of these four (only one vacancy fell to the share of S.C. candidates. But since only one vacancy for direct recruitment arose at a time in any particular year) no reservation was possible to avoid 100% reservation.

**ANNEXURE—D**

The reasons of shortfall and steps taken to fill up the shortfall in Group 'C' are as under :—

**JUNIOR ENGINEER (CIVIL)**

From 1-11-66 to 9-2-79, the department sent requisitions to fill up 620 posts of Junior (Civil) and the share of SC was 124 posts against which S.S.S. Board recommended only 32 candidates for SC Category. The remaining 92 posts lapsed upto 9-2-79 after they were carried over for 2 years in accordance with Haryana Govt. circular letter No. 2812-2GSI-76/11578 dated 5-5-76. A new roster was operated from 9-2-79 in accordance with Haryana Govt. circular letter No. 38/20/78/2GSI dated 9-2-79 which superseded all previous instructions on the subject.

2. After 9-2-79, 256 posts of Junior Engineer (Civil) have been filled by the Department upto 31-3-90. According to the roster register, 51 posts of Junior Engineer (Civil) are required to be filled from the candidates belonging to Scheduled Caste category. Against this quota 48 posts of Junior Engineer (Civil) have been filled up from the candidates of this category and as such upto 31-3-90, there was a shortfall of 3 candidates. Requisition for 8 Scheduled Caste candidates has now been placed with the S.S.S. Board Haryana vide this office letter No. 8544/Eii dated 28-12-90 after taking into account the latest position.

**JUNIOR ENGINEER (MECHANICAL)**

From 1-11-66 to 9-2-79, 79 posts of Junior Engineer (Mechanical) were filled. The reservation of Scheduled Caste was 16 posts against which the S.S.S. Board could supply only 3 candidates. Eleven posts for Scheduled Caste Category lapsed upto 1976 and two posts lapsed in 1977 after being carried over for 2 years in accordance with Haryana Govt. circular letter No. 2812-2GSI-76/11578 dated 5-5-76. A new roster was operated from 9-2-79 in accordance with Haryana Govt. circular letter No. 38/20/78/2GSI dated 9-2-79, which superseded all previous instructions on the subject.

2. From 9-2-79 to 31-3-90, 27 posts of Junior Engineer (Mechanical) have been filled in out of which the quota of Scheduled Caste candidate was 5. The S.S.S. Board supplied 2 candidates of this category. Requisition for remaining 3 posts for Scheduled Caste category was sent to S.S.S. Board Haryana in the year February, 1986. Again in July, 1988, S.S.S. Board advertised 3 posts of Scheduled Caste Category. One post was filled against Ex-Gratia under intimation to S.S.S. Board in the year 1989-90. This candidate belongs to Scheduled Caste Category. Recommendations against 2 posts are awaited from S.S.S. Board. A reminder has been issued to the Board vide Memo. No. 17997/Eiii dated 28-12-90.

**JUNIOR ENGINEER (HORTICULTURE)**

From 1-1-66 to 9-2-79, requisition for 28 posts of Junior Engineer (Hort.) was sent to S.S.S. Board out of which quota for Scheduled Caste candidates was 6 against which the Board could not recommend any candidate for Scheduled Caste Category and these posts lapsed upto 9-2-79 after they

were carried over for 2 years in accordance with Haryana Govt. circular letter No. 2812-2GSI-76/11578 dated 5-5-76. A new roster was operated from 9-2-79 in accordance with Haryana Govt. circular letter No. 38/20/78/2GSI dated 9-2-79, which superseded all previous instructions on the subject.

From 9-2-79 to 31-3-90, no post of Junior Engineer (Hort.) has been filled in. At present 5 posts are lying vacant which have not been filled in due to economy measures.

### **CIRCLE HEAD DRAFTSMAN (CIVIL)**

From 1-11-66 to 9-2-79, 25 vacancies of Circle Head Draftsman occurred out of which 5 posts were meant for Scheduled Caste Category. The post of Circle Head Draftsman are filled by promotion from Divisional Head Draftsman having 5 years experience. There was no eligible Divisional Head Draftsman in Scheduled Caste Category for promotion to the post of Circle Head Draftsman.

From 9-2-79 to 31-3-1990, 21 posts were filled out of which 4 posts were meant for Scheduled Caste Category and these were filled up by the Scheduled Caste candidates. Hence there is no shortfall.

### **DIVISIONAL HEAD DRAFTSMAN (CIVIL)**

From 1-11-66 to 9-2-79, 64 posts of Divisional Head Draftsman were filled by promotion out of which 12 posts were meant for Scheduled Caste Category. These posts are filled by promotion from amongst Assistant Draftsman having 5 years experience 3 candidates belonging to SC category were promoted. For the remaining 9 posts, eligible candidates belonging to SC category having 5 years experience as Assistant Draftsman were not available.

From 2-9-79 to 31-3-90, 49 vacancies were filled out of which 9 are meant for Scheduled Caste Category and these were filled by the Scheduled Caste Category candidates. Hence there is no shortfall.

### **ASSISTANT DRAFTSMAN (CIVIL)**

1/3rd posts of Assistant Draftsman are filled up by promotion from the Tracers having passed Departmental Examination or J.T.I. and remaining 2/3rd posts by direct recruitment. From 1-11-66 to 12/72, 141 posts of Assistant Draftsman were filled out of which 28 posts were meant for Scheduled Caste Category. Against 28 posts, 12 Posts were filled from Scheduled Caste Candidates sponsored by S.S.S. Board. No Scheduled Caste candidate was available for filling remaining 16 posts either by promotion or by direct recruitment by S.S.S. Board.

During 1972, 22 posts were filled out of which 4 posts were reserved for Scheduled Caste Category. Against these posts, 3 posts were filled from Scheduled Caste Category candidates recommended by S.S.S. Board. No Tracer in Scheduled Caste Category was available for promotion to the post of ADM.

During 1974, 11 Posts of Asstt. Draftsman were filled out of which 2 were reserved for Scheduled Caste candidates and these were filled from the

Scheduled Caste candidates sponsored by the Board. From 1975 to 1977, 6 vacancies of Asstt. Draftsman were filled out of which one was meant for Scheduled Caste Category. No candidate was recommended by Board and posts lapsed after carrying over for 2 year in accordance with Haryana Govt. circular letter No. 2812-2GSI-76/11578 dated 5-5-76. A new roster was operated from 9-2-79 in accordance with Haryana Govt. circular letter No. 38/20/78/2GSI dated 9-2-79 which superseded all previous instructions on the subject.

2. From 9-2-79 to 31-3-90, 123 posts (87 by Direct and 36 by promotion) have been filled, out of which 24 posts were meant for Scheduled Caste category and 23 posts were filled from Scheduled Caste category. Requisition for one post has been sent to S.S.S. Board vide No. 6604/Eii dated 23-6-89. A reminder has been issued to S.S.S. Board vide this office memo. No. 8539/Eii dated 28-12-90.

**HARYANA P.W.D. B&R BRANCH**

**ANNEXURE 'E'**

**Back-log in S.C. Category carried forward during last 3 years in respect of posts filled by Direct recruitment only.**

| Reserved posts meant for SC category including back log    | Persons belonging to S.C. actually appointed | Net back-log at the end of the year 1987-88 | Persons recruited during 1988-89                                                                  | Reserved posts meant for S.C. category including back-log | Persons belonging to S.C. category actually appointed | Net back-log at the end of 1988-89. | Persons recruited during 1989-90.                                                               | Reserved posts meant for S.C. category including back-log. | Persons belonging to S.C. category actually appointed. | Net back-log at the end of 1989-90. | Remarks regarding action taken to complete the back-log at the end of 1989-90.                                                                                                            |
|------------------------------------------------------------|----------------------------------------------|---------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------------------------------------------------|-------------------------------------|-------------------------------------------------------------------------------------------------|------------------------------------------------------------|--------------------------------------------------------|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5                                                          | 6                                            | 7                                           | 8                                                                                                 | 9                                                         | 10                                                    | 11                                  | 12                                                                                              | 13                                                         | 14                                                     | 15                                  | 16                                                                                                                                                                                        |
| There was no post meant for S.C. category and no back log. | No person of S.C. category was appointed.    | No back-log.                                | No person recruited during 1988-89.                                                               | There was no post for S.C. category and Back-log.         | No person of S.C. category was appointed.             | No back-log.                        | No person recruited during 1989-90.                                                             | There was no back-log and no post meant for S.C. category. | No person of S.C. category was appointed.              | No back-log                         | There was no back-log <sup>s</sup> and no action was required.                                                                                                                            |
| 3                                                          | 3                                            | —do—                                        | 11                                                                                                | 2                                                         | 2                                                     | —do—                                | —do—                                                                                            | —do—                                                       | —do—                                                   | —do—                                | —do—                                                                                                                                                                                      |
| No post for S.C. category and no back-log.                 | No recruitment.                              | —do—                                        | No recruitment.                                                                                   | There was no post for S.C. category and back-log.         | No person of S.C. category was appointed.             | —do—                                | —do—                                                                                            | —do—                                                       | —do—                                                   | —do—                                | —do—                                                                                                                                                                                      |
| 1                                                          | —do—                                         | 1                                           | —do—                                                                                              | 1                                                         | —do—                                                  | 1                                   | —do—                                                                                            | 1                                                          | —do—                                                   | 1                                   | One adhoc appointee SDE (M) had got stay orders against termination of his services from High Court. Next post of A.E. (M) shall be filled from S.C. category through direct appointment. |
| There was no post meant for S.C. category and no back-log. | —do—                                         | No back-log.                                | —do—                                                                                              | There was no post for S.C. category and no back-log.      | —do—                                                  | No back-log.                        | —do—                                                                                            | There was no back-log and no post meant for S.C. category. | —do—                                                   | No back-log-                        | There was no back-log and no action was required.                                                                                                                                         |
| 3<br>(Back-log)                                            | Requisition pending with S.S.S. Board.       | 3                                           | No recruitment made during this year. Requisition for 3 S.C. candidate pending with S.S.S. Board. | 3<br>(back-log only).                                     | Requisition pending with S.S.S. Board.                | 3                                   | 1<br>(Under Ex-gratia).                                                                         | 3<br>(Back-log only).                                      | 1<br>(Under Ex-Gratia Scheme).                         | 2                                   | Recommendations against 2 candidates belonging to S.C. category are awaited from S.S.S. Board. Board has been reminded vide T/O Memo No. 17997/Eii dated 28/12/90.                        |
| 1<br>(Back-log)                                            | —                                            | 1                                           | 32                                                                                                | 6+1=7 (back-log)                                          | 6                                                     | 1                                   | No recruitment made during 1989-90. Requisition for 1 S.C. candidate pending with S.S.S. Board. | 1<br>(Back-log).                                           | —                                                      | 1                                   | Requisition for one post of S.C. category was sent to S.S.S. Board vide No. 6604/Eii dt. 23/6/89. A reminder has been issued vide No. 8539/Eii, dt. 28/12/90.                             |

back-log in these categories and no recruitment was made in these categories at 3 years.

## **IMPLEMENTATION OF RECOMMENDATIONS/OBSERVATIONS CONTAINED IN THE 15TH REPORT**

The Committee considered/scrutinised the action taken by the Government on the recommendations/observations contained in its 15th Report. In cases where the replies were not received from the Government and the Government was reminded by the Haryana Vidhan Sabha Secretariat, the Committee orally examined the representatives of the concerned Departments/Government for not supplying the information about the action taken on the recommendations of the committee

The Committee feeling satisfied with the action taken by the Government on some of the recommendations/observations, the Committee dropped them. The recommendations/observations which are still outstanding are as shown on the following 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                                    |

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.

As already reported in 15th report, the department still does not feel any necessity for any kind of relaxation in the experience for promotion of Scheduled Caste candidates in the Audit staff as the department is already having staff in sufficient number of experienced candidates in each category for promotion to the next higher post. However, the efforts are afoot to complete the shortfall as and when vacancies are available which are to be filled by promotion and in case of direct recruitment, the shortfall would be completed as soon as the requisition of the Deptt. are met by the S.S.S. Board.

The Committee would like to know the steps taken to recoup the shortfall as also the details of the posts so filled up.

The Committee recommended that the Chief Secretary to Govt. Haryana, may look into the matter and direct the Cooperative De-

partment to make up the reservation quota in all the Institution/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.

1. The Policy instructions of the State Govt. regarding reservations circulated vide Govt. letter No. 28/20/79-2 GSI dt 9.2.79 and No. 24/17/80-3 GSI dt. 16.12.80 have been conveyed to all the concerned Coop. Institutions for compliance vide this office letter Endst. No. Admn. II/EA7/Pol. 42/13928-14008 dt. 30-3-79 and No. Admn. II/EA7/Pol-44/8613-74 dt. 24-2-81.

2. The Major employers in Cooperative Sector are Harco Bank, H.S.L.D.B., Hafed, Confed, Labour Federation, Central Coop. Banks and Sugar Mills etc. These institutions have framed their service rules which provide for reservation as laid down by State Govt. The remaining institutions have also passed resolutions regarding reservation as per State Govt. Policy and these institutions have also been asked to frame service rules incorporating the guidelines issued by Govt. regarding reservations.

3. The State Govt. have again reiterated its instructions vide Govt. letter No. EA-1/89/19870-978, dated 28-7-1989 and vide No. 22/24/89-3 GSI dt. 15-11-89 and have also asked to make good the short-fall. These instructions have also been

The Committee is not satisfied with the reply submitted by the Government and would like the Government to take action as per the original recommendations.

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conveyed to all Coop. Institutions vide letter Endst. No. 12/1/89-GA(I) dt. 3-8-89 and 12/1/89-GA(I) dt. 4-12-89 for strict compliance. The implementation of these instructions would be moniposed whenever any recruitment take place. It may however be pointed that the Cooperatives have their own managements and they are autonomous bodies and they have recruiting powers with them.

## EDUCATION DEPARTMENT

| Recommendation of the Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Action taken by the Government                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Further observation of the Committee                                                                                                                                                                        |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p style="text-align: center;">1</p> <p>The Committee, therefore, recommend that well planned and concerted efforts should be made to raise the percentage of literacy by making liberal financial allocations for various educational schemes. The Committee further recommend that special schemes should be evolved for attracting the children of Scheduled Caste families to get admission in schools and to make them understand the benefits they can derive from the education. Special attention should be given for imparting female education and opening residential schools for them at tehsil level in the State.</p> | <p style="text-align: center;">2</p> <p>Field officers have already been asked a number of times in several meetings to ensure that attendance price is regularly given to girls belonging to Scheduled Castes. A circular has also been sent this month reiterating these instructions. They have also been asked to check the distribution of the attendance prize as and when they go to visit/inspect the schools. During the year 1989-90, a sum of Rs. 172.98 lakh was spent. A sum of Rs. 180 lakhs has been provided in the budget for 1990-91.</p> | <p style="text-align: center;">3</p> <p>The Committee would like to know the number of children who have been benefitted by the scheme including the Scheduled Caste girls separately.</p>                  |
| <p>The Committee, therefore, recommend that the State Government should take early action to ensure that such rural inhabitations have Primary &amp; Middle</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p>As many as 160 Govt. Primary Schools were upgraded to middle standard during 1989-90. 100 Middle schools were upgraded to high standard and 30 Govt. High Schools were converted into Senior Secondary</p>                                                                                                                                                                                                                                                                                                                                               | <p>The Committee would like to know whether the posts of 100 J.B. teachers have been sanctioned and selection made. The number of Scheduled Caste teachers appointed may be intimated to the Committee.</p> |

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

schools during the same year. Provision for upgrading 100 primary schools to middle level has been made in the year 1990-91. As many as 302 posts of additional JBT teachers have been sanctioned by Govt. of India for converting Single Teacher Schools into 2 teacher schools during the last 3 years. Of these, 202 posts of JBT teachers have already been allocated to the concerned schools. Sanction of the State Govt. for the remaining 100 posts of JBT teachers is likely to be received this work. These posts will also be allocated to the concerned Single Teachers Primary Schools. It is proposed to provide 200 posts of JBT teachers to 200 Govt. Primary Schools for girls, one post for each school, opened during the year 1988-89. The proposal is with the Govt. and on personal enquiry it has been revealed that the proposal has been approved. These 200 Single Teacher Schools will also be made 2 teacher schools. The proposal regarding 182 Branch Primary schools is under consideration of the State Govt. Last year, the proposal had been rejected by the Finance Department. It has been sent again.

80% of the CD Blocks/Urban Area have been covered under Operation Black-board scheme. As mentioned above, 302 additional posts of teachers have been sanctioned by the Govt. of India under this scheme. District primary Education Officers have been asked to fill up the additional posts of teachers provided for the Single Teachers Schools under the scheme.

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

Recommendations for one post of HES-II against two posts advertised, have been received from HPSC. The matter regarding posting is under consideration.

- (i) The matter of posting of 3011 teachers is under consideration.
- (ii) Efforts are being made to recoup the shortfall of Scheduled Caste Candidates.

Particulars of S C. candidates fulfilling the requisite qualifications and experience were called from D.E.Os but no suitable candidate has been available for promotion as Headmaster/Headmistress.

S.S.S. Board Haryana has been requested to recommend suitable candidates for the post of Masters/Mistresses. Recommendations in respect of Masters are

The Committee would like that the proceedings of the meeting held on 30th July, 1990 may be gone through and the required information may be supplied.

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still awaited. The number of Scheduled caste candidates recommended and No. of candidates appointed for the post of Mistresses are given as under :—

| Category         | No. of posts advertised | No. of candidates recommended | No. of candidates appointed |
|------------------|-------------------------|-------------------------------|-----------------------------|
| S.S. Mistress    | 27                      | 27                            | 27                          |
| Science Mistress | 48                      | —                             | —                           |
| Math. Mistress   | 50                      | —                             | —                           |
| Home Science     | 15                      | 3                             | 3                           |

ded by SSS Board.

It is clear from the above table that not a single candidate was available for S.S./Math. Mistress.

There is a ban on adhoc appointment also due to which this gap could not be recouped. Govt. has also directed that no requisition should be sent to HPSC/SSS Board until and unless the decision of age limit of Rural Areas candidates is taken by Government.

## LOCAL BODIES

| Recommendation of the Committee                                                                                                                                                                                                                                                                                                                                               | Action taken by the Government   | Further observation of the Committee                                                                                                                                                                                                                                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                                                                                                                                                                                                                                                                                                                                                                             | 2                                | 3                                                                                                                                                                                                                                                                                                                 |
| <p>In view of this, the Committee strongly re-commend to Government that the services of persons belonging to Scheduled Castes working on daily wages in all Municipalities should be regularised and in future the appointments of Sweepers/Scavengers be also made on regular basis. The Committee be intimated about the steps taken by the Government in this regard.</p> | <p>No action has been taken.</p> | <p>Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendations and informing the action taken thereon. The Committee reiterate its recommendations.</p> |
| <p>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 recommended that the Chief Secre-</p>                                                                                                              | <p>No action has been taken.</p> | <p>Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendations and informing the action taken thereon. The Committee reiterate its recommendations.</p> |

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tary 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.

**IRRIGATION DEPARTMENT**

| Recommendation of the Committee                                                                         | Action taken by the Government                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Further observation of the Committee                                                                                                                   |
|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>The Committee desire to be informed soon after these posts are filled up.</p> <p>Clerks</p> | <p>2</p> <p>After repeated correspondence &amp; couple of visits/requests by the representative of this office to Secy. S.S. Board in person the following four Scheduled Castes candidates were recommended and appointment letters were issued :—</p> <ol style="list-style-type: none"> <li>1. Smt. Anita</li> <li>2. Sh. Ajaib Singh •</li> <li>3. Sh. Raj Kumar</li> <li>4. Sh. Wazir Singh</li> </ol> <p>Out of these four, three candidates have since joined duty. Appointment letter to fourth candidate namely Mrs. Anita was also issued but she has been declared temporarily unfit by the Medical authority, being on a family way.</p> | <p>3</p> <p>The Committee is not satisfied with the action taken by the Government and would like to know the latest position within three months.</p> |
| <p>As regards action against the delinquents officer/official on account of</p>                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                        |

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non-supplying of the information, it is submitted that Govt. was informed vide this office No. 18395-96/SEG/87 dated 20.10.89. that due to non receipt of the 13th & 14th report of Committee, the information could not be supplied in time. As such no officer/official is responsible for delay.

# HARYANA STATE SMALL INDUSTRIES AND EXPORT CORPORATION LTD.

71

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

The Committee express their deep concern on the state of affairs that there has 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 of 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.

Regarding de-reservation of posts, it is brought to the notice of the Committee that the Corporation has not de-reserved any post meant for Scheduled Caste. However, in the interest of smooth functioning of the Corpn. certain posts reserved for Scheduled Caste were to be filled up from amongst other than Scheduled castes category due to non-availability of suitable Scheduled Caste Candidates. It is also worth while to mention that the Corporation has already admitted before the Committee during the Course of oral exam. held on 5.1.87 and 12.1.87 that no roster register were maintained prior to the oral Exam. which resulted a shortfall in various categories of Class III posts as indicated in the enclosed statement. With regard to fix the time limit to re-coup the shortfall, it is submitted that in absence of introduction of new schemes by the Government, the expansion of the Corporation is not coming to the expected level, as such it is not possible to fix a time limit

The Committee is not satisfied with the action taken by the Government and would like to know the latest position within three months.

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for such recoupment. However, efforts will be made in future as and when any recruitment/promotion are made the existing shortfall in the categories will be recouped.

| Recommendation of the Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Action taken by the Government                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Further observation of the Committee                                                                           |                  |              |    |                |     |    |                 |     |    |                |    |    |                |    |                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------|--------------|----|----------------|-----|----|-----------------|-----|----|----------------|----|----|----------------|----|---------------------------------------------------------------------------|
| 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 3                                                                                                              |                  |              |    |                |     |    |                 |     |    |                |    |    |                |    |                                                                           |
| <p><b>Class-III posts</b></p> <p>From the perusal 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 to 6121, whereas only 3903 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2216 Scheduled Castes candidates in the Board.</p> | <p>(i) As already stated in the Board's reply to the 14th Report of the Committee, the Board in its meeting held on 27.6.89 decided to lift the ban imposed on direct recruitment since 1981 and to allow recruitment against direct recruitment quota in respect of the following categories from the Employment Exchange through Selection Committee, by giving due share to the Scheduled Castes and other reserved categories candidates :—</p> <table> <tr> <th>Sr. No.</th><th>Name of category</th><th>No. of posts</th></tr> <tr> <td>1.</td><td>Asstt. Lineman</td><td>248</td></tr> <tr> <td>2.</td><td>Shift Attendant</td><td>224</td></tr> <tr> <td>3.</td><td>Lab. Attendant</td><td>35</td></tr> <tr> <td>4.</td><td>LDC/LDC (C)/MR</td><td>94</td></tr> </table> | Sr. No.                                                                                                        | Name of category | No. of posts | 1. | Asstt. Lineman | 248 | 2. | Shift Attendant | 224 | 3. | Lab. Attendant | 35 | 4. | LDC/LDC (C)/MR | 94 | <p>The Committee would like to know the progress made in this regard.</p> |
| Sr. No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Name of category                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | No. of posts                                                                                                   |                  |              |    |                |     |    |                 |     |    |                |    |    |                |    |                                                                           |
| 1.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Asstt. Lineman                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 248                                                                                                            |                  |              |    |                |     |    |                 |     |    |                |    |    |                |    |                                                                           |
| 2.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Shift Attendant                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 224                                                                                                            |                  |              |    |                |     |    |                 |     |    |                |    |    |                |    |                                                                           |
| 3.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Lab. Attendant                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 35                                                                                                             |                  |              |    |                |     |    |                 |     |    |                |    |    |                |    |                                                                           |
| 4.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | LDC/LDC (C)/MR                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 94                                                                                                             |                  |              |    |                |     |    |                 |     |    |                |    |    |                |    |                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>When the selection of the candidates for recruitment in respect of these categories through the Screen-</p> |                  |              |    |                |     |    |                 |     |    |                |    |    |                |    |                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>The Committee was assured during the course of oral examina-</p>                                            |                  |              |    |                |     |    |                 |     |    |                |    |    |                |    |                                                                           |

tion of the representatives of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted.

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

ing Committees was under process, it was decided by the Board to suspend the process. Late/on, the Board reimposed the ban on direct recruitment of all type of categories of posts to achieve economy in expenditure for a period of six months vide its orders dated 19.1.90. As a result of this ban imposed by the Board, the above posts were not filled up.

(ii) The Board has now decided to centralise the recruitment of the above categories of posts and further decided to fill up these posts through Board's Recruitment Section. The posts now to be filled up through Employment Exchanges of the State are as under :—

Sr. Name of Category No. of posts No.

|    |                        |     |
|----|------------------------|-----|
| 1. | Asstt. Lineman         | 791 |
| 2. | Shift Attendant        | 250 |
| 3. | Lab. Attendant         | 34  |
| 4. | Jr. Draftsman          | 74  |
| 5. | Carrier Attendant      | 40  |
| 6. | Jr. Scale Stenographer | 35  |

(iii) The requisition to fill up these posts has already been sent to the Employment Exchanges of the State and due care will be taken for making up the shortfall/backlog of Scheduled Castes candidates at the time of selection.

(iv) On the recommendation of the Committee, the Board has been considering to impart 4-weeks training in accounts to the Scheduled Castes employees working in the Board so as to enable them to prepare to take the ensuing Divisional/Revenue Accountant's Exam. to be conducted by the Accounts Wing of the Board. When the training programme is finalised, the proposed training will be imparted to the eligible S. C. employees. So for 74 Nos. S. C. employees have shown their willingness to avail this training.

Those candidates who qualify the said examination will be appointed as Divisional/Revenue Accountant against the available posts.

(v) Besides, the Board has also amended the Recruitment and Promotion Policy in respect of various categories of posts of the Accounts

Organisation vide its orders, dated 9.3.90 and henceforth 50% posts of Divisional/Revenue Accountant will be filled up by direct recruitment thereby providing more avenues/entry of the Scheduled Castes and other reserved categories candidates in these cadre posts. This step taken by the Board will help in minimising the shortfall of S. C. candidates in the higher cadre posts also.

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 to be taken by the Board to ensure due representation of Scheduled Castes on the posts.

The Committee would like to know the progress made in this regard.

Register by the Inspection Party consisting of a representative from the State Govt. (Office of the Director, Scheduled Castes and Backward Classes Department, Haryana) as well as a representative from the H.S.E.B., as desired by the Committee, it has been found that there was a shortfall of 56 Nos. S.C. candidates as on 31-12-87 instead of 20 as intimated earlier. Thereafter 72 posts of UDCs were filled up from 1-1-88 to 31-3-90, out of which 14 posts go to the share of S.C. category, but 9 posts have been filled up with the personnel of S.C. category and thus the shortfall as on 31-3-90 comes to 61 posts.

(ii) To wipe off the shortfall of S.C. candidates in the cadre of posts of U.D.Cs., it has been desired by the Committee that 75% posts of U.D.Cs. be filled up by promotion and 25% through direct recruitment by relaxing the Rules. In this connection, it is stated that this procedure has already been adopted and made applicable in the Board to fill-up the posts of U.D.Cs.

The Department in its latest written reply stated that 34 posts

**Storekeepers**

As already stated in the Board's reply to the 14th Report of the Committee, the posts of Store Keepers are

The Committee would like to know the progress made in this regard.

of Store-keepers have been filled up, out of which the quota of Scheduled 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 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.

filled up by promotion from amongst the Asstt. Store Keepers who have passed the prescribed Departmental Accounts Exam. There is no direct recruitment for these posts. At present, no such candidate belonging to S.C. category is available in the cadre posts of Asstt. Store Keeper, who may be considered for promotion as Store Keeper. However, 5 Nos. S.C. candidates are available in the cadre posts of Store Munshis. The promotion case of these Store Munshis to the post of Asstt. Store Keeper is under process. At present no post of Asstt. Store Keeper is lying vacant, but to make room for these S.C. persons, a case for the promotion of A.S.Ks to the post of Store Keeper is under process. As soon as, the posts of S.K. are filled up by promotion from amongst the A.S.Ks, these 5 Nos. Store Munshis belonging to S.C. category on their promotion will be available in the cadre of A.S.K. for further promotion to the post of Store Keeper. In this way, the shortfall of 4 Nos S.C. candidates will be recouped.

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

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

As per recommendations of the Committee, necessary instructions have been issued to the Controller of Stores of the Board to consider promotion of 5 Nos. Store Munshis belonging to the S.C. category to the post of A.S.K. But, at present no vacant post of A.S.K. is lying vacant. As stated above, the promotion case of A.S.K. to the post of Store Keeper is under process and when it is finalised, the 5 Nos. S.C. candidates available in the cadre posts of Store Munshis will be considered for promotion against the resultant vacant posts of A.S.K. and thus the shortfall of 5 Nos. S.C. candidates on these posts is expected to be wiped off.

The Board had lifted ban to fill up 107 Nos. posts of LDC/MR through direct recruitment as intimated earlier to the Committee. The case to fill up these posts was under process when the Board again reimposed the ban on fresh recruitment of all type of posts and creation of new posts to achieve economy expenditure vide its orders dated 19-1-90. Therefore, these posts could not be filled up.

(ii) Now the case for filling up 192 posts of L.D.Cs through direct recruitment is under process and efforts will be made to make up the shortfall of

The Committee would like to know to progress made in this regard.

The Committee would like to know the progress made in this regard.

carry forward the reserved vacancies should be allowed to continue as long as the posts remain vacant.

#### 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 intimation to the Committee at the earliest.

Drivers  
In its latest written reply, the Board has stated that out of 538 sanctioned posts of Drivers as on 31st March, 1987, 484

S.C. candidates at the time of selection to the possible extent. The shortfall of S.C. candidates in respect of this category as on 31-3-90 is 137.

(i) As on 31-12-87, there was a shortfall of 37 Nos. S.C. candidates in the cadre posts of Meter Readers. From 1-1-88 to 31-3-90, 16 Nos. posts were filled up. Out of these, 3 Nos. posts were filled up by the S.C. candidates. There is now a shortfall of 38 S.C. candidates on these cadre posts as on 31-3-90.

(ii) Necessary efforts will be made to make up the shortfall of S.C. candidates as far as possible when the ban reimposed by the Board on fresh recruitment is lifted and decision taken to fillup the vacant posts of this category.

There was a shortfall of 49 Nos. S.C. candidates in the cadre posts of Drivers as on 31-12-87. From 1-1-88 to 31-3-90, 65 Nos. posts of Drivers

The Committee would recommend that the ban may be lifted atleast for filling up the posts meant for Scheduled Castes.

The Committee would recommend that the ban may be lifted atleast for filling up the posts meant for Scheduled Castes.

posts were filled up, out of which 97 posts were meant for Scheduled Castes candidates while only 27 posts were held by Scheduled Castes candidates resulting in a shortfall of 70 persons. The reasons of shortfall as stated by the Board were that the fresh recruitment was generally banned and, the men from Scheduled Castes category were not available in the work charged/daily wages cadre from where these have been appointed.

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

#### Technical posts

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

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

- (1) Junior Engineer (F);
- (2) Divisional Head Draftsman;

were filled up. Out of these, 9 Nos. eligible candidates belonging to S.C. category were also appointed.

The remaining backlog of 53 S.C. candidates could not be covered up due to non-availability of eligible S.C. candidates at the time of selection. As and when the posts of Drivers become available and ban reimposed by the Board on fresh recruitment vide its orders dated 19-1-90 is lifted, efforts will be made to wipe off the shortfall of S.C. candidates.

(1) As already stated against sub-para (ii) of the Board's reply to the 14th Report, the Board has amended the Recruitment and Promotion Policy in respect of Technical posts increasing the ratio in direct recruitment quota in upper cadre posts with a view to provide more avenues/entry to Scheduled Castes and other reserved category candidates thereby minimising their shortfall in higher cadre posts

The Committee would like to know the progress made in this regard

(3) Foreman GI (4) Junior Engineer (Civil); Junior Engineer (F) (Tech. Asstt); (5) Drafts-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 Technical posts reserved for them by giving them necessary training and restriction regarding experience was relaxed, they would be able to avail of their legitimate chances of appointment on these posts.

(ii) The reasons of shortfall in these posts is that S.C. employees are not available in the lower cadre posts for promotion to the higher cadre posts.

(iii) With a view to bring sufficient number of S.C. candidates on initial cadre posts and to minimise their shortfall in upper cadre posts, the Board has now decided to fill up the following initial cadre posts through Employment Exchange:—

| Sr. No. | Name of category  | No. of posts |
|---------|-------------------|--------------|
| 1.      | Asstt. Lineman    | 791          |
| 2.      | Shift Attendant   | 250          |
| 3.      | Lab. Attendant    | 34           |
| 4.      | Carrier Attendant | 40           |
| 5.      | Jr. Draftsman     | 74           |

(iv) The recruitment process to fill up the above mentioned posts has been initiated and due care will be taken to make up the shortfall of S.C. candidates at the time of selection.

**Class—IV** The Department/Board supplied the required information in respect of Class-IV employees as desired by the Committee in its meeting held on 3rd February, 1988. As per the statement of the Board, there is adequate shortfall on the following posts:—

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

(i) No direct recruitment of Store Mates has been made after 1-9-89. However, from 9-2-79 to 31-3-90, 181 posts of Store Mates/Store Attendants have been filled up from amongst the serving workcharged staff. Out of these, 30 Nos. posts have been filled by the candidates of S.C. category. The practice of recruitment of Work-charged staff has since been dispensed with by the Board. The shortfall of 6 Nos. S.C. candidates in this cadre which is nominal will be kept in view to be wiped off in the future recruitment when the ban reimposed by the Board on fresh recruitment vide its orders dated 19-1-90, is lifted.

(ii) The posts of Havildar, Daftri and Record-lifter are filled up from amongst the Peons. There is one post of Havildar and one post of Daftri in each Circle. Further these posts are controlled at the Circle level. Also, there are only two posts of Record-lifter in the Board as a whole. As such, the Roster point does not move to the point meant for reserved categories of Scheduled Castes, viz. 4th point. As a matter of fact, there should be no shortfall of S.C. candidates by taking into account the skeleton posts at the Circle level. But the shortfall of 4 Nos. S.C. candidates is arrived at due to clubbing the total posts for the Board as a whole.

The Committee would recommend that the ban may be lifted atleast for filling up the posts meant for Scheduled Castes.

(iii) The post of Bill Distributor is filled up either from the work-charged staff or by promotion from Peon having Matriculation qualification. From 1.1.88 to 31.3.90, 74 posts were filled up and out of which 12 S.C. candidates have been appointed. The shortfall of 19 S.C. candidates as on 31.3.90, could not be recouped due to non-availability of eligible S.C. candidates. The Board decided vide its order dated 7.11.89 to fill up the vacant posts of Bill Distributors by selection/recruitment by Selection Committee from amongst the candidates sponsored by the Employment Exchange and the serving work-charged/daily wages/adhoc candidates. But due to ban re-imposed by the Board on direct recruitment vide its order as mentioned in para (ii) supra, no recruitment has been made. The shortfall of S.C. candidates in these posts will be kept in view and efforts to minimise their shortfall will be made as far as possible at the time of selection of candidates when the ban is lifted by the Board.

(iv) As regards the shortfall of S.C. candidates in the cadre posts of Peons, it is stated that these posts have been filled up previously from amongst

the serving workcharged employees. But due to non-availability of sufficient number of S.C. candidates, their shortfall could not be recouped. There is shortfall of 44 S.C. candidates as it stood on 31.3.90. It was decided by the Board to fill up the vacant posts by selection/recruitment by Selection Committee from amongst the work-charged/daily wages/adhoc employees serving in the Board and sponsored by the Employment Exchange vide its orders dated 17.11.89. But these posts could not be filled up due to ban on fresh recruitment reimposed by the Board vide orders dated 19.1.90.

The Board have now decided to keep the vacant post of Peons and other Class-IV posts reserved for the dependents of deceased employees of the Board for appointment under Ex-gratia Scheme irrespective of the fact whether they belong to S.C. or other reserved category or from general category in respect of Head-office cadre posts. The field cadre posts of Peons shall be filled up by the selection/recruitment by Selection Committee from amongst the candidates as stated above when the ban reimposed on fresh recruitment is lifted by the Board. The Selection Committee(s) has been given instructions to give due representation to the S.C. candidates as per Reservation Policy of the Govt./Board. The short-

fall of S.C. candidates will be kept in view at the time of selection.

(v) Similarly the shortfall of S.C. candidates in the cadre posts of Mali/Gardner, Truck Cleaner/Cleaner/Greaser and Asst. Pump Driver will be kept in view in future recruitment when the ban reimposed on fresh recruitment is lifted.

# HARYANA URBAN DEVELOPMENT AUTHORITY

87

| Recommendation of the Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Action taken by the Government                                                                                                                                 | Further observation of the Committee                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 2                                                                                                                                                              | 3                                                                                                                                                                                                                                                  |
| <p><b>Class III</b> 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 :—</p> | <p>Steps have been taken to wipe off the shortfall in Class-III posts as a result of which the latest position is as under :—</p>                              | <p>The information as assured in the meeting of the Committee held on 6th August, 1990 has not been sent. The Committee would, therefore, like that the Government should review the whole position afresh and send the same to the Committee.</p> |
| <p>Sr. Category Short-fall No.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>S. Category Short-fall No.</p>                                                                                                                              | <p>Remarks</p>                                                                                                                                                                                                                                     |
| 1 2 3 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1 2 3 4 5                                                                                                                                                      |                                                                                                                                                                                                                                                    |
| 1. Head Clerk 3 Eligible persons with requisite experience were not available.                                                                                                                                                                                                                                                                                                                                                                                                  | 1. Head Clerk 3 3 The shortfall has been made good by promoting S.C. employees on the post of Head Clerk by giving relaxation in experience of about 1½ years. |                                                                                                                                                                                                                                                    |

| 1                         | 2  | 3                                                                                                                        | 4     | 1                         | 2  | 3  | 4                                                                                                                                                                                                                   | 5 |
|---------------------------|----|--------------------------------------------------------------------------------------------------------------------------|-------|---------------------------|----|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| 2. Assistant              | 3  | Eligible persons with requisite experience were not available.                                                           | S. C. | 2. Assistant              | 3  | 3  | —                                                                                                                                                                                                                   |   |
| 3. Accounts Assistant     | 8  | Eligible persons were not available from Employment/Advertisement. Hence these posts are dereserved as per Govt. policy. | S. C. | 3. Accounts Assistant     | 8  | —  | As already intimated to the Committee, the posts stand dereserved.                                                                                                                                                  |   |
| 4. Jr. Scale Stenographer | 2  | Eligible persons were not available from Employment Exchange. Being advertised shortly through press.                    | S. C. | 4. Jr. Scale Stenographer | 2  | —  | The candidate of S.C. category could not be available through advertisement, Employment Exchange and Surplus Cell of Haryana Govt., Director of S.C./B.C. Department. At present there is ban on fresh recruitment. |   |
| 5. Steno-typist           | 2  | —do—                                                                                                                     |       | 5. Steno-typist           | 2  | 2  | —                                                                                                                                                                                                                   |   |
| 6. Accountant SAS         | 2  | Qualified persons were not available with HUDA                                                                           | SAS   | 6. Accountant SAS         | 2  | —  | No. S.C. employee has qualified SAS examination and in promotion quota also no S.C. is eligible.                                                                                                                    |   |
| 7. Clerk                  | 11 | Shortfall is due to the absorption of 49 Clerks from Census/                                                             |       | 7. Clerks                 | 11 | 10 | Against our requirement Bureau of Public Enterprises recommended 9 S.C. employees and one                                                                                                                           |   |

|                                                           |    |                                                                                               |                                                 |                      |        |   |                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------|----|-----------------------------------------------------------------------------------------------|-------------------------------------------------|----------------------|--------|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Colonisation/<br>Food & Supplies/<br>Urban Estates<br>etc |    |                                                                                               |                                                 |                      |        |   | general category employee. Appointment letters to all the 10 candidates have been issued. Out of these, 5 S.C. candidate and one general category candidate has joined. Remaining 4 are yet to join. Bureau of Public Enterprises has again been requested to send alternative names of these four candidates or issue NAC so that shortfall, in case they are not interested to join, could be made good by direct recruitment. |
| 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.                   | 8                                               | Sub-Divisional Clerk | 7      | 6 | Shortfall will be made good on the availability of post.                                                                                                                                                                                                                                                                                                                                                                         |
| 11. Assistant Draftsman                                   | 1  | —do—                                                                                          | 9. Tracer<br>10. Head Draftsman                 | 5<br>2               | 5<br>1 | — | Shortfall is due to non-availability of suitable candidates with requisite experience.                                                                                                                                                                                                                                                                                                                                           |
| 12. Junior Draftsman                                      | 2  | —do—                                                                                          |                                                 |                      |        |   |                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 13. Driver                                                | 3  | Shortfall will be made good early                                                             | 11. Assistant Draftsman<br>12. Junior Draftsman | 1<br>2               | 1<br>— | — | Suitable persons with requisite experience are not available.                                                                                                                                                                                                                                                                                                                                                                    |
|                                                           | 51 |                                                                                               |                                                 |                      |        |   |                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| (—)                                                       | 8  | (Dereserved)                                                                                  | 13. Drivers                                     | 3                    | 2      |   | There is ban on direct recruitment.                                                                                                                                                                                                                                                                                                                                                                                              |
|                                                           | 43 |                                                                                               |                                                 |                      |        |   |                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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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 satisfied 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 recommended that steps may be taken by the Government to revert the deputations to their parent Departments to achieve the goal.

#### Filling up of reserved vacancies

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

Government instructions are being adhered to strictly. As will be clear from the position in regard to Class-III employees out of total shortfall of 43 S.C. employees of various categories, shortfall of 32 employees has been made good. Serious efforts are being made to recruit S.C. candidates in other categories also like Drivers/Stenographers etc.

The Committee would like that the shortfall be recouped immediately and if ban has been imposed for filling up various posts, the same may atleast be lifted in respect of posts meant for reserved categories.

**Promotion of Class IV Scheduled Castes Employees**

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.

**Allotment of Plots and Shops**

The Government in their written reply informed the Committee that reservation for Scheduled Caste 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 depart-

There is no shortfall in Class-III posts filled up by promotion from Class-IV employees. Out of 61 promotions, 16 belong to S.C.

The Committee would like that the position in respect of Class III posts be reviewed afresh so that some Class IV employees could be promoted to recoup the shortfall in Class III posts.

The matter regarding allotment of small size plots of shops is under consideration.

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

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mental 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 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**

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.

The reply on this point has already been sent to Registrar, Cooperative Societies vide letter No. Confed/Estt/BA-1/27399, dated 2-8-89. Action is required at the level of Registrar, Cooperative Societies.

The Committee would like to know the progress made in this regard.

While forwarding the information, he informed as under :—

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

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

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

Action is required at the level of Registrar, Cooperative Societies as they are conducting an enquiry into this case. However, Confed has already sent the requisite information vide letter No. Confed/Estt./EIA/1/27398 dated 2-8-89.

The Committee would like to know the progress made in this regard.

| Sr. No.  | Category        | Posts filled up | Employees of S.C. | Number of Posts required for S.Cs. | Shortfall |
|----------|-----------------|-----------------|-------------------|------------------------------------|-----------|
| 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.       | Storekeeper     | 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 amount 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 Consumer's 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

#### Implementation of Reservation Policy

From these figures, the Committee noticed that the reservation policy laid down by Government is not being

As stated in para 2 above

The Committee would like to know the progress made in this regard.

As on 31-3-90, 1336 employees of various categories were working in Confed against the sanction strength of 1036. The reservation of SC

The Committee would like to know the progress made in this regard.

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.

against the sanctioned strength is 204 employees. At present 209 SC employees are working in this Organisation. There is shortfall of 19 employees, the detail of which is given as under :—

|                    |       |
|--------------------|-------|
| (1) Accountant     | 8     |
| (2) Accountant 'B' | 3     |
| (3) Steno-typist   | 4     |
| (4) Tech. Hand     | 1     |
| (5) Class-IV       | 3     |
|                    | <hr/> |
|                    | 19    |

The Board of administrators in their meeting held on 12-12-89 has decided to retrenched the employees working beyond the sanctioned strength. In view of the decision of BOA, Confed has retrenched 151 employees and the case to retrench the remaining surplus employees is in process. However, the employees of SC shall be adjusted at roster point within the permissible limit at sanctioned strength and shortfall of SC employees shall be recouped in future vacancies, if exists.

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**Introduction of Roster Register**

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

| Sr. No. | Category                           | Total appointments | Employees of S.C. |
|---------|------------------------------------|--------------------|-------------------|
| 1.      | Distt. Manager/<br>General Manager | 2                  | 1                 |
| 2.      | Asstt. Manager                     | 10                 | —                 |
| 3.      | Accountant                         | 2                  | —                 |
| 4.      | Assistant                          | 2                  | —                 |
| 5.      | Accountant 'B'                     | 4                  | —                 |
| 6.      | Store-Keeper                       | 11                 | —                 |
| 7.      | Steno-typist                       | 2                  | —                 |
| 8.      | Clerk                              | 73                 | 4                 |

Confed has already prepared the Roster Register and Director, Welfare of Scheduled Castes and Backward Classes Deptt. has been requested vide letter No. 111/Confed/Estt./BA-1/33083 dated 27-9-89 to check the same. The reply from concerned Deptt. is awaited

The Committee would like to know the progress made in this regard.

|                |     |    |
|----------------|-----|----|
| 9. Salesmen    | 184 | 18 |
| 10. Pharmacist | 3   | —  |
| 11. Peon       | 3   | —  |
| Total          | 296 | 23 |

From the above figures, the Committee noticed that although the roster register system has been introduced yet it has not been introduced as per the instructions of the Government. The Committee, therefore, recommend that the roster register system be introduced with effect from the date the instructions on the subject were issued by the Government. The Committee also desired that the guidance from the Director, Welfare of Scheduled Castes and Backward Classes Department be sought, if considered necessary, by the Haryana State Federation of Consumers' Co-operative 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' Co-operative 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.

Necessary provision in the Staff Service Rules of the Federation has been made and approved by Registrar, Coop. Societies vide his letter No. 13/12/83-CSI dated 18-10-89.

The Committee would like to know the progress made in this regard.

### Promotion of Class IV Employees

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

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

### Termination of Services

During the oral examination, the Committee was informed by the departmental representative that on 3rd Feb., 1989, 592 employees of various categories who did not complete 240 days in service were terminated. Out of these 592 employees, 48 belonged to

As stated in point No. 6.

The Committee would like to know the progress made in this regard.

As on 31-3-90, 1336 employees of various categories were working in this Federation against the sanctioned strength of 1036 employees. The Board of Administrators in their meeting held on 12-12-89 has decided to retrench the employees working

The action taken by the Government is inconsistent with the recommendation of the Committee. The Committee would, therefore, like to get its

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/retrenchment in view of the lean representation in service, the sub para (i) of which reads as under —

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

In view of the above decision of the Government, the Committee recommended 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.

beyond the sanctioned strength of 1036 employees. Accordingly, Confed. had retrenched 151 employees and to retrench the remaining surplus employees case is in process.

recommendation implemented.

# 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 | 1,173 |
| IV  | 1,185  | 412   |

The department informed the Committee that after the laying down of reservation policy by the

In this regard, it is informed to the Committee that necessary instructions have been issued to all concerned officers to give due share to the Scheduled Castes/Scheduled Tribes at the time of promotion as per Government instructions. All the recruiting authorities have also been asked to ensure that the shortfall in the quota of reserved categories is made good while making recruitment in future. The position as on 31-3-1990 is as under :—

| Class | Total No. of Empls | Total No. of Sch. Caste | Percent- age of Shortfall |
|-------|--------------------|-------------------------|---------------------------|
| I     | 155                | 20                      | 12.91                     |
| II    | 78                 | 5                       | 6.41                      |
| III   | 26524              | 4328                    | 16.31                     |
| IV    | 1228               | 420                     | 34.21                     |

The Committee would like to know the action taken on the three points informed to the Committee on 17th December, 1990, the office file of which is missing/untraceable.

Government with effect from 9th February 1979, the following posts were created/filled up from 9th February, 1979 to 31st March, 1988 :—

| Class | Through direct recruitment | By promotion    |
|-------|----------------------------|-----------------|
| Total | Scheduled Caste            | Total Scheduled |
|       |                            | led             |
|       |                            | Castes          |

#### Present Position :—

Further action for making good the shortfall in the quota of reserved categories will be taken at the time of next general recruitment. However, the present position as on 30-11-1990 is as under :—

| Class | Total No. of Employees | Total No. of Sch. Clates | Percent- age of reserved | Percent age of Shortfall |
|-------|------------------------|--------------------------|--------------------------|--------------------------|
| I     | 19                     | 4                        | 2                        | 8.1                      |
| II    | 9                      | 139                      | 5                        | 13.25                    |
| III   | 7,588                  | 1,531                    | 3,365                    | 511                      |
| IV    | 506                    | 152                      | —                        | —                        |

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 recommendation of the Committee regarding the constitution of the Selection Committee for recruitment in the Police Department and nomination of a member belonging to either category therein has been noted for compliance. However, such action can only be taken during general recruitment. Necessary action on the recommendation of the Committee shall be taken when Government re-opens the recruitment in the Police Department. For information of the Committee, there is total ban on fresh recruitment in all Department for the present.

Further action will be taken at the time of next general recruitment. We have only 7 officers of the rank of DIG and SP who belong to SC and BC. Hence, if we recruit at 16 centres (All Districts) their recommendation cannot be accepted.

The Committee was informed by the Department that there is no provision for reservation while preparing list

### B-I List

The case has been referred to the State Government which is still under consideration.

The Committee is sorry to point out that the details about this

The action taken by the Department as assured in the meeting held on 17th December, 1990 may be intimated.

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-1, 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 interest 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.

As recommended by the Committee, the Roster Registers are now being maintained by all the units of the Police Department in accordance with the Govt. instructions.

point as assured in the meeting held on 17th December, 1990 have not been intimated till the drafting of the report. The Committee would like to have it alongwith the action taken against the defaulters who have not honoured/implemented the assurance given in the meeting

The department did not come forward to produce the roster registers till the finalization of the report although it was assured in the meeting held on 17th December, 1990 that the roster registers will be produced within a week. The Committee would like to know whether the department has prepared roster registers as per Government instructions.

# INDUSTIAL TRAINING AND VOCATIONALEDCATION DEPARTMENT

106

| Recommendation of the Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Action taken by the Government   | Further Observation of the Committee                                                                                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2                                | 3                                                                                                                                                                                                                                                                                                                 |
| <p>The Department informed that the posts in Group 'A' &amp; 'B' are filled up be 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.</p> | <p>No action has been taken.</p> | <p>Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendations and informing the action taken thereon. The Committee reiterate its recommendations.</p> |

The Department gave the following information about the Groupwise 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 created                        | No. of posts filled | from 9-2-79 to 31-3-89                     | to filled by S.C. |
| GROUP 'A' | 5                                           | 3                   | 8                                          | —                 |
| GROUP 'B' | 55                                          | 14                  | 19                                         | 2                 |
| GROUP 'C' | 1265                                        | 1152                | 439                                        | 177               |
| GROUP 'D' | 360                                         | 487                 | —                                          | 138               |

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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 = 58 (i) Shortfall in pro- = 10  
shortfall motion posts

(ii) Shortfall against = 48  
direct recruitment posts

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 post 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.B. 14

(b) Through Employment Exchange 6

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|                                                                                      |    |
|--------------------------------------------------------------------------------------|----|
| (c) On transfer basis                                                                | 1  |
| (d) Direct advertisement                                                             | 9  |
| (e) Left in advertently and 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                                             | 40                                             |

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.   | Pro-<br>S.C. motion |
| <b>Group 'A'</b>              |                    |                            |        |                     |
| 1986-87                       | 4                  | —                          | 2      | 2                   |
| 1987-88                       | 1                  | —                          | —      | 1                   |
| 1988-89                       | 1                  | —                          | —      | 1                   |
| <b>Group 'B'</b>              |                    |                            |        |                     |
| 1986-87                       | 6                  | —                          | 4      | 2                   |
| 1987-88                       | —                  | —                          | —      | —                   |
| 1988-89                       | —                  | —                          | —      | —                   |
| S.S.B. Pro- motion Ex- change |                    |                            |        |                     |
| <b>Group 'C'</b>              |                    |                            |        |                     |
| 1986-87                       | 285                | 55                         | 9      | 68 208              |
| 1987-88                       | 260                | 35                         | 1      | 63 196              |
| 1988-89                       | 244                | 44                         | 82     | 79 83               |
| Employment Exchange           |                    |                            |        |                     |
| <b>Group 'D'</b>              |                    |                            |        |                     |
| 1986-87                       | 24                 | 2                          | 24     |                     |
| 1987-88                       | 33                 | 10                         | 33     |                     |
| 1988-89                       | 13                 | 5                          | 13     |                     |

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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.

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 —

No action has been taken.

Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendations and in forming the action taken thereon. The Committee reiterate its recommendations.

| 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                                                     |

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 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.

In reply to a question of Filling up of reserved posts by General category employees 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 inadvertently.

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

No action has been taken.

Since no reply has been received from the Government during the whole year the Committee would like that action be initiate against the concerned who have shown negligence in not implementing the recommendations and informing the action taken thereon. The Committee reiterate its recommendations.

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 Caste 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. 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 sportsmen/women     | 2%         |

No action has been taken.

Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendations and informing the action taken thereon. The Committee reiterate its recommendations.

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 Castes/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 :—

No action has been taken.

Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who

| Expenditure in lakhs       |                      |                      |                      |                     | 1                    | 2 | 3 |
|----------------------------|----------------------|----------------------|----------------------|---------------------|----------------------|---|---|
| Name                       | 1986-87              | 1987-88              | 1988-89              | Total               |                      |   |   |
| of                         |                      |                      |                      |                     |                      |   |   |
| Scheme Ear-<br>mar-<br>ked | Spent<br>mar-<br>ked | Spent<br>mar-<br>ked | Spent<br>mar-<br>ked | Ear-<br>mar-<br>ked | Spent<br>mar-<br>ked |   |   |

have shown negligence in not implementing the recommendations and informing the action taken thereon. The Committee reiterate its recommendations.

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.

No action has been taken.

Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendations and informing the action taken thereon. The Committee reiterate its recommendations.

# LABOUR DEPARTMENT

118

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

The department supplied lists of Cadre-wise details/breakup of the posts as on 9th February, 1979 as also in with effect from 9th February, 1979 to 31st March 1989. 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.

The Committee would like to know the latest position.

At page 42 of the report the position regarding representation of scheduled castes Group 'A', 'B', 'C' and 'D' services as on 31-3-89 has been given. In Group 'A', & 'B' there is no short fall. As regards Group 'C', there is short-fall in the following cadres :—

Sr. No. Name of No. of No. of sanct- posts posts ioned filled posts up as by on S.C. 31-3-89 31-3-89

|    |                         |    |    |   |
|----|-------------------------|----|----|---|
| 1. | Jr. Scale Stenographer. | 9  | 9  | 1 |
| 2. | Steno- typists.         | 14 | 13 | 1 |

In regard to Junior Scale Steno- graphers, it is stated that one

After perusing the information supplied by the Department as also orally examining them, the Committee recommend that 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 shortfall in various groups may be wiped off within six months and the Committee be also informed about the steps so taken.

post of Junior Scale Stenographer attached with the Administrative Officer was upgraded w.e.f 13-2-90 to that of Senior Scale Stenographer and as such the present sanctioned strength of Junior Scale Stenographers is eight and all these posts stand filled up. According to the reservation policy, out of eight posts, there should be two officials belonging to scheduled castes in this cadre where as only one official belonging to the scheduled caste is occupying the said post. There is shortfall of one post. The representatives of the department were orally examined by the Committee on 8-2-90 and thereafter no post of Junior Scale Stenographer has been filled up. There are three posts of Senior Assistant Directors, Industrial Safety and Health in the department and out of them, two have been provided with Junior Scale Stenographers while one has not been provided the services of Junior Scale Stenographer. Govt. has been requested vide this office U.O. No. 39724 Dated 17-10-90 to sanction one post of Junior scale Stenographer as other staff also on the pattern of the staff sanctioned to the two other Senior Assistant Directors. Consequent upon the sanction of

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the said posts, the short-fall of the post of Junior Scale Stenographer belonging to the category of scheduled caste shall be made good.

Regarding Steno-typists, it is stated that there is short-fall of one post in this cadre. The representatives of the department were orally examined by the Committee on 8-2-90 and thereafter no post of Steno-typist has been filled up. Separately Government has been requested to sanction six posts of Labour Officer-cum-Conciliation Officers with supporting staff in which six posts of Steno-typists have also been asked for vide this office no. 39170 dated 12-10-90. As soon as these posts are sanctioned, the shortfall shall be made good.

There is no short-fall in Group 'D' posts.

**Payment of wages**

During the oral examination, it was pointed out by the Committee that the workers in various Factories are getting their full wages. The departmental representatives informed that it is one of the

Needs no comments

However, it may be added that the department has requested the Govt. to sanction six more posts of L.O.C.O. with supporting staff. Also request has been made to the Government to sanction

The committee is not satisfied with the action taken by the Government. The Government was not to send the comments rather recommendation

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 worker. 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 along with 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 perused 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

supporting staff for the Labour Officer-cum-Conciliation Officer, Kurukshehra and Welfare Officer (Women).

was to be implemented. The Committee would like to know the progress made.

Group 'B' & 'C' Rules of the department stand notified. However, Group 'A' and 'D' rules are under the process of finalisation.

The Committee would like to know the latest position.

Enquiries made in the matter have revealed that there is no case where employer has not deposited

The Committee would like to know the efforts made to get the amount of

Labourers who sustain loss during the working hours irrespective of 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.

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

#### Haryana Labour Welfare Board

the amount of compensation or paid the same to the concerned workmen. Every effort is made to get the amount of compensation deposited/paid immediately.

compensation deposited/  
paid with full details.

The Board is running 10 Schemes for the welfare of Industrial workers and their dependents and the financial assistance to the workers and their dependents has been enhanced in the following Schemes :—

The Committee would like to know the extent to which the benefits have reached the workers and their families under the new schemes introduced by the Government.

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.

| Sr. No | Name of the scheme                                 | Pre-viôus amount | Enhanced amount |
|--------|----------------------------------------------------|------------------|-----------------|
| 1      | 2                                                  | 3                | 4               |
| 1.     | Exgratia help to widows/dependants.                | 500              | 1000            |
| 2.     | Fare to workers for visit to Holiday Homes         | 50% of the fare  | 75% of the fare |
| 3.     | Cash awards to the Children of Industrial Workers. |                  |                 |
|        | (i) 9th to pre-university.                         | 150              | 200             |
|        | (ii) Pre-medical/pre-Engg.                         | 200              | 300             |
|        | (iii) Graduate/Post-Graduate.                      | 250              | 400             |
| 4.     | Scholarship to the children of industrial workers. |                  |                 |
|        | (i) 9th to Post Graduation                         | 50               | 100             |
|        | (ii) Degree course in medical/Engg.                | 100              | 200             |

In addition to the above the following new schemes were introduced for the welfare of workers and their families :—

**1. Legal aid to industrial workers .—**

Under the scheme, legal aid is provided to those industrial workers/trade unions whose cases are pending before the Labour Court/Industrial Tribunals. In case of individual dispute Rs. 100 and in collective disputes Rs. 150 is provided.

**2. Incentive under family welfare scheme :—**

Under this scheme, a sum of Rs. 50 is given to such industrial workers who has two living children and got sterilized himself or his wife.

**3. Financial help for purchase of spectacles. :—**

Under the scheme financial assistance of Rs. 50 is provided for the purchase of spectacles.

#### 4., Excursion-cum-study tour :—

Under the scheme, an opportunity is provided to industrial workers and their family members to visit industrial, historical and religious place in the country provided they bear 1/4 fare for themselves and their family members

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

| Recommendation of the Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Action taken by the Government                                                                                                                                                                                                                                                                                                                                                              | Further observation of the Committee.                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2                                                                                                                                                                                                                                                                                                                                                                                           | 3                                                                         |
| <p><b>Cadrewise strength of Board and representation of Scheduled Castes</b></p> <p>After perusing the information supplied by the Board through the Government as also hearing the Departmental/Boards 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 of 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</p> | <p>The recommendation of the Committee noted for compliance. The deputationist will be repatriated with the replacement of Board's employees. The shortfall, if any, will be recouped from the candidates of Scheduled castes category. No post of reserved category will be de-reserved and interest of Scheduled Caste candidates will be fully safeguarded as per Govt. instructions</p> | <p>The Committee would like to know the progress made in this regard.</p> |

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 cadres 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 interest 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 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.

It is assured that the interest of the Scheduled Caste Officers of the Board, if available, will be watched while deputing officers/officials on training.

The Committee would like to know the progress made in this regard.

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### 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

No such application is pending with the Board. As and when any person of Scheduled Caste Category applies for financial aid for installation of anti-pollution equipments, their application will be endorsed to concerned authority with due recommendations, if the schemes or feasibility reports submitted by them are found in order. However, the suggestion of the Committee is noted and no action is required at this stage.

The Committee would like to know the progress made in this regard.

At present no such application is pending with the Board which could be considered. However, the recommendation/suggestion of the Committee is noted and no action at this stage is required.

The Committee would like to know the progress made in this regard.

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.

## GENERAL RECOMMENDATIONS

| Recommendation of the Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Action taken by the Government            | Further observation of the Committee                                                                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Prior to the attainment of Independence, the Scheduled Castes and Scheduled Tribes, because of their social/educational and economic backwardness, had not been able to secure adequate representation in Government service. The Constitution of India provides adequate representation for the Scheduled Castes and Scheduled Tribes in Government service. Article 16, while giving equality of opportunity for the Scheduled Castes and Scheduled Tribes on matters of Public employment, states that "nothing in this Article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of citizens which in the opinion of the State is not adequately represented in the services under the State." Article 335 ensure that "the claims of the members of Scheduled Castes and Scheduled Tribes shall be taken into consideration</p> | <p>2</p> <p>No action has been taken.</p> | <p>3</p> <p>Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendations and informing the action taken thereon. The Committee reiterate its recommendation.</p> |

consistently with the maintenance of efficiency of administration in the making of appointments to services and posts in connection with the affairs of the Union or of a State." In pursuance of the above articles, Government of India and State Governments have issued executive orders reserving a certain percentage of vacancies in posts and services under them in favour of the Scheduled Castes and Scheduled Tribes. 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.

|                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Increase of subsidy for Houses for Scheduled Castes</b></p> | <p>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</p> |
|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

No action has been taken.

Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendation and informing the action taken thereon. The Committee reiterate its recommendation.

houses within the prescribed period and the amount of subsidy remains un-utilised for a long time. The Committee feel that the rate of subsidy is too meagre and, therefore, recommend that the rate of subsidy for construction of houses may be enhanced from Rs. 2000/- to Rs. 6000/- keeping in view the high prices of the building material.

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

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

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

Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendation and informing the action taken thereon. The Committee reiterate its recommendation.

No action has been taken.

### 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.

No action has been taken.

Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have been shown negligence in not implementing the recommendation and informing the action taken thereon. The Committee reiterate its recommendation.

### 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

No action has been taken.

Since no reply has been received from the Government during the whole year, the Committee would like that action be initiated against the concerned who have shown negligence in not implementing the recommendation and informing the action taken thereon. The Committee reiterate its recommendation.

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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.

**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 15th 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.

$$\begin{array}{r} 122 \\ 24 \\ \hline 146 \end{array}$$

$$\begin{array}{r} 122 \\ 68 \\ \hline 151 \\ 24 \\ \hline 175 \end{array}$$

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