

HARYANA VIDHAN SABHA
COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES

(1991-92)

(EIGHTH VIDHAN SABHA)

SEVENTEENTH REPORT

ON

**Reservation/representation of Scheduled Castes in the
Transport Department; Agriculture Department;
the Haryana State Co-operative Apex Bank Ltd;
and the Haryana State Co-operative Supply
& Marketing Federation Ltd; and the
action taken by the Government on the
recommendations contained in its
Sixteenth Report.**



Presented to the House on.....

HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH

1992

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES FOR THE
YEAR 1991-92**

CHAIRMAN

Shri Mani Ram Keharwala

MEMBERS

1. **Shri Bharath Singh**
2. **Shri Daryao Singh**
3. **Shri Jai Singh Rana**
4. **Shri Krishan Lal**
5. **Shri Lehri Singh**
6. **Mohammad Aslam Khan**
7. **Shri Phusa Ram**
8. **Shri Ram Rattan**

SECRETARIAT

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

INTRODUCTION

I, Mani Ram Keharwala, 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 Scheduled Castes and Scheduled Tribes in the Transport Department; Agriculture Department, The Haryana State Co-operative Apex Bank Limited, The Haryana State Co-operative Supply and Marketing Federation Limited; and the action taken by the Government on the recommendations/observations contained in the Sixteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. The report is based on the replies furnished by the Department/autonomous bodies, explanation and clarifications received during the deliberations and further observations/recommendations made by the Committee in this behalf.

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

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 extended by the Secretary/Under Secretary and his staff.

CHANDIGARH
THE MARCH, 11, 1992.

MANI RAM KEHARWALA
CHAIRMAN

REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes for the year 1991-92 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 12th July, 1991, authorising the Hon'ble Speaker to nominate the Members of the Committee and also to appoint the Chairman of the said Committee.

Shri Mani Ram Keharwala, a Member of the Committee, was appointed Chairman of the Committee by the Hon'ble Speaker on 25th July, 1991.

The Committee held 37 sittings till-to-date.

In its first meeting held on 14th August, 1991, the Hon'ble Speaker explained to the Committee its scope and functions in detail. The Chairman while thanking the Hon'ble Speaker assured the Committee and the Hon'ble Speaker that he will work 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 from time to time for their implementation so far as the Scheduled Castes and Scheduled Tribes were concerned.

The Committee selected the following departments/autonomous bodies for examination during the year 1991-92 :—

1. Transport;
2. Agriculture;
3. The Haryana State Co-operative Apex Bank Limited; and
4. The Haryana State Co-operative Supply and Marketing Federation Limited.

TRANSPORT DEPARTMENT

The Committee is constrained to report about the working of this Department which is in a very poor fashion. The factual position which emerged after going through the earlier reports regarding this Department is as under :—

- (i) 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 Transport Department vide letter dated 27th May, 1988 within a fortnight. The Transport Department in spite of issue of five reminders by Haryana Vidhan Sabha Secretariat supplied incomplete information on 16th September, 1988. Accordingly the Committee had to examine the Government representatives for non-supply of desired information as the Committee took a serious note about the indifferent attitude of the Department.

(ii) The Committee constituted for the next year i.e. 1989-90, also selected this Department for examination. The Government in the Transport Department was again asked by Haryana Vidhan Sabha Secretariat on 9th June 1989 to supply the requisite information. The Government did not care to supply the information as was asked for by the Committee. The information was, however, supplied by the Department on 27th December 1989. The Committee took a very serious view about the behaviour of the Officers and recommended to the Chief Secretary that action should be taken against the Officers responsible for the lapse under intimation to the Committee.

(iii) The Committee constituted for the year 1990-91 i.e. third consecutive year, scrutinised the information earlier supplied in the year 1989-90 and also framed the questionnaire thereon in its meeting held on 6th June, 1990 and the said 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 Transport Department misunderstood and requested Haryana Vidhan Sabha Secretariat that since the information is to be collected for the last 10-11 years, the extension for supplying the desired information is required upto September, 1990 whereas the information only for the last three years was asked for. Therefore, the extension of time was not granted.

The Committee in its meeting held on 19th September, 1990, took a dim view for the non-cooperation of the Government in the Transport Department 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 Government in December, 1990.

The Committee, for inordinately taking long time to compile data by the Department, took a very serious note 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 recommended 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 the Sixteenth report to the House positively.

(iv) The present Committee again selected the Transport Department for examination. The Government in the Transport Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 21st August, 1991 to supply the information regarding the reservation/representation of Scheduled Castes and Scheduled Tribes in the Transport Department within a fortnight. The Department supplied the information vide letter dated

3rd November, 1991 contrary to the procedure as laid down in the Sixteenth Report. The same was, however, returned to the Transport Commissioner, Haryana with the request to follow the laid down procedure.

The Government representatives were orally examined by the Committee for the non-supply of information in its meeting held on 4th November, 1991. Fortunately, the material was supplied by the Department on the day of meeting i.e. on 4th November, 1991. The Committee scrutinised the material on the same day and framed the questionnaire in its meeting held on 7th January, 1992. The said questionnaire was forwarded to the Government by the Haryana Vidhan Sabha Secretariat vide letter dated 22nd January, 1992 with the request to supply the replies to the questionnaire within a fortnight. The Government instead of sending the replies to the questionnaire requested the Haryana Vidhan Sabha Secretariat vide its letter dated nil received in the Haryana Vidhan Sabha Secretariat on 12th February, 1992 for the extension of time till 29th February, 1992 for sending the replies. The Committee in its meeting held on 17th February, 1992 did not accede to the request made there in and desired that the Government may be requested to send the replies immediately without any further loss of time. A communication was sent to the Government accordingly on 20th February, 1992.

After looking to the working of the Department at Transport Commissioner's level and the Commissioner and Secretary to Government, Haryana, Transport Department's level, the Committee has come to this conclusion that either the Officers of this Department are very callous or they do not attach due importance to this Committee of the House. The working of the Department in the previous years whenever their Department was selected by the Committee for examination has been reflected above. Since no action has been taken even by the Chief Secretary on the recommendation of the Committee in its Sixteenth Report, the Committee reiterate the same recommendation with a request to the Chief Secretary that he may look to the affairs of this Department at his personal level and send a report to the Committee within two months, because the Committee is very seriously looking to the affairs of this Department.

The Committee has not framed report about this Department because the required material which was returned for following the laid down procedure was not received in the Haryana Vidhan Sabha Secretariat till today i.e. the day of writing this report.

AGRICULTURE DEPARTMENT

The Government in the Agriculture Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 21st August, 1991 for supplying the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in the said Department within a fortnight. The Department inspite of issue of reminders by Haryana Vidhan Sabha Secretariat could not supply the desired information. The Department however, supplied the material on 18th November, 1991 and the same was scrutinised by the Committee on 29th November, 1991. The Committee framed the questionnaire in its meeting held on 4th December, 1991. The same was sent by the Haryana Vidhan Sabha Secretariat to the Commissioner and Secretary to Government, Haryana, Agriculture Department on 31st

December, 1991, 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 17th February, 1992. The Committee could not scrutinise the material received from the Agriculture Department because of shortage of time at the disposal of the Committee.

HARYANA STATE COOPERATIVE APEX BANK LIMITED

The Government in the Cooperation Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 21st August, 1991 for supplying the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in the Haryana State Cooperative Apex Bank Limited within a fortnight. The Government in spite of issue of reminders by Haryana Vidhan Sabha Secretariat could not supply the desired information. The Government, however, supplied the material on 19th November, 1991 and the same was scrutinised by the Committee in its meeting held on 10th December, 1991 and the questionnaire was framed by the Committee thereon the very day. The said questionnaire was sent by the Haryana Vidhan Sabha Secretariat to the Commissioner and Secretary to Government, Haryana, Co-operation Department on 31st December, 1991, for replying the various questions of the questionnaire within a fortnight. The replies to the questionnaire were received in the Haryana Vidhan Sabha Secretariat on 17th February, 1992.

The Committee could not scrutinise the material received from the Government because of paucity of time at its disposal because of its being busy with the examination of other Departments.

THE HARYANA STATE COOPERATIVE SUPPLY AND MARKETING FEDERATION LIMITED

The Commissioner and Secretary to Government, Haryana, Cooperation Department was requested by Haryana Vidhan Sabha Secretariat on 21st August, 1991 to supply the information with regard to total number of employees including working adhoc/daily wages (Groupwise); total number of Scheduled Castes employees including working on adhoc/daily wages (Groupwise) alongwith their percentage in position as also about the percentage of shortfall and the reasons for the shortfall etc. in respect of the Haryana State Cooperative Supply and Marketing Federation Limited for the year 1988-89, 1989-90 and 1990-91 as it stood on 31st March, 1991. This information after protracted correspondence was supplied by the Government on 28th October, 1991.

The above referred information was scrutinized by the Committee and framed questionnaire thereon. The same was sent by Haryana Vidhan Sabha Secretariat to the Commissioner and Secretary to Government, Haryana, Cooperation Department on 9th December, 1991 for supplying the replies to various questions of the questionnaire. The replies to the questionnaire were not received by the Committee within stipulated time

with the result that reminders had to be issued by Haryana Vidhan Sabha Secretariat.

The replies to the questionnaire were received from the Government vide letter dated 24th January, 1992. The Committee accordingly examined the representatives of the Department on 24th February, 1992 for seeking further clarification and information before framing the report thereon.

The information referred to in Para-1 is given in Annexure 'A'.

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

CADRE-WISE POSITION OF EMPLOYEES/REPRESENTATION OF SCHEDULED CASTES

The Government informed that posts in Group 'A', 'B', 'C' and 'D' services in the Haryana State Co-operative Supply and Marketing Federation Limited are filled up by way of direct recruitment as also by promotion. The Government supplied information in respect of the Haryana State Co-operative Supply and Marketing Federation Limited 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, 1991 (Annexure 'B'). The reasons for shortfall in Group 'A', 'B', 'C' and 'D' alongwith the steps taken to recoup the shortfall groupwise services have been given in the Annexure 'C'. The Department gave the following figures regarding the number of posts created and filled up in group 'A', 'B', 'C' and 'D' Services from 9th February, 1979 to 31st March, 1991 through direct recruitment, by promotion and also with regard to the representation of Scheduled Castes employees.

Group	No. of Posts created from 9-2-79 to 31-3-1991	Total	No. of posts filled up from 9-2-79 to 31-3-1991		Representations to Scheduled Castes	
			By direct recruitment	By pro-motion	By direct recruitment	By pro-motion
1	2	3	4	5	6	7
A	24	35	13	22	1	—
B	40	60	18	42	—	1
C	318	820	544	276	27	31
D	173	276	276	—	60	—

In addition, the department gave the following figures as also the criteria of recruitment in Group 'A' & 'B' as under :

Group A	Cadre	%age for promo- tion	%age for direct recruit- ment.	By depu- tation.	Remarks
	Managing Director	—	—	100 %	
	Secretary	—	—	100 %	
	Enquiry Officer	—	—	100 %	
	Law Officer	—	—	100 %	
	Financial Controller		—		(i) By Promotion
					(ii) By transfer on duputation from Finance Department
	Chief Accounts Officer				(i) By direct recruit- ment.
					(ii) By transfer on deputation from Finance Depart- ment.
	Chief Audit Officer				—do—
	Superintending Engineer	—	—	100 %	
	Joint Manager	100	—		
	Distt./Manager/Dy Manager	50 %	50 %	—	
	Mkg. Research Officer	—	100 %	—	
	Executive Engineer	—	—	—	(i) By promotion or transfer on deputation.
	Malster	—	100 %	—	
	Cost Accounts Officer	—	100 %	—	
	Mkg. Dev. Officer	—	100 %	—	
	Mkg. Expert	—	100 %	—	
	General Manager	—	100 %	—	

Group B	Cadre	%age for promo- tion	%age for direct recruit- ment	By taking persons on deputa- tion.	Remarks.
	Establishment Officer	—	—	100%	
	Asstt. Distt. Attorney	—	—	100%	
	Asstt. Secretary	100%	—	—	
	Dy. Controller (C&B)	100%	—	—	
	Sr. Accounts Officer				(i) By promotion (ii) By transfer on deputation from Finance Depart- ment.
	Manager 'A' grade	100%	—	—	(i) By Promotion
	Accounts Officer				(ii) By transfer on deputation from Finance Depart- ment.
	Sr. Sales Officer	—	100%	—	
	Asstt. Project Manager	—	100%	—	
	Sub-Divisional Engineer	50%	50%	—	(i) By Promotion (ii) By direct recruit- ment or by transfer on deputation.
		(w.ef 13-12-91)			
	Asstt. Engineer (Mech.)	—	100%	—	
	Asstt. Engineer (Elec.)	—	100%	—	
	Sales Executive	—	100%	—	
	Purchase Officer	—	100%	—	
	Manager Cotton	—	100%	—	
	Production Engineer	—	100%	—	
	Manager (Rice Mills)	—	100%	—	
	Shift Chemist	—	100%	—	
	Quality Control Officer	—	100%	—	
	Asstt. Engineer (Auto)	—	100%	—	
	Asstt. Project Engineer	100%	—	—	

Besides the above figures, the Department gave the following figures about Group 'A' & 'B' posts which are of technical nature :—

<u>Group 'A'</u>	<u>Name of Post</u>	<u>No. of Posts.</u>
	Project Engineer	1
	General Manager	2
	Production Manager-	1
	Executive Manager.	2
	Project Manager	1
	Malster	1
	Total	8

Group 'B'

Manager Rice Mill	5
Shift Chemist	8
Chemical Engineer	1
Plant Maintenance Engineer	1
Manager Ginning	3
Manager Cotton	1
Chief Chemist	1
Asstt. Engineer (Mech.)	2
Asstt. Engineer (Elect.)	2
Production Engineer	2
Sub-Divisional Engineer	10
Asstt. Engineer (Auto)	1
Asstt. Project Manager	1

Total **38**

It will be seen from the above figures that no representation has been given to the Scheduled Castes in Group 'A' and 'B' posts which existed prior to the enforcement of reservation policy from 9th February, 1979 to 31st March, 1991.

The Committee, therefore, recommend that the Haryana State Co-operative Supply and Marketing Federation Limited should give the representation to the Scheduled Castes by implementing the Government Policy atleast while the posts are filled up by direct recruitment as per the provisions of the Service Rules of the Federation.

FILLING UP OF VACANCIES

The Departmental representatives during the course of oral examination agreed with the contention of the Committee that there is shortfall in the various categories of posts. The Committee, therefore, recommend that the Haryana State Co-operative Supply and Marketing Federation Limited should make such arrangements that these vacancies are filled up by appointing/promoting persons belonging to reserved categories. The Committee would like to know the action taken in this regard.

PROMOTIONAL AVENUES

The Committee have observed after perusing the Common Cadre Service Rules, 1988 of the Haryana State Cooperative Supply and Marketing Federation Limited, that there are a number of categories for which no promotional avenues exists either for the reserved categories or general categories. As per the Government instructions issued from time to time and the courts rulings, it has been settled that if a person at the time of promotion does not possess the qualification prescribed for direct recruits but possess sufficient experience, he can be considered for promotion provided the mode of filling up the required posts is by promotion also. The Committee, therefore, is of the view that Government should look into the Service Rules and create promotional avenues for the employees already working in the Haryana State Cooperative Supply and Marketing Federation Limited so that they can also be promoted with lesser qualifications/experience than that of a direct recruit. The Committee may also be informed about the action taken in this regard.

ABOLITION OF POSTS

During the course of oral examination, the departmental representatives informed that the Government have issued orders to abolish the posts which are lying unfilled for the last three years. It was also informed that the matter is under consideration and it is being worked out as to how many posts will be covered under the above order. The Committee recommend that to recoup the backlog the above referred order may not be implemented so far it relates to recouping the shortfall.

ADVERTISEMENTS OF POSTS

It was informed to the Committee during the course of oral examination that the vacant posts were advertised during the last three years. But, because of non-availability of suitable persons, the posts are still lying vacant. The Committee recommend that such posts may be re-advertised under intimation to the Committee.

COOPTION

During the course of oral examination, it was informed by the departmental representatives that there is no provision for the Cooption of Scheduled Caste Members although there exists a Cooption system at the State level as well as district level. Of course, there is a provision to nominate Scheduled Caste Member in the Primary Societies. The Committee, therefore, recommend that provision for the Cooption of Scheduled Caste Members, may be made under intimation to the Committee.

DE-RESERVATION OF POSTS

The Committee observed that some posts have been de-reserved against which the persons of general category have been appointed without following the Government instructions on the subject. The Committee would, therefore, like to know the details about this alongwith the reasons for not following the Government instructions.

STUDY TOUR

The Committee undertook an on the spot study tour to the States of Nagaland, Meghalaya and Sikkim during the month of September, 1991 for about a fortnight for discussing with the counter-part Committee of Nagaland, Meghalaya and Sikkim 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 Darjeeling.

In addition to the above study tour, the Committee also visited Shimla (Himachal Pradesh) in the month of September, 1991 and held own meetings.

ANNEXURE 'A'

Material regarding reservation of Scheduled Castes in HAFED

Year	Total No. of employees including working on adhoc basis/daily wages (Group-wise)	Total No. of S. C. employees including working on adhoc basis/daily wages (Group-wise)	Percentage of the shortfall	Percentage for short fall, if any (Group-wise)	Reasons for short fall, if any (Group-wise)	Steps taken to recoup the short fall, if any (Group-wise)
1	2	3	4	5	6	7
1988-89						
Grade-I	28	—	—	—	—	—
Grade-II	43	1	—	—	—	—
Grade-III	1052	61	5.8%	14.2%	—	—
Grade-IV	424	38	8.96%	11.4%	—	—
1989-90						
Grade-I	34	1	3%	—	—	—
Grade-II	43	1	2%	—	—	—
Grade-III	1049	79	7.53%	11.47%	—	—
Grade-IV	426	54	12.7%	7.3%	—	—
1990-91						
Grade-I	44	1	2%	—	—	—
Grade-II	65	1	2%	—	—	—
Grade-III	1046	98	9.3%	11.7%	—	—
Grade-IV	414	48	11.6%	8.4%	—	—

*Detail given in enclosed statement

Statement showing the posts filled up as on 31.3.1991, No. of Scheduled Caste Employees already working and their shortfall and Attempts made to make up the Shortfall during 1990-91.

Sl. No.	Name of the Post	Sanctioned strength	Post filled as on 31.3.91	No. of S.C. working as on 31.3.91	Shortfall as on 31-3-91	Remarks
1	2	3	4	5	6	7
CLASS-I						
1.	Managing Director	1	1	—	—	No shortfall
2.	Secretary	1	1	—	—	No shortfall
3.	Law Officer	1	1	—	—	No shortfall
4.	Enquiry Officer	1	1	—	—	No shortfall
5.	Dy. Manager/District Manager	27	26	1	—	No shortfall
6.	Joint Manager	3	3	—	—	No shortfall
7.	Mkg. Research Officer	1	1	—	—	No shortfall
8.	Executive Engineer	2	2	—	—	No shortfall
9.	Malster	1	1	—	—	No shortfall
10.	Finance Controller	1	—	—	—	No shortfall
11.	Cost Accounts Officer	1	1	—	—	No shortfall
12.	Superintending Engineer	1	1	—	—	No shortfall
13.	Mkg. Dev. Officer	1	1	—	—	No shortfall
14.	Marketing Expert	1	1	—	—	No shortfall

15. General Manager	2	2	—	—	No shortfall
16. Chief Accounts Officer	1	1	—	—	No shortfall
17. Chief Audit Officer	1	1	—	—	No shortfall
CLASS-II					
1. Establishment Officer	1	1	—	—	No shortfall
2. Asstt. Distt. Attorney	1	1	—	—	No shortfall
3. Asstt. Secretary	4	5	1	—	No shortfall
4. Dev. Officer(s)	1	1	—	—	No. shortfall
5. Dy Controller (C&B)	1	1	—	—	No shortfall
6. Sr. Accounts Officer	6	5	—	—	No reservation in promotion Class-II
7. Accounts Officer	20	19	—	—	—do—
8. Manager 'A' grade	8	8	—	—	No shortfall No reservation in promotion
9. Sr. Sales Officer	1	1	—	—	No shortfall
10. Asstt. Project Manager	1	1	—	—	No shortfall
11. Sub. Div. Engineer	10	4	—	—	No qualified candidate become available
12. Asstt. Engineer (Mech)	2	1	—	—	No shortfall
13. Asstt. Engineer (Elect)	1	1	—	—	No shortfall
14. Sale Executive	2	1	—	—	No shortfall
15. Purchase Officer	1	1	—	—	No shortfall

1	2	3	4	5	6	7
16.	Manager Cotton	1	1	—	—	No shortfall
17.	Production Engineer	2	2	—	—	No shortfall
18.	Manager Rice Mill	5	5	—	1	No suitable qualified candidate was available at the time of recruitment.
19.	Shift Chemist	8	3	—	—	No shortfall
20.	Quality Control Officer	1	1	—	—	No shortfall
21.	Asstt. Engineer (Auto)	1	1	—	—	No shortfall
22.	Asstt. Project Engg.	1	1	—	—	No shortfall
2. CLASS-III						
1.	Driver	60	58	12	1	Requisition has been sent to employment exchange.
2.	Clerk	123	123	16	3	During 1990-91, 7 posts are filled by promoting the candidate of SC category. Remaining shortfall will be completed in future.
3.	Steno-typist	53	45	6	3	No suitable/qualified candidate of SC category was available from employment exchange and by advertising the post in press. Efforts are being made to complete the shortfall in future.
4.	Assistant	84	81	8	2	During 1990-91, 5 clerks belonging to SC category and 1 of BC category were promoted to the post of Asstt. to make up the shortfall, remaining shortfall will be completed in future.

5. Personal Asstt	3	3	—	—	—	No Steno-typist belonging to SC category could qualify the promotion test of Sr. scale.
6. Sr. Scale Steno	10	10	—	—	2	
7. Field Inspector (Jr)	165	124	14	14	6	To cover up the shortfall, posts were advertised about recruitment could not be finalised.
8. Field Inspector (Sr)	26	22	5	—	—	
9. Field Officer	2	2	—	—	—	
10. Plant Protection Inspector	20	3	—	—	—	
11. Section Officer	62	55	3	3	6	No Acctt. of SC category is available for promotion to S.O.
12. Acctt. 'B' grade	120	91	—	—	19	No Acctt. 'C' of SC category is available for promotion as Acctt 'B'
13. Acctt. 'C' grade	160	64	2	2	16	To cover up the shortfall posts were advertised but recruitment could not be finalised.
14. Manager 'B' grade	24	23	3	3	1	Post has been reserved as the representation against Adverse remarks of ACR of the SC Manager 'C' is still pending.
15. Manager 'C'	49	35	8	—	—	
16. Manager Rice Mill	11	3	—	—	1	Efforts will be made to cover up the shortfall in future.
17. Store-Keeper	20	11	—	—	2	—do—
18. Godown Keeper	13	4	—	—	1	—do—
19. PBX Operator	2	2	—	—	—	—
20. Jr. Artist	1	1	—	—	—	—

1	2	3	4	5	6	7
21.	Store Keeper/Godown Keeper	20	14	1	1	Efforts will be made to cover up the shortfall in future.
22.	Sales Officer	1	1	—	—	No shortfall.
23.	Tech. Asstt. PP	1	1	—	—	No shortfall.
24.	Head Mistry	14	15	1	2	Efforts will be made to cover up the shortfall in future.
25.	Asstt. Mistri	23	22	—	4	—do—
26.	Tech. Helper	17	3	—	—	No shortfall.
27.	Electrician	5	5	—	—	No shortfall.
28.	Boiler Attendant	1	2	—	—	No shortfall.
29.	Dryer Operator	1	1	—	—	No shortfall.
30.	Diesel Engine. Mech.	5	1	—	—	No shortfall.
31.	Leder	8	2	1	—	No shortfall.
32.	Store attendant	1	1	—	—	—
33.	Sale Officer	1	1	—	—	—
34.	Shift Supervisor	1	1	—	—	—
35.	Sr. Baker	1	1	—	—	—
36.	Mech. Fitter	1	2	—	—	—
37.	Electric Helper	1	1	—	—	—
38.	Operator	42	3	—	—	—
39.	Foreman	1	1	—	—	—
40.	Sr. Scientific Asstt.	1	1	—	—	—

41. Jr. Scientific Asstt.	1	1	—	—	—
42. Lab. Attendant	2	1	1	—	No shortfall
43. Operator	8	7	1	—	No shortfall
44. Fitter-cum-Welder	2	1	—	—	No shortfall
45. Elect-cum-Motor Rewinder	1	1	—	—	No shortfall
46. Attendant	4	4	—	1	—
47. Cinema Operator	1	1	—	—	—
48. Store keeper Tech.	2	3	1	—	—
49. Work Supervisor	1	1	—	—	—
50. Tech. Storekeeper	2	1	—	—	—
51. Purchase Supervisor	4	2	—	—	—
52. Sales Supervisor	8	3	—	—	—
53. Weighment Clerk	8	3	—	—	—
54. Boiler Attendant	8	3	—	—	—
55. Time Keeper	4	1	—	—	—
56. Excise Clerk	2	2	—	—	—
57. Cotton seed P Operator	14	12	2	—	—
58. Fitter	15	13	1	1	Effort will be made to cover up the shortfall in future.
59. S. E. P. Operator	8	7	—	1	—do—
60. Oil Mill Operator	8	7	—	1	—do—
61. Refinery Operator	14	8	—	2	Effort will be made to cover up the shortfall in future.

1	2	3	4	5	6	7
62.	Electrician	17	7	—	1	—do—
63.	Lathman/Welder	4	4	1	—	No shortfall
64.	Asstt. Time keeper	3	3	—	—	—
65.	Lab. Attendant	5	3	2	2	—
66.	Fireman	4	3	—	—	—
67.	Sawing Foreman	3	2	—	—	—
68.	Press Operator	12	12	2	—	—
69.	Asstt. Fitter	8	1	—	—	—
70.	Asstt. Storekeeper	6	3	—	—	—
71.	Tubewell Operator	4	4	—	1	—
72.	Mech. Auto Mobile	3	1	—	—	—
73.	Pum House Attendant	4	1	—	—	—
74.	Boiler Supervisor	1	1	—	—	—
75.	Cotton Supervisor	5	2	—	—	—
76.	Cotton Purchase Asstt.	5	5	1	—	—
77.	Jr. Engineer	40	20	—	3	Effort will be made to cover up shortfall in future.
78.	Head Draftsman	2	2	—	—	—
79.	Draftsman	2	1	—	—	—
80.	Tracer	2	2	—	—	—
81.	Sr. Scientific Asstt.	1	1	—	—	—

82. Electrician	3	1	—	—	—
83. Shift Incharge/Production Supervisor	1	1	—	—	—
84. Ref. Operator	3	2	—	—	—
85. Lab. Asstt.	2	1	—	—	—
86. Store keeper	2	2	—	—	—
87. Fireman	3	2	—	—	—
88. Foreman	1	1	—	—	—
89. Asstt. Foreman	1	1	—	—	—
90. Plant Helper	12	12	4	—	No shortfall
91. Electric Supervisor	1	1	—	—	—
92. Plant Operator Mech.	6	2	—	—	No shortfall
93. Electrician	2	1	—	—	—
94. Welder	1	1	—	—	—
95. Sr Scientific Asstt.	1	1	—	—	—
96. Jr. Scientific Asstt.	1	1	—	—	—
97. Lab. Attendant	3	3	—	—	—
98. Asstt Foreman	3	3	—	—	—
99. Sr Scientific Asstt.	1	1	—	—	—
100. Head Mistri	7	1	—	—	—
101. Bakar	2	2	—	—	—
102. Operator	14	3	1	—	—

1	2	3	4	5	6	7
103.	Chemist	1	1	—	—	—
104.	Head Mistri	1	1	—	—	—
CLASS-IV						
1.	Peons, Peon-cum-chowkidar Jamadar, Truck cleaner & other class IV Employees.	81	300	59	—	—

In the category of class-IV the shortfall has been worked out on the basis of roaster register for regular employees. There are only 302 regular class IV employees. Out of which, 48 employees belong to SC category. There is no shortfall as per roaster register. However daily wages workers are engaged by the field offices keeping in view the volume of work and out of them 90 employees have completed 240 days service and about 10 have come through Court orders. There is shortage of SC category in this category of employees because in the year 1989-90 to make up the shortage in regular post SC category employees were made regular in preference to the senior employees of general category. We have taken up the case for creation of additional post of class-IV employees and efforts will be made to give due representation to SC candidates while regularising the services.

ANNEXURE 'B'

Group Category	Total strength of cadre and Repsn. of SC as on 9-2-79	Position of employees as on 31-3-91	No. of SCs out of col No. 5	Post created/ filled up from 9-2-79 to 31-3-91	Rep. of SC out of col. No 7	Short-fall	Remarks		
	<u>Total No. Rep. as filled up on 9-2-79 posts on 9-2-79 in respect of SC (including all categories)</u>								
1	2	3	4	5	6	7	8	9	10

'A' Managing Director

(a) Direct	—	—	—	—	—	—	—	—	—
(b) Promotion	—	—	—	—	—	—	—	—	—
(c) Deputation	1	—	—	1	—	—	—	—	An IAS Officer is appointed from State Government.

Secretary

(a) Direct	—	—	—	—	—	—	—	—	—
(b) Promotion	—	—	—	—	—	—	—	—	—

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

(c) Deputation 1 — — — — — — — — — — An HCS Officer is appointed from State Government.

Enquiry Officer

(a) Direct

(b) Promotion

(c) Deputation

An HCS/HSS Officer is appointed by State Government

Law Officer

(a) Direct

(b) Promotion

(c) Deputation

An Officer is appointed from Prosecution Department.

Financial Controller

(a) Direct

(b) Promotion

An Officer is appointed from Finance Department.

1

(c) Deputation

Chief Accounts Officer

(a) Direct

(b) Promotion

(c) Deputation

1

An Officer is appointed from Finance Department.

Chief Audit Officer

(a) Direct

(b) Promotion

(c) Deputation

1

An Officer is appointed from Local Fund Accounts office.

Superintending Engineer

(a) Direct

(b) Promotion

1	2	3	4	5	6	7	8	9	10
	(c) Deputation	1	—	1	—	—	—	—	An Officer appointed from PWD B&R Department.
Marketing Development Officer									
	(a) Direct	1	—	1	—	—	—	—	No shortfall.
	(b) Promotion	—	—	—	—	—	—	—	—
Marketing Res. Officer									
	(a) Direct	—	—	1	—	1	—	—	No shortfall.
	(b) Promotion	—	—	—	—	—	—	—	—
Marketing Expert.									
	(a) Direct	—	—	1	—	1	—	—	No shortfall.
	(b) Promotion	—	—	—	—	—	—	—	—
General Manager									
	(a) Direct	2	—	2	—	—	—	—	No shortfall
	(b) Promotion	—	—	—	—	—	—	—	—
Malster									
	(a) Direct	—	—	1	—	1	—	—	No shortfall.

Executive Engineer

(a) Direct	—	—	—	—	—
(b) Promotion	1	—	2	1	—
					No provision for reservation in promotion in Class—I

Cost Accounts Officer

(a) Direct	—	—	1	1	—
(b) Promotion	—	—	—	—	—
					No shortfall.

Joint Manager

(a) Direct	—	—	—	—	—
(b) Promotion	—	—	3	3	—
					No provision for reservation in promotion in Class—I.

Dy/Manager/District Manager

(a) Direct	—	—	5	5	1
(b) Promotion	13	—	21	15	—
			26	20	—
					There was no provision of direct recruitment. However, with promulgation of Common Cadre

10

9

8

7

9

5

4

3

2

1

Rules—1988 provision was made to fill up 50% post by direct recruitment. After 12th July 1988, 5 posts were filled by direct recruitment out of which one is S.C.

'B' Establishment Officer

(a) Direct	—	—	—	—	—	—	—	—	—	—
(b) Promotion	—	—	—	—	—	—	—	—	—	—
(c) Deputation	1	—	—	1	—	—	—	—	—	An HSS Officer is appointed.

Assistant District Attorney

(a) Direct	—	—	—	—	—	—	—	—	—	—
(b) Promotion	—	—	—	—	—	—	—	—	—	—
(c) Deputation	—	—	—	1	—	—	—	—	—	An Officer is appointed from Prosecution Department.

Sr. Accounts Officer

(a) Direct	—	—	—	—	—	—	—
(b) Promotion	—	—	—	—	—	—	—
(c) Deputation	6	—	5	—	—	—	—

Officers of Finance Department are appointed.

Assistant Secretary

(a) Direct	—	—	—	—	—	—	—
(b) Promotion	—	—	5	1	7	—	—

There is no provision of reservation in promotion in group 'B'.

Manager 'A' grade

(a) Direct	—	—	—	—	—	—	—
(b) Promotion	5	—	8	—	10	—	—

There is no provision of reservation in promotion in group 'B'.

Dev. Officer(Storage)

(a) Direct	—	—	1	—	1	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

Sub Divisional Engineer

(a) Direct	3	—	3	—	—	No shortfall.
(b) Promotion	1	—	1	—	—	—

Assistant Engineer (Mech.)

(a) Direct	—	—	1	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

Assistant Engineer (Elect.)

(a) Direct	—	—	1	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

Sales Executive

(a) Direct	—	—	1	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

Purchase Officer

(a) Direct	—	—	1	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

Manager (Cotton)

(a) Direct	—	—	1	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

1	2	3	4	5	6	7	8	9	10
Production Engineer									
(a) Direct	2	—	—	2	—	—	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—	—	—
Manager (Rice Mill)									
(a) Direct	—	—	—	5	—	5	—	4	—
(b) Promotion	—	—	—	—	—	—	—	—	—
Shift Chemist									
(a) Direct	—	—	—	3	—	3	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—	—	—
Quality Control Officer									
(a) Direct	1	—	—	1	—	—	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—	—	—
Assistant Engineer (Auto)									
(a) Direct	—	—	—	—	—	—	—	—	—
(b) Promotion	1	—	—	1	—	—	—	—	No shortfall.

Assistant Project (Engineer)

	(a) Direct	(b) Promotion	No shortfall.
1. Driver			
(a) Direct	29	5	—
(b) Promotion	—	—	—
2. Clerk			
(a) Direct	51 } 3 }	3 54 }	9
(b) Promotion	—	—	—
3. Stenotypist			
(a) Direct	33	—	—
(b) Promotion	—	—	—
4. Assistant			
(a) Direct	—	—	—
(b) Promotion	18	2	—
(c) Deputation	6	—	—

1	2	3	4	5	6	7	8	9	10
5. Personal Assistant									
(a) Direct	—	—	—	—	—	—	—	—	—
(b) Promotion	1	—	—	3	—	2	—	—	No shortfall.
(c) Deputation	—	—	—	—	—	1	—	—	One Personal Assistant remained on deputation from time to time.
6. Senior Scale Stenographer									
(a) Direct	—	—	—	—	—	—	—	—	—
(b) Promotion	2	—	—	10	—	10	—	2	—
7. Field Inspector (Junior)									
(a) Direct	102	17	14	124	—	29	—	7	—
(b) Promotion	—	—	—	—	—	—	—	—	—
8. Field Inspector (Senior)									
(a) Direct	—	—	—	—	—	—	—	—	—
(b) Promotion	26	5	5	22	7	2	—	—	No shortfall.
9. Field Officer									
(a) Direct	—	—	—	2	—	2	—	—	No shortfall.

(b) Promotion

10. Plant Protection Inspector

(a) Direct

(b) Promotion

11. Section Officer

(a) Direct

(b) Promotion 17

12. Accountant 'B' grade

(a) Direct

(b) Promotion 25 2

13. Accountant 'C' grade

(a) Direct 83 —

(b) Promotion

14. Manager 'B' grade

(a) Direct	57
1. The first step in the process of the direct method is to identify the key components of the system.	
2. The second step is to analyze the data and determine the relationships between the components.	
3. The third step is to develop a model that represents the system's behavior.	
4. The fourth step is to validate the model against the actual data.	
5. The fifth step is to use the model to predict the system's performance under different conditions.	
6. The sixth step is to implement the model and monitor its performance over time.	
7. The seventh step is to refine the model based on the results of the monitoring.	
8. The eighth step is to document the model and the results of the analysis.	
9. The ninth step is to present the results to the relevant stakeholders.	
10. The tenth step is to conclude the analysis and provide recommendations for improvement.	

(b) Promotion

Post is reserved as representation against adverse remarks in the ACR is pending.

1	2	3	4	5	6	7	8	9	10
15. Manager 'C' grade									
(a) Direct		15 } 36	—	4 } 35	1 } 8	4 } 25	1 } 6	—	No shortfall.
(b) Promotion		21 }	—	31 }	7 }	21 }	5 }	—	
16. Manager (Rice Mill)									
(a) Direct		5	—	5	—	5	—	1	
(b) Promotion		—	—	—	—	—	—	—	
17. Store Keeper (Rice Mill)									
(a) Direct		—	—	11	—	11	—	2	
(b) Promotion		—	—	—	—	—	—	—	
18. Godown Keeper									
(a) Direct		—	—	4	—	4	—	1	
(b) Promotion		—	—	—	—	—	—	—	
19. PBX Operator									
(a) Direct		—	—	2	—	2	—	—	No shortfall.
(b) Promotion		—	—	—	—	—	—	—	

29. Junior Artist.

(a) Direct	—	—	1	—	1	—	No shortfall.
------------	---	---	---	---	---	---	---------------

(b) Promotion	—	—	—	—	—	—	—
---------------	---	---	---	---	---	---	---

**24. Store keeper/Godown Keeper
Ding, Ratia**

(a) Direct	—	—	14	1	14	2	—
------------	---	---	----	---	----	---	---

(b) Promotion	—	—	—	—	—	—	—
---------------	---	---	---	---	---	---	---

22. Sales Officer

(a) Direct	—	—	1	—	1	—	No shortfall.
------------	---	---	---	---	---	---	---------------

(b) Promotion	—	—	—	—	—	—	—
---------------	---	---	---	---	---	---	---

23. Technical Assistant P.P.

(a) Direct	1	—	—	1	—	—	No shortfall.
------------	---	---	---	---	---	---	---------------

(b) Promotion	—	—	—	—	—	—	—
---------------	---	---	---	---	---	---	---

24. Head Mistry

(a) Direct	—	—	15	1	15	2	—
------------	---	---	----	---	----	---	---

(b) Promotion	—	—	—	—	—	—	—
---------------	---	---	---	---	---	---	---

25. Assistant Mistry

(a) Direct	—	—	22	—	22	4	—
------------	---	---	----	---	----	---	---

(b) Promotion	—	—	—	—	—	—	—
---------------	---	---	---	---	---	---	---

31. Loader

(a) Direct	—	—	2	—	—	No shortfall
(b) Promotion	—	—	—	—	—	—

32. Store Attendant

(a) Direct	—	—	1	—	—	No shortfall
(b) Promotion	—	—	—	—	—	—

33. Sales Officer

(a) Direct	—	—	1	—	—	No shortfall
(b) Promotion	—	—	—	—	—	—

34. Shift Supervisor

(a) Direct	—	—	1	—	—	No shortfall
(b) Promotion	—	—	—	—	—	—

35. Senior Baker

(a) Direct	—	—	1	—	—	No shortfall
(b) Promotion	—	—	—	—	—	—

36. Mech. Fitter

(a) Direct	—	—	2	—	—	No shortfall
(b) Promotion	—	—	—	—	—	—

42. Jr. Scientific Asstt.

(a) Direct	—	—	1	—	1	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

43. Operator.

(a) Direct	—	—	7	1	7	1	—
(b) Promotion	—	—	—	—	—	—	—

44. Fitter-cum-Welder

(a) Direct	—	—	1	—	1	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

45. Elect. cum-Motor-Revinder

(a) Direct	—	—	1	—	1	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

46. Attendant

(a) Direct	—	—	4	1	4	1	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

47. Cinema Operator

(a) Direct	—	—	1	—	1	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

53. Weighment Clerk

(a) Direct	—	—	3	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

54 Boiler Attendant

(a) Direct	—	—	3	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

55 Time Keeper

(a) Direct	—	—	1	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

56. Excise Clerk

(a) Direct	—	—	2	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

57. Cottonseed Processing Operator)

(a) Direct	—	—	12	2	2	No shortfall.
(b) Promotion	—	—	—	—	—	—

58 Fitter

(a) Direct	—	—	13	1	1	1
(b) Promotion						

64. Asstt. Time Keeper

(a) Direct	—	—	3	—	3	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

65. Lab. Attendant

(a) Direct	—	—	3	2	3	2	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

66. Fireman

(a) Direct	—	—	3	—	3	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

67. Sawgin Foreman

(a) Direct	—	—	2	—	2	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

68. Press Operator

(a) Direct	—	—	12	2	12	2	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

69. Asstt. Fitter

(a) Direct	—	—	1	—	1	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

75. Cotton supervisor

(a) Direct	—	2	—	2	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

76. Cotton Purchase Assistant

(a) Direct	—	5	1	5	1	No shortfall.
(b) Promotion	—	—	—	—	—	—

77. Junior Engineer

(a) Direct	15	—	20	—	—	3
(b) Promotion	—	—	—	—	—	—

78. Head draftsman

(a) Direct	—	—	—	—	—	—
(b) Promotion	1	2	—	2	—	No shortfall.

79. Draftsman

(a) Direct	—	—	—	—	—	—
(b) Promotion	2	1	—	1	—	No shortfall.

80. Tracer

(a) Direct	2	2	—	2	—	No shortfall.
(b) Promotion	—	—	—	—	—	—

1	2	3	4	5	6	7	8	9	10
92. Plant Operator Mech.									
(a) Direct	2		—	2	—	—	—	—	No shortfall.
(b) Promotion	—		—	—	—	—	—	—	—
93. Electrician									
(a) Direct	1		—	1	—	—	—	—	No shortfall.
(b) Promotion	—		—	—	—	—	—	—	—
94. Welder									
(a) Direct	1		—	1	—	—	—	—	No shortfall.
(b) Promotion	—		—	—	—	—	—	—	—
95. Sr. Scientific Asstt.									
(a) Direct	1		—	1	—	—	—	—	No shortfall.
(b) Promotion	—		—	—	—	—	—	—	—
96. Jr. Scientific Asstt.									
(a) Direct	1		—	1	—	—	—	—	—
(b) Promotion	—		—	—	—	—	—	—	—

97. Lab. Attendant

(a) Direct	2	—	3	—	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

98. Assistant Foreman

(a) Direct	3	—	2	—	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

99. Sr. Scientific Asstt.

(a) Direct	—	—	1	—	1	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

100. Baker

(a) Direct	—	—	2	—	2	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

101. Head Mistry.

(a) Direct	—	—	1	—	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

102. Operator

(a) Direct	—	—	3	1	3	1	No shortfall.
(b) Promotion	—	—	—	—	—	—	—

1	2	3	4	5	6	7	8	9	10
103. Chemist									
(a) Direct	1	—	—	1	—	—	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—	—	—
104. Head Mistry.									
(a) Direct	—	—	—	1	—	1	—	—	No shortfall.
(b) Promotion	—	—	—	—	—	—	—	—	—
‘D’									
1. Peon, Peon-cum-Chowkidar, Jadamadar, Mali, Truck Cleaner & Other Class IV employees.									
(a) Direct	141	7	302	59	276	60	—	—	—

ANNEXURE 'C'

The shortfall in Group 'C' out of recruitment made in 1988-89 was 1. In this year 5 posts of Steno-typists were filled out of which one was required to be filled by S.C. candidates but no S.C. candidate could qualify the test. The shortfall was, however, wiped out in the subsequent recruitment.

In Group 'C' during 1989-90 the following recruitment was made :—

Name of post	Total	S.C.
Driver	14	6
Steno-typists	5	2

Thus the shortfall in these categories was wiped out.

In addition to it, during December, 1989 to make up the shortfall the following posts were advertised and notified to the Employment Exchange :—

Sr. No.	Name of post	Total	Reserved for S.C.
1.	Field Inspector (Jr.)	33	10
2.	Plant Protection Inspector	17	4
3.	Acctt. 'C' grade	62	26
4.	Steno-typist	4	4

However, recruitment process in respect of F.I. (Jr.), Plant Protection Inspector and Acctt. 'C' grade could not be completed. In the case of Steno-typists, no candidates could qualify the shorthand and typing test at the prescribed speed. These posts were re-advertised in the year 1990 and the short-fall in the category of Steno-typists was reduced.

During the year 1990-91, no direct recruitment was made to Group 'C' posts except in the case of Steno-typist. Out of the 7 Steno-typists recruited, 3 are S.C. category thereby reducing the shortfall further. There are still 3 vacancies which has again been advertised.

Besides by making the promotions in different categories of Group 'C', efforts were made to complete/reduce the shortfall as under :—

- (a) In the category of Assistants in the year 1990, 6 Clerks/Steno-typists were promoted as Assistant out of which 5

were S.C. and the shortfall was wiped out. In the year 1991, 9 more Clerks have been promoted. One Clerk belonging to S.C. has been promoted according the roster and now there is no Clerk with requisite experience of service available for promotion and shortfall of one will be completed as soon as the clerk belonging to S.C. with requisite experience and good record becomes available for promotion.

(b) In the year 1990, the resulted vacancies in the cadre of Clerk were filled by promotion from Group 'D' employees. Out of 12 promoted Group 'D' employee as Clerk, 6 belong to S.C. There is no shortfall in the promotion quota of 20% and the shortfall in direct recruitment quota will be completed in future recruitments.

(c) In Group 'D' there are 302 sanctioned posts of Peons, Chowkidars, Cooks, Sweepers and Truck Cleaners. There is no shortfall at present so far as the recruitment against these sanctioned posts is concerned. However, Hafed is engaged in the procurement of wheat, paddy, mustard seed, gram, barley and cotton etc. for processing in its own units or on behalf of other organisations such as Food Corporation of India, Nafed etc. and distribution of Fertilisers and Pesticides.

All these activities are seasonal and there is temporary increase in the work. To meet these exigencies the Distt. Managers engage casual labour on D.C. rates and instructions regarding reservation could not be adhered to by HAFED, and the first available person whether he is Scheduled Castes or non-Scheduled Caste is appointed by HAFED. The service of such casual labour are dispensed with on completion of the job or reduction in work load. These persons are generally recruited for watch and ward of the stocks, which are purchased on behalf of the other agencies and stored in open for a short period. However, in the absence of despatch instructions from FCI and other agencies such stocks continued with Hafed for a longer period and the persons recruited on casual basis continued for a longer time. At present about one hundred workers initially employed as casual labour have crossed the limit of 240 days service and according to the Industrial Dispute Act We can not dispense with their services. With a view to regularise the services of such employees a proposal was placed by HAFED before its Board of Directors for creation of additional posts keeping in view the permanent increase in the activities and the work-load. The matter has been referred by HAFED to the Registrar Cooperative Societies for creation of these additional posts as recommended by the B.O.D. of Hafed. On receipt of the approval of the Registrar, Cooperative Societies, the Hafed could regularise the services of these employees recruited on casual/89 days basis and the reservation will be kept in view while so doing. In fact in the year 1989-90 Hafed regularised 60 employees out of which 25 belonged to S.C. thus wiping off the short-fall at that time. Hafed has issued instructions now not to allow such casual labour to cross 230 days service.

IMPLEMENTATION OF RECOMMENDATIONS/OBSERVATIONS CONTAINED IN THE 16TH REPORT

The Committee considered/scrutinised the action taken by the Government on the recommendations/observations contained in its 16th Report. In the 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, dropped them. The recommendations/observations which are still outstanding, are as shown on the following pages with further observation of the Committee.

COOPERATION DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Promotion Prospects The Committee have gone through the written reply and the statement furnished by the department indicating number of posts held by the Scheduled Castes employees. The position shown in the statement relates to the period ending 30-9-1986. The Committee feel that no sincere efforts have been made to open promotion prospects for Scheduled Castes employees. The Committee would, therefore, like to know the latest position in the case and like to know as to whether the question of granting relaxation in the experience condition for members of Scheduled Castes, Backward Classes, Ex-servicemen and Handicapped candidates was considered by the Department, if not, the reasons thereof.	It is brought to the notice of the Hon'ble Committee that the issue for granting relaxation in experience condition for the members of Scheduled Castes, Scheduled Tribes, Backward Classes & Ex-servicemen was raised by the Committee in its 9th report. The Committee was informed that the scheduled castes personnel of requisite qualification and experience were not available for promotion. The situation has changed now.	This para was taken up in the report of the Committee in the year 1976 and since then the department is not paying proper attention in this regard. The Committee is also not satisfied with the reply of the Government. Therefore, the Committee again reiterate its recommendation to the Government to make suitable provisions for the reservation of posts in the institutions without further loss of time.
It is brought to the notice of the Committee that from 1982 to 1990, 45 Sub Inspectors (Audit) to the posts of Junior Auditors, 19 Junior Auditors to the post of Inspectors (Audit) and 19 Inspectors (Audit) to the post of Senior Auditors have been promoted. And in all these categories, the reservation quota has been adhered to. Rather in case of promotion to the post of Junior Auditors and Inspectors (Audit) more persons than the required quota have been promoted to recoup the shortfall of the previous years. Now there is no		

shortage of Scheduled castes personnel having requisite qualification and experience for promotion to the above mentioned three cadres and therefore, the amendment in the rules provide for relaxation may not be needed.

The position will be made good in further.

The Committee recommended that the Chief Secretary to Govt. Hayana may look into the matter and direct the Co-operation Department to make up the reservation quota in all the Institutions/Boards working under the Department and desire that the action taken in this behalf be intimated to the Committee at the earliest together with the number of posts filled from the persons belonging to Scheduled Castes from 1-4-1984 to-date which did not come under the ban imposed by the Government.

Position of Scheduled Castes in Cooperative Institutions

As already informed the policy Instructions for the State Govt. regarding reservation have been conveyed to all the concerned Cooperative Institutions for compliance. The Haryana State Coop; Bank Ltd. The Haryana State Coop; Land Development Bank Ltd., Confed, Hafed, Labour & Construction Fed. Sugar Mills Federation Ltd., Dairy Fed. and Sugar Mills have also framed their Staff Service Rules which provide for reservation as laid down by the State Govt. the Chief Secretary to Government Haryana has written vide letter No. 22/24/89-3GSI-III dated 15-11-89 to the Registrar Cooperative Societies, Haryana asking that reservation quota in all the Cooperative Institutions be made up. These instructions have been conveyed to all concerned for strict compliance.

So far as information of the number of posts filled from the persons belonging to the Scheduled Castes from 1-4-84 to date is concerned, it will be

The Committee is not satisfied with the reply submitted by the department. Since the matter is pending with the Government since 1984-85, the Committee feel that the department has not been able to recoup the backlog. Therefore, the Committee would like to know the latest position in detail.

1

2

3

difficult to collect such information from all Cooperative Societies. However information of Apex, Institutions, Cooperative Sugar Mills & Central Cooperative Banks is being collected & would be supplied shortly.

EDUCATION DEPARTMENT

57

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

2

3

The Committee, therefore, recommend that well planned and concerted efforts should be made to raise the percentage of literacy by making liberal financial allocations for various educational schemes. The Committee further recommend that special schemes should be evolved for attracting the children of Scheduled Castes families to get admission in schools and to make them understand the benefits they can derive from the education. Special attention should be given for imparting female education and opening residential schools for them at tehsil level in the State.

The attendance prize is given to 1.5 lakh students (S. C. girls) every year.

The Committee would like to know the latest position.

The Committee, therefore, recommend that the State Government should take early action to ensure that such rural habitations have Primary & Middle Schools within a walking distance so that more Scheduled Castes children from such

It is intimated that 100 posts of JBT Teachers were sanctioned by Govt. & the process of recruiting teachers is going on.

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

inhabitations could be enrolled in these schools.

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

Representation of Scheduled Castes persons

One post in HES II (Men Cadre) had been filled up on 16-9-90.

(i) 3644 JBT teachers have been promoted as Head Teachers including 3011 posts mentioned in col. No. 2.

ii) (a) Headmasters

40 posts of Headmasters reserved for Scheduled Castes were lying vacant in promotion quota for which particulars of eligible candidates were called from the DEO's and with these efforts 22 posts have been filled up through promotion during the period from Jan. 91 to July 91. Efforts are still going on to fill the remaining promotion quota posts.

As far as direct quota posts in respects of Headmasters is concerned, 12 posts are lying vacant in respect of Scheduled Castes. These posts are going to be advertised very soon.

(b) Headmistress

As regards the post reserved for scheduled Caste in respect of Headmistress, it may be stated that eligible mistresses who have 8 years experience as mistress are not available. 17 posts

The Committee would like to know the detailed latest position category-wise.

belonging to direct quota and 41 posts belonging to promotion quota are lying vacant. Efforts are being made to locate eligible candidates.

(c) 50 % posts of Masters/ Mistresses are filled through promotion from the teachers who fulfill the required qualification. Upto July 1991, 44 male teachers belonging to S. C. have been promoted out of 228 promotions. Out of 80 female teachers promoted as mistress only 4 S.C. teachers were promoted as female teachers of required qualification were not available.

The SSS Board Haryana did not recommend any candidates till 1990 for the post of various category of Masters. In the year 1990 the posts of teachers were taken out of the purview of the SSS Board Haryana and the Department advertised the posts of Masters for which interviews are being held. The number of vacancies advertised in respect of Master are as under :—

Sr. No.	Total Number of posts Category.	Number of posts advertised.	No. of posts reserved for Scheduled Caste.
1.	SS Master	269	55
2.	Math -do-	208	41
3.	Science -do-	342	69

LOCAL BODIES

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

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

As regards action against the concerned Officer/official on account of non supplying of the information, it is submitted that the copy of the 15th report was received in this office on 18-4-90 and a reply on the recommendations of the said report had been sent to administrative Deptt vide this office memo No. 5E-437-89/29429, dated 31.5.90 The Administrative Deptt desired, vide their No. 20/13/89-6C2, dated 26.6.90 that the information from all the concerned Municipal Committees be sent.

The Committee is not satisfied with the action taken by the Government on the recommendation of the Committee as given in 16th Report. The Committee would therefore, like to know the latest position within three months in view of the original recommendation.

After that, Govt. had directed vide their letters dated 12/25.9.90 & 13.2.91 that the said information be sent to Vidhan Sabha & Director, S.C./B.C. with a copy to Government. As per the said directions Directorate wrote letters/D.Os. to the concerned M.Cs. to send the said information immediately and this procedure took thus much time. In this way Directorate sent the said information direct to the Vidhan Sabha vide letter No. 5E-91/5695, dated 14.2.91 but the Vidhan

Sabha Office desired that the information be sent in the shape of annotated form with 35 copies and the Directorate sent the information in the shape of annotated form vide letter No. 5E-91/6892, dated 20-2-91 with a copy to Director S.C./B.C. & Commissioner Local Govt. But the Secretary, Vidhan Sabha returned the said 35 copies of information with a comment that this letter was placed before the committee in its meeting held on 21.2.91. The Committee observed that since the replies have not been routed through the Administrative Secretary as per the procedure, the replies received are returned for taking further necessary action. In response to the above said observation, this office sent the 35 copies of information to Secretary, Vidhan Sabha vide letter No. 20/13/89, dated 27.3.91. Moreover, it is made clear that this office has not got any information regarding the date of meeting of said committee, as such no officer/official is responsible for delay.

In order to ensure effective enforcement of the Reservation Policy in the Department Municipalities should review the progress from time to time and the progress report be sent for information of the Com-

As regards action against the concerned officer/official on account of non supplying of the information, it is submitted that the copy of the 15th Report was received in this office on 18.4.90 and a reply on the recommendations of the said report had been sent to Administrative Deptt. vide this

The Committee is not satisfied with the action taken by the Government in its recommendation made in 16th report. The Committee would, therefore, like to know the action taken against the concerned who have shown negligence in not implementing

mittee. The Committee further recommended that the Chief Secretary to Government, Haryana, should take up the matter with the Department to enforce the reservation policy so that all the irregularities made in the Municipalities with regard to Government reservation policy may be avoided in future and the persons belonging to Scheduled Castes may get their full share in the services of Municipalities.

office memo No. 5E-437-89/29429, dated 31.5.90. The Administrative Deptt. desired, vide their no. 20/13/89-6C2, dated 25.5.90 that the information was incomplete, as such, the information from all the concerned Municipal Committee be sent. After that Government had directed vide their letters dated 12/25.9.90 & 13.2.91 that the said information be sent to Vidhan Sabha & Director, S.C./B.C. with a copy to Government. As per the said directions Directorate wrote letters/ D O s to the concerned M Cs to send the said information immediately, and this procedure had taken this much time. In this way Directorate sent the said information direct to the Vidhan Sabha vide letter no 5E-91/5695, dated 14.2.91 but the Vidhan Sabha office desired that the information be sent in the shape of annotated form vide letter No 5E-91/6892, dated 20.2.91 with a copy to Director S.C./B.C. & Commissioner Local Government. But the Secretary, Vidhan Sabha returned the said 35 copies of information with a comment that this letter was placed before the committee in the meeting held on 21.2.91. The Committee observed that since the replies have not been routed through the

the recommendations and informing about the action taken in the matter.

Administrative Secretary as per the procedure, the replies received are returned for taking further necessary action. In response to the above said observation, this office sent the 35 copies of information to Secretary, Vidhan Sabha. G.L.C. vide letter no. 20/13/89-7CI, dated 27.3.91. Moreover, it is made clear that this office has not got any information regarding the date of meeting of said committee, as such no officer/official is responsible for delay.

HARYANA STATE SMALL INDUSTRIES AND EXPORT CORPORATION LTD.

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 off the backlog

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

As regards shortfall in the representation of Scheduled Castes in Class III Posts in the Corporation, it is submitted that due to steps taken by the Corporation the shortfall in Class III Posts has been reduced from 10% to 7 1/4%. This shortfall has been recouped by way of promoting the Scheduled Castes employees to their next post. However, in order to recoup the shortfall further, the State Government has already been requested to accord approval for filling up some posts of Clerk-cum-typists from the members of Scheduled Castes. In case permission is granted the shortfall will further be recouped

The Committee would like to know the latest position within three months.

HARYANA STATE ELECTRICITY BOARD

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee																					
1	2	3																					
From the persual of the material supplied by the Board, the overall representation of Scheduled Castes in Class-III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in the year 1986-87. But it has been noticed that out of 21427 categories of posts, representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32929 sanctioned posts of Class-III as on 31st March, 1987, 30706 posts were filled up. The quota meant for Scheduled Castes comes to 6121, whereas only 3905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2216 Scheduled Castes candidates in the Board. The Committee was assured during the course of oral examination of the representatives of the Government and Board that sincere efforts would be made to wipe off the backlog against	(i) As already stated in the Board's reply to the 14th and 15th report of the committee, the Board has overhauled the recruitment and promotion policy in respect of Class-III Technical and non-technical posts there by increasing the quota of direct recruitment in upper cadre posts, so as to provide more avenues/entry of the SC category candidates in such cadre posts. This step of the Board would help in minimising the shortfall of SC candidates in higher cadre posts (ii) The progress made to recoup the shortfall of S.C. candidates in respect of different Class-III categories is as under :— <table><tr><th>Sr. Name of No of Posts</th><th>Remarks</th></tr><tr><td>No Cate- posts meant</td><td></td></tr><tr><td>gory to be for</td><td></td></tr><tr><td>filled SC</td><td></td></tr><tr><td>up candi-</td><td></td></tr><tr><td>dates</td><td></td></tr><tr><td>out of</td><td></td></tr><tr><td>Col. 3</td><td></td></tr><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr></table>	Sr. Name of No of Posts	Remarks	No Cate- posts meant		gory to be for		filled SC		up candi-		dates		out of		Col. 3		1	2	3	4	5	The Committee would like to know the steps taken to recoup the shortfall as also the details of the posts so filled up.
Sr. Name of No of Posts	Remarks																						
No Cate- posts meant																							
gory to be for																							
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dates																							
out of																							
Col. 3																							
1	2	3	4	5																			

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.

- | | | | | |
|----|----------------------|----|----|---|
| 1. | Junior Engineer | 62 | 15 | Names sought from State Employment Exchange to have broader choice of candidate during 6/91 |
| 2. | Junior Draftsman | 50 | 35 | Requisition sent to the State Employment Exchange during 6/91 |
| 3. | Laboratory Attendant | 84 | 17 | Case is under process. |
| 4. | Carrier Attendant | 47 | 8 | Recruitment process has been initiated. |
| 5. | Steno Typist | 22 | 4 | Name of the candidates are awaited from the State Employment Exchange. |

6.	Meter Reader	58	50	Requisition has been sent to state Emp- loyment Ex- change for sponsoring suitable can- didates
7.	Security Guard	116	27	Recruitment is under pro- cess.

(iii) Necessary efforts will be made for making up the shortfall/backlog of SC candidates at the time of selection.

(iv) Besides above, 28 No. Lab. Attendants have been selected out of which offer of appointments to 17 No. candidates belonging to Scheduled Castes have been issued. Consolidated vacancies of ALMs/SA were intimated to Employment Exchange with a view to select 1212 ALM and 434 S.A. out of which 347 and 145 posts were earmarked for S.C. community. The Employment Exchange have sent the names against the above mentioned vacancies and selection process is at final stage.

(v) On the recommendation of the Committee, the Board has arranged to impart 4 week's training in accounts to

the S.C. employees working in the Board so as to enable them to prepare for the Divisional/Revenue Accountants Exam. to be conducted by the Accounts Wing of the Board. So for 11 Nos., SC employees have availed the Accounts training in August/September, 1990 at Hisar and Panipat centres, but out of 11, only one candidate appeared in the Departmental Accounts Exam. for Divisional/Revenue Accountants held in 12/90 and 2/91 who also could not qualify the same. Further information with regard to eligible employees willing to avail 3-4 weeks training has been called for from the offices of the Board/BBMB/BCB vide this office circular memo dated 12-6-91 for doing the needful.

(vi) As already stated in the Board's reply to the 15th report of the committee, the Board has also amended the recruitment and promotion policy in respect of various categories of posts of Accounts organisation and hence forth 50 % posts of Divisional/Revenue Accountants will be filled up by direct recruitment hereby providing more avenues/entry of the SC and other reserved categories candidates in these cadre

posts. This step taken by the Board will help in minimising the shortfall of SC candidates in the higher cadre posts.

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

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

It has already been stated in the Boards' reply that as per the previous recruitment and promotion policy, all the posts of UDCs were filled up by promotion from amongst the LDCs who qualify the Departmental Accounts Examination. At present, there is not even a single person belonging to the SC category in LDC cadre who has qualified the said examination and due for promotion to the post of UDC.

(ii) To wipe off the shortfall of SC candidates in the cadre posts of UDC it has been desired by the Committee that 75% posts of UDCs be filled up by promotion and 25% through direct recruitment by relaxing the rules. Keeping in view the recommendations of the committee, Board has accordingly amended the recruitment and promotion policy in respect of UDCs.

(iii) As and when the ban is lifted by the Board, necessary steps will be taken to fill up the direct recruitment quota posts of UDCs and due care will be taken to recoup all the shortfall of SC candidates. The overall shortfall of SC candidates in respect of UDC cadre is 66 as on 31-3-91.

The Committee would like to know the latest position within three months.

Storekeepers

The Department in its latest written reply stated that 34 posts of Store-keepers have been filled up, out of which the quota of Scheduled Castes candidates come 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 Storekeepers 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.

As already stated in the Board reply to the 15th report of the committee, there is no direct recruitment for this posts. The posts of Store Keepers are filled up by promotion from amongst the Asstt. Store Keepers who have passed the prescribed Departmental Accounts Exam. Now Board has promoted 5 No. Store Munshis belonging to SC category to the post of A.S.K. As soon as these 5 Nos. ASKs belonging to SC category become eligible for promotion i.e. after passing the Departmental Accounts Examination, their promotion will be examined in the cadre of Store Keepers and further they will be promoted to the post of Head Store Keeper. In this way the shortfall of SC candidates in the cadre of Store Keepers will be recouped.

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

There is a ban on direct recruitment of posts in Haryana State Electricity Board. As and when the ban is lifted by the Board in the cadre of L.D.Cs. necessary steps will be taken to recoup the backlog of SC candidates in the cadre of LDC. Now there is a shortfall of 140 S.C. candidates in this cadre posts as on 31.3.91.

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

recruitment for the last seven years and shortfall can only be removed after the ban is lifted.

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

Meter 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 Caste candidates whereas only 64 posts were held by Scheduled Caste candidates.

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

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

Drivers

In its latest written reply, the Board has stated that out of 538 sanctioned posts

- (i) The Board has lifted ban on direct recruitment and it has been decided to fill up 58 Nos. posts of Meter Readers through direct recruitment. The requisition to fill up these posts has since been sent to the State Employment Exchange during 7/91 as under :—

Total posts to be filled up	Representation of Reserved categories			
	S.C.	B.C.	E.S.M.	P.H.
58	50	3	3	2

- (ii) It is assured that due care will be taken for making up the shortfall/backlog of Scheduled Castes candidates at the time of selection in the cadre posts of Meter Readers.

As already stated in the Board's reply to the 15th Report of the Committee, there was a shortfall of 49 Nos.

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

The Committee would like to know the latest position within three months.

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

The Committee feel greatly distressed to find the shortfall in the 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.

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

SC candidates in the cadre posts of Drivers as on 31.12.87. From 1.1.88 to 31.3.91, 105 Nos. posts of Drivers were filled up, out of which 16 Nos eligible candidates belonging to SC category were appointed.

The remaining backlog of 54 Nos. SC candidates could not be covered up due to non-availability of eligible SC candidates at the time of selection. Now 24 Nos. vacant posts of Drivers are available in this cadre and the case for filling up these 24 Nos. vacant posts of Drivers is already under consideration in the Board. These posts will be filled up through direct recruitment. At the time of selection, due care will be taken to minimise the backlog of SC candidates as far as possible.

- (i) As already stated against sub-para-(i) of the Board's reply to the 15th report, the Board has amended the recruitment and promotion policy in respect of Technical posts increasing the ratio in direct recruitment quota in initial cadre posts with a view to provide more

The Committee would like to know the latest position within three months.

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

- (1) Junior Engineer (F);
- (2) Divisional Head Draftsman;
- (3) Foreman GI (4) Junior Engineer (Civil); Junior Engineer (F) (Teh. 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 Castes employees were available in the lower rank.

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

avenues/entry to SC and other reserved category candidates which would help in minimising their backlog/shortfall in upper cadre posts.

- (ii) With a view to bring sufficient number of SC candidates in initial cadre posts and to minimise their shortfall in upper cadre posts, the Board has now lifted ban far recruitment on some technical cadre posts and the position has been explained in Para 1 & 4 under Class-III posts.

The committee would like the Government to take action and inform about the action taken within three months.

As already stated in the Board's reply to the 15th report of the Committee, it is reiterated that :

(i) The posts of Havildar/Daftri/Record Lifter are filled up from amongst the Peons by way of promotion. There is one post of Havildar and one post of Daftri in each circle and these posts are controlled at the circle level. Also there are 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 SC. The shortfall of 4 Nos. SC. candidates is arrived at due to clubbing of the total posts of the Board as a whole. As a matter of fact, there should be no shortfall of SC candidates by taking into account the skeleton posts available at the circle level.

(ii) No direct recruitment of Store Mates has been made upto now. There was a shortfall of 4 Nos. SC. candidates in the cadre posts of Store Mates as on 31-12-87. From 1-1-88 to 31-3-91, 113 Nos. posts of Store Mate/Attendants have been filled up from amongst the serving work charged/daily wages.

The Department/Board Class—IV 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.

staff. Out of these 13 Nos posts have been filled up by the eligible candidates of S C category. Now the practice of Recruitment of Work-charged staff has since been dispensed with by the Board. The shortfall of 14 Nos. posts of SC candidates in this cadre will be kept in view to be recouped during the future recruitment as and when the ban is lifted by the Board.

(iii) As per the recruitment and promotion policy of the Board, the post of Bill Distributor will be filled up either from the Work-charged staff or by promotion from peon having Matriculation qualification. There was a shortfall of 15 Nos. SC candidates in the cadre post of Bill Distributor as on 31-12-87. From 1-1-88 to 31-3-91, 91 Nos. posts of Bill Distributor were filled up. Out of these, 14 Nos eligible candidates belonging to S. C. category were also appointed. Thus the shortfall of 19 Nos. could not be covered up due to non-availability of eligible SC candidates in the serving Work-Charged/Daily Wages staff, and from Class-IV Estt. Viz. Peon etc. Now the Board is considering to fill up the vacant posts of Bill Distributor from the open market, through direct recruitment. The shortfall of SC candidates in this cadre posts will be kept in view and efforts to minimise the

shortfall will be made as far as possible at the time of selection of the candidates when the ban is lifted by the Board in future.

(iv) As regards the shortfall of SC candidates in the cadre post of Peon, it is stated that these posts have been filled up previously from amongst the serving Work-Charged/Daily Wages staff and under Ex-gratia scheme. There is shortfall of 49 Nos. SC candidates as it stood on 31-3-91

The Board have now decided to keep the vacant post of Peon and other Class-IV posts reserved for the dependents of deceased employees of the Board for appointment under Ex-gratia scheme in respect of Head Office cadre posts. The field cadre posts of Peon, Mahi Chowkidar, cleaner, Greaser, oiler etc shall be filled up from the open market through direct recruitment as and when the ban for direct recruitment is lifted. The shortfall of SC candidates in the cadre posts of Peon will be kept in view and efforts to minimise their shortfall will be made as far as possible at the time of selection of the candidates when the ban is lifted by the Board.

(v) Similarly the shortfall of SC candidates in the cadre posts of Mali/Gardner, Truck cleaner/Cleaner/Greaser/Oiler and Asstt. Pump Driver will be kept in view in future recruitment when the ban re-imposed on fresh recruitment is lifted.

HARYANA URBAN DEVELOPMENT AUTHORITY

78

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
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1	2	3
Class-III The department while sending written reply about the shortfall in Class III informed that 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 :	The Committee had desired that Government should review the whole position a fresh regarding shortfall in Class-III employees and intimate the results to the Committee. The position has been reviewed and remedial action to make good the shortfall, where-ever possible, has been taken and the results are as given below —	The Committee is not satisfied with the action taken by the Government and would like to know the latest position within three months.

Sr No.	Name of the post	Short-fall	Short-fall	Remarks
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1	2	3	4	5
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1.	Junior Scale Stenographers	2	—	3 posts of Junior Scale Stenographers have been advertised in the newspapers after obtaining NAC from the Employment Deptt. These posts have been reserved for members of Scheduled caste. Shortfall will be made good when appointments on these posts are made which are expected shortly.
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Sr. No.	Category	Short-fall	Remarks
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1	2	3	4
1.	Head Clerk	3	Eligible S. C. persons with requisite experience were not available.
2.	Assistant	3	Eligible S. C. persons with requisite experience

3. Accounts Assistant	8	Eligible S C persons were not available from Employment/through Advertisement. Hence these posts are de-reserved as per Govt. policy.	2. Clerks.	6	2 2 candidates belonging to scheduled caste have been appointed as Clerk through Bureau of Public Enterprises on 31-7-91. Names of 7 more candidates belonging to scheduled caste have been received from Bureau of Public Enterprises and offers of appointment are likely to be issued shortly. Whereby the shortfall will be made good.
4. Jr. Scale Stenographer	2	Eligible S. C. persons were not available from Employment Exchange. Being advertised shortly through press.	3. Sub-Divisional Clerk	1	4 new posts of Sub-Divisional Clerks have been created. While making appointment on these posts, shortfall will be made good
5. Steno-typist	2	—do—	4. Head Draftsman	1	Shortfall will be made good when next promotion is ordered.
6. Accountant SAS	2	Qualified SAS persons were not available with HUDA	5. Junior Draftsman	2	No promotion has been made to this post after November, 1988. Shortfall will be made good when fresh appointments/promotions are made.
7. Clerk	11	Shortfall is due to the absorption of 49 Clerks from Census/Colonisation/Food & Supplies/Urban Estates etc.	6. Driver	1	No appointment of Driver on regular basis has been made after May, 1987. Appointments on one post has been made on adhoc basis by member of scheduled caste

As recommended by the Committee efforts are made to fill up vacancies by appointing/ promoting persons belonging to S.C. and ST. As explained above, vacancies of Clerks and Stenographers are proposed to be filled up by members belonging to S.C. Even ad-hoc appointment of Driver has been made from member of Scheduled Castes. Position of deputationists is also reviewed from time to time to see that we take deputationists only when absolutely essential.

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

51
(—) 8 (Dereserved)
43

After reviewing the position in respect of Class-II and III posts, as above, the Committee noticed that there is a shortfall in these groups of service so far as Scheduled Castes and Scheduled Tribes are concerned. The Committee did not feel satisfy with the position explained by the departmental representatives. The Committee, therefore, recommend that in future to wipe off the shortfall, the vacancies should only be filled up by

appointing/promoting Scheduled Castes and Scheduled Tribes employees. The Committee further recommended that steps may be taken by the Government to re-vert the deputationists to their parent Departments to achieve the goal.

Filling up of reserved vacancies.

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

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.

As recommended by the Committee efforts are made to fill up vacancies by appointing/promoting persons belonging to SC and ST. As explained above, vacancies of Clerks and Stenographers are proposed to be filled up by members belonging to SC. Even adhoc appointment of Driver has been made from member of scheduled caste. Position of deputationists is also reviewed from time to time to see that we take deputationists only when absolutely essential

Matter has been reviewed and 4 class-IV employees belonging to scheduled caste have been promoted to the posts of Clerk on 5-8-1991.

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

The Committee would like to know the details of the officials who have been promoted to the post of Clerks and also the latest position with regard to shortfall, if any, and reasons thereof.

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

Recommendation of the Committee	Action taken by Government	Further observation of the Committee
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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 representatives 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 cadrewise number, of employees as on 30-6-91.

Regarding the supply of misleading information to the Vidhan Sabha by the then Managing Director, Confed, an enquiry report have already been received in the Administrative Deptt. on 21-8-89 from R.C.S. So far as matter is illegal recruitment is concerned the enquiry report have also been received by the Govt on 18-9-89. The then M. D. Confed has been charge sheeted under Rule 7 of the Haryana Punishment & appeal Rules, 1987.

The Committee is not satisfied with the reply submitted by the Government and would like to know the latest/exact position within three months.

3

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1

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. etc. may be initiated against him.

Appointments

The representative of the Haryana State Federation of Consumer's 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 :—

For making of excess appointment in the Confed against the sanctioned strength as well as non-observing the Govt. Policy Regarding Sch. Castes/Sch. Tribes the then managing Director Confed has been Charge-sheeted under rule 7 of the Haryana Punishment and Appeal Rules, 1987.

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

Sr. No	Category	Posts filled up	Employees of S.C.	Number of posts required for S.C.'s	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 Consumers' Cooperative Wholesale Stores Ltd. Rather, the Board put a stop for the fresh appointments. In spite of this, the Managing Director of the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. recruited a number of employees without the sanction of the posts either from the Board of Directors or the Registrar Co-operative Societies. Thus, the State exchequer was unnecessarily burdened. The Committee, therefore, recommend that the question of employment in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. may be enquired into thoroughly by appointing a Committee of Senior Officers by Government and to assess the loss incurred to the Government.

An enquiry into the matter has been conducted by the Registrar. Co-operative Societies and the report has been received by the Govt. on 19-9-89 and the then Managing Director, Confed has been charges-heeted, under rule 7 of the Haryana Punishment and Appeal Rules 1987

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

Implementation of Reservation Policy

From these figures, the Committee noticed that the reservation policy laid down by Government is not being implemented in letter and spirit 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

The total sanctioned strength of employees of Confed is 1036. On the basis of reservation prescribed for Scheduled Castes, their quota works out to 204. Against this 206 employees belonging to Scheduled Castes are working.

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

Introduction of Roster Register

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

Sr. No.	Category	Total appointments	Employees of S.C.
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1.	Distt. Manager/ General Manager	2	1
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Confed has already prepared the roster register under the guidance of the Director, Welfare of Scheduled Castes & Scheduled Tribes/Backward Classes Deptt., so far as instructions concerned all the Coöperative Institutions in the State have been directed vide this office letter No. 15/1/87-Genl (I) dated 7-8-89 to follow the reservation policy strictly

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

	1	2	3
2. Asstt Manager	10	—	
3. Accountant	2	—	
4. Assistant	2	—	
5. Accountant 'B'	4	—	
6. Store-Keeper	11	—	
7. Steno-typist	2	—	
8. Clerk	73	4	
9. Salesmen	184	18	
10. Pharmacist	3	—	
11. Peon	3	—	
Total :—	296	23	

From the above figures, the Committee noticed that although the roster register system has been introduced yet it has not been introduced as per the instructions of the Government. The Committee, therefore, recommend that the roster register system be introduced with effect from the date of the instructions on the subject were issued by the Government.

The Committee also desired that the guidance from the Director, Welfare of Scheduled Castes and Backward Classes Department be sought, if considered necessary, by the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd. in this regard and the steps so taken and the results so achieved be intimated to the Committee.

Promotion of Class IV Employees

The Committee after pursuing 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

In Annexure-I of Rule 6.1- to the Staff Service Rules of 1979 of the Haryana State Federation of Consumers Coop., Wholesale Stores Ltd., against the column relating to qualifications for the post of Clerk, Steno-typist, Cashier, the following amendment was carried out in October, 1989:—

“Promotion of Class IV Employees

Resolved to adopt policy as per Govt. instructions from time to time”.

Corresponding amendment in Rule 9.4 for prescribing the percentage of promotion quota for these posts would be carried out shortly.

The Committee would like to know the full details in this regard.

also get promotion to the post of Stenos/Clerks/Cashiers. The Committee would also like to know the latest position.

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

Confed has terminated services of 699 adhoc employees, who had not completed 240 days service, out of which 49 employees belongs to Scheduled Castes category.

Confed is already having surplus staff at this stage. Their services were terminated in view of instructions of State Govt 49 employees belonging to Scheduled Castes whose services were terminated cannot be taken back in preference to the remaining other employees whose services were also terminated. Further this will be in violation of provision of Industrial dispute Act. Efforts however, would be made to make up the Shortfall at the time of recruitment in future.

The Committee would like to know the latest position along with the names of Scheduled Castes Candidates who have been terminated and reasons thereof.

in service and are otherwise qualified and suitable and against whom there are no complaints should not be reduced in rank and retrenched, so for 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 direction in this regard and the Scheduled Castes employees who have been terminated by the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd., may be re-appointed on the posts on which they were working before their termination of services on 3rd Feb., 1989.

POLICE DEPARTMENT

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 :— <table border="1"> <thead> <tr> <th>Class</th><th>Total number of employees of Scheduled Castes</th><th>Total number of employees</th></tr> </thead> <tbody> <tr> <td>I</td><td>130</td><td>19</td></tr> <tr> <td>II</td><td>27</td><td>2</td></tr> <tr> <td>III</td><td>20,488</td><td>1,173</td></tr> <tr> <td>IV</td><td>1,185</td><td>412</td></tr> </tbody> </table> The department informed the Committee that after the laying down of reservation policy by the Government with effect from 9th February 1979, the following posts were created/	Class	Total number of employees of Scheduled Castes	Total number of employees	I	130	19	II	27	2	III	20,488	1,173	IV	1,185	412	1. The Committee had observed that the department should take steps to fill up past back-log by 31-3-91. This was the year of Dr. Ambedkar Centenary and the committee felt that special steps should be taken to fill-up the back-log. The department was requested to make specific proposal in this respect to Government. General recruitment was recently made in the first week of October, 1991. Special efforts were made to remove the shortfall. Out of total of 1440 constables recruited, 387 constables belonged to Scheduled Castes and 237 constables to backward classes, thereby achieving the percentage of 26.8 and 16.4 as against the required percentage of 20 and 10 respectively.	The Committee would like to know the latest position in this case.
Class	Total number of employees of Scheduled Castes	Total number of employees															
I	130	19															
II	27	2															
III	20,488	1,173															
IV	1,185	412															
2. The Committee noted that in 1990, against total recruitment of 336 constables upto 30-11-90, the percentage of S.C./B.C. recruited was 11.9 and 4.69 respectively. The department will examine and intimate as to why the reservation policy was not being followed in the department.																	

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

Class	Through direct recruitment	By promo- tion		
	Total	Sche- duled Castes	Total	Sche- duled Castes
I	19	5	4	2
II	9	1	139	5
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.

It was informed in the last meeting that 336 constables were recruited in the year 1990 upto 30-11-90. However, on further checking from the police units, it has been revealed that infact 272 constables were recruited instead of 336. Out of 272 constables so recruited, 31 belonged to Scheduled Castes & 17 to backward classes, showing a percentage of 11.39 and 6.25 respectively. The reason for this shortfall as intimated by most of the units was that suitable candidates of reserved categories were not found available.

3. The committee wanted to know how many Scheduled Castes were recruited in class IV after discounting for jobs which are traditionally held by members of S.Cs., particularly the committee was keen to know the percentage of recruitment to the post of peons.

The requisite information is as under :—

Total No. of Class IV employees	S.Cs. %	Shortfall
1269	426	33.56

1

2

3

No. of Class 1079 • 236 21.87
 IV employees
 after discoun-
 ting for jobs
 traditionally
 held by S.Cs
 (133)

No. of Peons 57 10 17 45 2 45

The shortfall of 2.45% in case of peons is very nominal. If any recruitment is made in future on availability of vacancies, this will be made good.

The Committee was informed by the Department that there is no provision for reservation while preparing list for B-I, according to Punjab Police Rules, 13.7 and High Court rulings. The Committee, therefore, observed that to protect the rights of Scheduled Castes for promotion to B-I, there should be some reservation. The Committee, therefore, recommend that the Department should take effective steps either to amend the above referred to rules or issue some instructions so that the interest of Scheduled Castes candidates are

Rule 13.7 of the PPR 1934 deals with the selection of candidates for admission Courses at Police Training College.

There is no provision for reservation under this rule. However, prior to 1980, there was a practice of giving 20% reservation to the candidates belonging to Scheduled Castes. This reservation to list B-I was stopped after an amendment vide notification No. GSR/31/CAS/1861-SS-2 & 7 Amd(1) dated 18-3-80. The Hon'ble Punjab and Haryana High Court also took the same view, as pronounced in CWP No. 223/1981 and CWP 948/1982 that the reservation is not applicable in the

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

safeguarded. The steps taken in this regard or the policy so framed by the Government, be intimated to the Committee.

preparation of list B-I by the Police Department. An advice to this effect was also issued by the Financial Commissioner & Secretary to Government Haryana, Home Department vide memo No. 19/47/81-HGI dated 5-3-82. The matter has also been enquired from the Para-military forces i.e. BSF, C.R.P.F & I.T.B.P. and there also, there is no reservation. As such there is hardly any justification for reservation in preparation of list B-I

The above position has been conveyed to Government on 27-11-91 by the Director General of Police. The matter will be further examined, keeping in view the recommendations of this House 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.

The roster registers have been prepared by all Police units in accordance with Government instructions. The Social Welfare Department, Haryana can inspect the roster registers of the Police units.

The Committee would like to have a copy of inspection report and the latest position.

INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1 The Department informed that the _____ posts in Group 'A', Cadrewise position & 'B' are filled up of employees/ be direct recruitment and also by representation of Scheduled Castes 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 Adviser/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.	2 Efforts have been made by the department to fill up one post of Assistant Director/Assistant App. Advisor/Principal, I.T.I., in the Group 'A' which is reserved for Scheduled Castes. This post was got advertised through Haryana Public Service Commission but no suitable candidate from Scheduled Castes category was available. Steps are being taken to fill up this post through approved sources time and again. But due to non-availability of the suitable candidates belonging to Scheduled Castes, this post is still lying vacant. So far as Group 'B' posts are concerned, there is no shortfall in this Group.	3 The Committee would like to know the progress made in this regard as also the action on the recommendation of the Committee as in the 16th Report.

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

	No. of posts S.C. candidates sanctioned in position as on 9-2-1979 on 9-2-1979	
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 to 31-3-89		No. of posts filled by S.C. from 9-2-79 to 31-3-89	
	Direct Pro-motion		Direct Pro-motion	
GROUP 'A'	5	3	8	—

		1						2						3					
		1		2		3		4		5		6							
GROUP 'B'		55	14	19*	2	1													
GROUP 'C'		1265	1152	439	177	76													
GROUP 'D'		360	487	—	138	—													

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

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

1. Total No. of short fall = 58 (i) Shortfall in promotional posts = 10
 (ii) Shortfall against recruitment posts = 48
 direct

2. The position regarding short-fall 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 short-fall in case of direct recruitment posts is explained as under :—

(i) Total reserved for S.C.	213
-----------------------------	-----

1	2	3
(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	
(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	

Besides 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.	Total posts filled by P.S.C.	Total posts filled by H.P.	Total posts filled by Promotion
--	--------------------	----------------------------	------------------------------	----------------------------	---------------------------------

Group 'A'	1986-87 4	—	2	2	—
	1987-88 1	—	—	1	—
	1988-89 1	—	—	1	—
Group 'B'	1986-87 6	—	4	2	—
	1987-88 —	—	—	—	—
	1988-89 —	—	—	—	—

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S.S.B. Pro- motion Exchange	Employ- ment Exchange				
Group 'C'	1986-87	285	55	9	68 208
	1987-88	260	35	1	63 196
	1988-89	244	44	82	79 83
Employment Exchange					
Group 'D'	1986-87	24	2	2	24
	1987-88	33	10	33	
	1988-89	13	5	13	

It will be seen from the above figures that no representation has been given to Scheduled Castes in Group 'A' posts as also the short fall 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 :—

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

From the above figures, the Committee observed that due representation has not been given to the Scheduled Castes by the department in the absence of 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 this connection, it is submitted that recruitment in this department is made strictly in accordance with the Government instructions issued from time to time and appointments are made only through the approved source i.e. S.S.S.B./H.P.S.C. However, some adhoc appointments are made to meet the stop gap arrangements after obtaining N.A.C. from the Employment Exchange. On such occasions due representation is provided to Scheduled Castes/Scheduled Tribes as per reservation policy of the Government.

The Committee would like to know the latest position as also the action taken on the recommendation of the Committee as in the 16th Report.

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The Committee would like to know the latest position as also the action taken on the recommendation of Committee as in the 16th Report.

As per Committee's recommendations, the posts will be filled up from the Scheduled Castes candidates as and when the next post arises.

In reply to a question of the Committee, the department informed by way of written reply that certain reserved posts were filled up from non-Scheduled Castes and the following figures were supplied in this respect. It was also informed that although the Government instructions regarding reservation of posts were followed, but one post of Instructor was not filled up in-advertently

1986-87 1987-88 1988-89

Group 'A'	—	—	—
Group 'B'	—	—	—
Group 'C'	1	4	—
Group 'D'	—	—	—

In view of the above, the Committee recommend that the error which has

occurred at the time of calculation of posts, should be rectified and the next vacant post be offered to the Scheduled Caste employees under intimation to the Committee.

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/Scheduled Tribes	20%
2.	Ex-Serviceman/Their wards	16%
3.	Backward Classes	10%
4.	Backward Area	2%
5.	Outstanding sportsmen/women	2%

It was also informed that a separate policy for admission under the Teachers Training Course has been

No action has been taken by the Govt.

Since no reply has been received till the finalisation of Report, the Committee would like to know the reasons for this as also the latest action on the recommendation of the Committees in the 16th Report.

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framed, the details of which are given as under :—

Sr. No.	Category	Percentage
1	Scheduled Castes/ Scheduled Tribes	20%
2.	Ex-Serviceman/Thier 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

No action has been taken by the Government

Since no reply has been received till the finalisation of Report, the Committee would like to know the reasons for this as also the latest action

on the recommendation of the Committee as in the 16th Report.

Scheduled Castes under the Special Component plan during the year :—

Expenditure in lakhs							
Name of Scheme	1986-87		1987-88		1988-89		Total
	Ear-mar-ked	Spent Ear-mar-ked	Spent Ear-mar-ked	Spent Ear-mar-ked	Spent Ear-mar-ked	Spent Ear-mar-ked	
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
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
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.

In this connection, it is submitted that out of two cases of untouchability which are in the notice of the department, Shri Jai Varat Sharma, Vice Principal was served with charge-sheet under Rule 7 of the P&A Rules, 1987 and after enquiry he has been given the punishment of stoppage of one increment without cumulative effect.

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

In an another case, Shri Pawan Kumar Jain, Assistant has been charge-sheeted under Rule 7 of the Punishment and Appeal Rules, 1987. Shri H.L. Bhutani, Dy. Apprenticeship Advisor has been appointed as Enquiry Officer for making enquiry into the matter. After receiving the enquiry report, further action will be taken accordingly.

LABOUR DEPARTMENT

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Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1 Cadre wise number of posts and representation of Scheduled Castes 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. After persuing 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 group may be wiped	2 The proposal regarding sanction of one post of Junior Scale Stenographer and other staff for Senior Assistant Director, Industrial Safety and Health, Hisar is under consideration of the State Government. As soon as the post of Junior Scale Stenographer is sanctioned, the shortfall shall be made good. The Government did not find proper justification regarding sanction of six posts of Labour Officers-cum-Conciliation Officers with supporting staff including six posts of Steno-typists. However, the Department has been asked to handle the work through the present conciliation machinery.	3 The Committee is not satisfied with the reply submitted by the Government and would like to know the Government to implement its recommendation as in the 16th Report

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off within six months and the Committee be also informed about the steps so taken.

Payment of wages

During the oral examination, it was pointed out by the Committee that the workers in various Factories are getting their full wages. The departmental representatives informed that it is one of the functions of the Labour Inspectors/Labour Officers/Labour Commissioner to see that no discrimination is made amongst the employees with regard to the payment of wages and also that full wages are paid to the 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 alongwith the labour, the problems of labourers have increased

The Government did not find proper justification regarding sanction of six posts of Labour Officers-cum-Conciliation Officers with supporting staff including six posts of Steno-typists. However, the Department has been asked to handle the work through the present conciliation machinery.

The proposal regarding sanction of Supporting staff for the Labour Officers-cum-Conciliation Officer, Kurukshehra is under consideration of Govt.

The proposal regarding sanction of supporting staff for Labour Welfare Officer (Women) is under consideration of the Government

The Committee is not satisfied with the reply submitted by the Government and would like to know the Government to implement its recommendation as in the 16th report.

manifest. The Committee, therefore, recommend that the department should be provided with adequate staff by the Government so that the inspectors 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.

Framing of Service Rules in respect of Group 'A' and 'D' Services are under finalisation.

The Committee would like to know the latest position in this case alongwith a copy of the Service Rules.

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

Cadrewise strength of Board and representation of Scheduled Castes

After pursuing 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

2 No. Stastical Assistants, 3 No. Assistants, One No. Assistant Environmental Engineer and One No. Environmental Engineer have been reverted back to their parent departments and 2 No. assistants from the Board's employees have been promoted as per roster.

The Committee would like to know the latest position within three months about the other posts as mentioned in the original recommendation of the Committee.

without obtaining the approval of the Committee headed by the Chief Secretary. The Committee was sorry to know that the instructions issued by the Government in September, 1989 in this regard were not in the knowledge of the Board's representatives.

In view of the above observations, the Committee recommend that various posts in different 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

Officers of the Boards are sent on training courses in rotations. However, while deputing officers on training courses, the interest of the scheduled castes officers, if any available, will also be watched.

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

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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.

PUBLIC WORKS (B & R) DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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 (<i>Annexure—D</i>). The reasons for shortfall in Group 'A' (Civil) & Group 'B' are given in <i>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.</i>	As desired by the Committee the matter has been reviewed and steps taken to wipe off the shortfall in various categories, where there was a shortfall, has been explained in the written reply	The Committee would like to know the progress made in this regard in the light of the Government instructions and would like to its original recommendations to be implemented.

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, recommends 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.

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

This relates to Chief Secretary's Office, to whom this case has been referred.

The Committee would like to know the latest position within three months.

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**

✓ The matter is being taken up with the department of Social Welfare for SCs./STs. and Backward Classes for imparting Special Coaching to S. C. Engineering Graduates/AMIE candidates. However, it is intimated that since 1987, full quota of SCs. in the Asstt. Engineers (Civil) category was filed as sufficient number of SCs candidates were available.

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

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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
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Class-I	Nil	Nil	Nil
Class-II	Nil	Nil	Nil

Class -III :

J.E. (Civil)	Nil	3	3
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Explained against the item "Cadre-wise position of Employees/representation of Scheduled Castes".

The Committee recommended that various posts in different cadres should be filled up by the Department by recruiting its own officers/Officials instead of taking them on deputation so that the required number of Scheduled Castes are also recruited and their interests are safeguarded and the shortfall is recouped.

J.E.(Mech.)	3	3	2	(of 87-88)
				(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 explained in the written reply.

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 backlog could be rechecked.

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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 along with the amendments, if any, made in them may be sent.

A copy of each service rule pertaining to the various services of this department is enclosed for worthy Chairman.

The Committee is not satisfied with the action taken by the Government on the recommendation of the Committee as given in the 16th Report. The Committee, therefore, recommend that the amendments be made in the Service Rules and a copy of the said rules 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:—

Explained against the item "Cadre-wise position of Employees/representation of Scheduled Castes."

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

Category	Advertisements made
	1987-88 1988-89 1989-90

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Class-I Nil Nil Nil

Class-II

Civil	15 (inc. 3 SCs)	11 (inc. 2 SCs)	Nil
Elect.	Nil	Nil	Nil
Mech.	Nil	1	Nil
Hort	Nil	Nil	Nil

Class-III

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		
	1987-88	1988-89	1989-90

Class-I

Nil	Nil	Nil
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Class-II

Civil	15 (inc. 3 S.Cs)	11 (inc. 2 S.Cs)	—
Elect.	1 (Against requisition sent in 86/87)	Nil	Nil
Mech.	2 (Against requisition sent in 86/87)	Nil	Nil
Hort.	Nil	Nil	Nil

Class-III

J.Es. (C)	Nil	69 (Against requisition sent in 1982)	16
J.Es.(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 instructions. The Committee, therefore, recommend that this process may be reviewed with information to the Committee.

Explained against the item "Cadrewise position of Employees/representation of Scheduled Castes",

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

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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 the 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.

In order to improve the performance of the SC candidates studying in the Polytechnics, there is already a provision in the Technical Education Department for special coaching for SC students. This provision of Special Coaching is not available to the SC students studying in the Engg. Colleges at Kurukshetra and Murthal. This provision of special coaching is available in the Punjab Engg. College at Chandigarh.

The matter is being taken up with the Technical Education Department, Haryana, to approach the Government for making similar provision of special coaching in case of Degree students for the benefit of SC candidates as is provided for Polytechnics in Haryana as also in the Punjab Engg. College at Chandigarh.

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

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

Previously, Govt. had advised that roster is to be framed w.e.f. 9-2-1979 but reservation is to be given for reserved category on the posts arisen after 11-8-1988. But Govt. has now clarified in May, 1991 that reservation in promotion is to be given w.e.f. 11-8-88 because in our Service Rules the criteria for promotion is Seniority-cum-Fitness. In view of the new clarification of the Govt., a new roster register has been framed w.e.f. 11-8-88 and to be operated w.e.f. the same date. As per new roster register 6 posts of Circle Supdts have been filled in so far out of which one post i.e. at Sr No 4 goes to SC candidate and the same has been given to a SC candidate hence there is no shortfall.

- (i) There is no reservation for any category in promotion in Class-I and Class-II and as such the register is only for the direct recruits and not of promotees
- (ii) Every page of the register has been signed by the Director Research and Design, who is Liaison Officer.

(iii) Needful has been done.

- (iv) It is submitted that direct recruitment of S.D.E. (C) is made through the H.P.S.C. and H.P.S.C. supplies merit

The Committee would like that the Government should review whole position afresh in this regard.

also been observed that the Scheduled Caste employees should have been given post 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".

list of candidates selected for the said post. This list cannot be changed or disturbed. In the list supplied during the year 1983 the name of Sh. Satish Kumar appears at Sr. No. 4 which posts is for reserved category Sh. Satish Kumar belongs to General category, as such it was indicated that no Scheduled Caste candidate is available against this post. The name of Sh. B.S. Dahiya who belongs to SC Category appears at Sr. No. 32. Although this post was meant for B. C. Category but Sh. Dahiya was adjusted as SC candidate.

(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

In the questionnaire that was received from the Committee it was desired that a table of Group-'A' and Group-'B' officers working in the department be furnished to the Committee for its perusal. Accordingly, a copy of Organisation Chart pertaining to all Group-'A' and Group-'B' officers of the department was supplied to the Committee. However, subsequently Committee desired information in a tabular form indicating details of controlling officers and no of officers working against each Controlling Officer may be furnished. The requisite information was accordingly supplied to the Committee in the subsequent meeting. Hence in this way the requirement of the Committee was met with.

The Committee would like to know the action taken in its original recommendation.

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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.

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.

The Liaison Officers are maintaining these registers.

The Committee would like to know the total number of complaints received and action taken thereon.

Necessary steps have already been taken and requisitions, where due, have been sent to HPSC and S.S.S Board.

The Committee would like to know the latest position.

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.

The services of adhoc employees with two years service as on 31-12-90 have now been regularised as per Haryana Govt. notification dated 28-2-1991.

The Committee would like to know if there are any more adhoc employees yet to be regularised. If so, the detailed information may be supplied.

ANNEXURE—D

REASONS FOR SHORTFALL

(i) Class I (Civil) :

After the formation of Haryana, a requisition for two posts of Assistant Executive Engineer (Class-I Junior) was sent to HPSC during the year 1967. the requisition was enhanced to three posts and revised requisition was sent to the 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 two candidates of general category out of which only one 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 the 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 4/80. The H.P.S.C. again advertised 11 posts including two posts of S.C. category during the year 1982, but the names of only three candidates of general category were recommended during 8/84. Remaining 8 posts including two 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 Department 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 de-reserved after following the procedure as prescribed in Government instructions.

(ii) Class II (Civil) :

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 14-11-1969, recommended 58 candidates including 2 candidates belonging to Scheduled Castes category, one for B.C. The balance 12 Nos. reserved posts for S.C. were re-advertised by the H.P.S.C. in Sep., 1970. The Commission recommended 3 Scheduled caste candidates who joined the department 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 candidates and 2 were reserved for B.C. Against this requisition, only 2 Scheduled caste candidates were recommended by the 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 department in July, 1971. Accordingly, Haryana Government vide memo-No. 5027-PW-3 (SC)/71/22735 dated 22-8-1971 requested H.P.S.C. to re-advertise the balance

posts of S.C. candidates. The Commission advertised 27 posts of Assistant Engineers (Civil) (exclusively for S.C. candidates) vide its advertisement No. PG/24/70/20175 dated 22-1-1974 but no S.C. candidate was recommended to the department against this advertisement. Thus, the posts lapsed in terms of Chief Secy to Govt. Haryana Govt. letter No 2812-2GS-76/11572 dated 5-5-1976 which stipulated that un-filled reserved posts shall be carried forward for a maximum period of two years

In the year 1976, a requisition for 20 posts of A Es (Civil) was sent to the 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 Government 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 Government, the Commission advertised 47 posts of A.Es (Civil) vide its advertisement No 1 dated 8-4-1977.

The Commission in November, 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 belong to S.C. category. The offer of appointment was issued to them but they did not join. The shortfall in the S.C. category as carried on to the next requisition placed with the H.P S C.

During the year 1980, a requisition for 51 posts of A.Es (Civil) was sent by the Government to the 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 (Advertisement No. 2). Against the requisition of 51 posts, Commission recommended 39 candidates including two candidates of S.C. category and 5 from B.C. category vide letter No. RG-III-80/14736 dated 13-8-1982.

Out of these 39 candidates, 36 joined the department in 1983 including two candidates of S C. category and four from B C. Category. The remaining 12 posts meant for S.C. category were re-advertised by the H P S C. in 11/82. The H.P.S C vide its No. RG-III/84/12880 dated 7-3-1984 recommended only one S.C. candidate, 10 candidates of general category and one candidate of B.C. category during the year 1984. But the candidates of S. C. category did not join. Thus, the remaining 11 posts of S C. category lapsed in terms of Haryana Govt. circular letter No. 38/2018-2GS-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 1/87 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 Dt. 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 2/88. 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 39 candidates, out of which 8 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.

From 1-11-66 to 31-3-90, 257 persons joined this deptt. as Temporary Assistant Engineer (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	1
3. Posts lapsed	38 (27—11) vide para 2 and four above
	51

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

(Elect)

Since formation of Haryana till today 34 vacancies of direct recruits i.e. Sub Divisional Engineer Elect. had arisen and out of these, 7 vacancies fell into the share of Scheduled castes candidates. Against seven vacancies, 6 candidate joined this Deptt. A requisition for one post of S.C. candidates and one candidate of general category was sent to H.P.S.C. during 8/86.

The H.P.S.C. recommended candidate one of general category during 4/87 while intimating that no candidate of S.C. category applied for the post. Thus one post meant for S.C. category was carried forward 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.

Mech.

Since formation of Haryana only 25 vacancies had occurred for direct recruits. Out of these 25 vacancies total 17 vacancies had arisen upto 9-2-69, when the roster for reservation of vacancies for Scheduled caste, B.C. and E.S.M. was introduced by the Government. Upto that date i.e. 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 had joined the Deptt. upto 9-2-79, one post meant for S.C. candidate had lapsed. After 9-2-79 as per roster of vacancies 8 posts for direct recruitment had arisen, out of which two posts i.e. at Sr. No. 4 & 8 were meant for S.C. candidates. Against these two posts one candidate has already joined the Deptt. on his selection through H.P.S.C. during 1987 and the second vacancy has been held by an adhoc appointee by securing stay order against his termination from Hon'ble High Court. The stay order are still in operation.

(Hort.)

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

III. Junior Engineer (Civil)—Shortfall of 3 candidates

A requisition of 100 posts of Junior Engineers (Civil) as per categorywise break-up given below, was placed with the S.S.S.Board vide this office memo No. 34/E-II dated 4-1-82 :—

General Category	17
Scheduled Castes	36
Ex-servicemen	35
Backward Classes	12
Total	100

Thereafter Govt. imposed a cut on the staff and on the basis of available vacant posts, a revised demand reducing the posts from 100 to 85 was sent to S.S.S.Board vide this office memo No. 100226/E-II dated 4-12-85 as per break up given below :—

General Category	14
Scheduled Castes	31
Ex-servicemen	30
Backward Classes	10
Total	85

In response to the above requisition, S.S.S.Board recommended 120 candidates vide their memo No. S.S.S.Board (Confd.)-86/82 dated 9-5-86 as

per categorywise break up given below :—

General Category	45
Scheduled Castes	36
Ex-serviceman	23
Backward Classes	16
Total	120

From the above merit list of the board, 16 S.C. candidates and 7 B.C. candidates were appointed during 1987 & 1989. Besides this, 15 candidates belonging to S.C. category and 9 candidates belonging to B.C. category were already working on adhoc basis and had got stay orders from the court against the termination of their services and were adjusted against the balance posts of both the categories out of the list recommended by the Board.

Junior Engineers (Mechanical)—Shortfall of 2 candidates

From 9-2-79 to 31-3-90, 27 posts of Junior Engineers (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. Reminders have been issued to the Board vide memo No. 17997/EIII dated 28-12-90 and No. 16020/EIII dated 11-9-91.

Assist ant Draftsman (Civil)—Shortfall of one candidate.

During 1988-89, 32 posts of Asstt. Draftsman were filled by direct recruitment, out of which 6 posts were meant for S.C. category as per roster. There was one shortfall of S.C. category from 1987-88 and hence the total posts meant for S.C. category was $(6+1)=7$. The S.S.S. Board recommended 6 candidates of S.C. category in Oct., 1988 for appointment as Asstt. Draftsman. All the S.C. candidates recommended by S.S.S. Board during 10/88 were appointed to the post of Asstt. Draftsman. The shortfall for SC category remained one at the end of year 1988-89. The S.S.S. Board was requested to recommend the candidate to fill one post of S.C. category. The S.S.S. Board has recently desired to modify the requisition in view of the Chief Secy. latest instructions after regularising the services of adhoc employees who have completed 2 years service on 31-12-90. Since there was no Assistant Draftsman working on adhoc basis, the S.S.S. Board has been informed vide memo No. 9036 dated 14-10-91 that the requisition already sent needs no modification and the S.C. candidate may be sent for filling the post for Assistant Draftsman.

GENERAL RECOMMENDATIONS

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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 Reservation in promotion for Class I & II posts	The Chief Secretary to Government Haryana vide its letter No. 22/32/91-3 GSIII, dated 18-7-91 has informed that the matter has been considered by Government and decided that no reservation in class-I and Class II post be given. The matter has again been referred to the Chief Secretary to Government Haryana for re-consideration	The Committee would like to know the latest position in this case
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.	The matter has been referred to the Chief Secretary to Government Haryana vide this office letter No. EC-1/91/22759 dated 16-8-91 and his reply is awaited.	The Committee would like to know the progress made in this regard.
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		

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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.

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

The matter has been referred to the Chief Secretary to Govt. Haryana vide this office No. EC-1/91/22759 dated 16-8-91 and his reply is awaited. The Committee would like to know the progress made in this regard

Maintenance of Roster Register

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.

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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.

The matter has been referred to the Chief Secretary to Governments Haryana vide this office letter No. EC-1/91/22759 dated 16-8-91 and his reply is awaited.

The Committee would like to know the progress made in this

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 Heads 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 Casts 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.

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