

Vice-Chairman

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES**

(1992-93)

(EIGHTH VIDHAN SABHA)

EIGHTEENTH REPORT

ON

**Reservation/representation of Scheduled Castes in the
Agriculture Department, Transport Department,
Rehabilitation Department and Haryana
Harijan Kalyan Nigam; and the action
taken by the Government on the
recommendations contained in
its Seventeenth Report.**



Presented to the House on... 12 MARCH 1993

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH**

1993.

CONTENTS

	<i>Pages</i>
1. Composition of the Committee ✓	(iii)
2. Introduction ✓	(v)
3. Report ✓	
(i) Agriculture Department ✓	1
(ii) Transport Department ✓	1
(iii) Rehabilitation Department ✓	2
(iv) Haryana Harijan Kalyan Nigam ✓	2
(v) Study Tour ✓	2
4. General Recommendation	2
5. Implementation of recommendations/observations contained in the Seventeenth Report regarding :- ✓	3
(a) Co-operation Department ✓	Received 20/5/93 4-5 Scrutiny on 26/5/93
(b) Education Department ✓	6-11
(c) Local Bodies Department ✓	Received 25/5/93 12-13
(d) The Haryana State Small Industries and Export Corporation. ✓	14
(e) Haryana State Electricity Board ✓	15-34
(f) Haryana Urban Development Authority ✓	35-39
(g) The Haryana State Federation of Consumers' Co-operative Wholesale Stores Limited ✓	40-43
(h) Police Department ✓	44-46
(i) Industrial Training and Vocational Education Department ✓	47-56
(j) Labour Department ✓	57-59

(ii)

	<i>Pages</i>
✓ (k) The Haryana State Board for the Prevention and Control of Water Pollution.	60—61
✓ (l) Public works (B&R) Department	62—78
(m) The Haryana State Cooperative Supply and Marketing Federation Limited.	<i>Revised</i> 79—94 21.5.93
✓ (n) General Recommendations	95—
✓ 6. Procedure for Implementation of recommendations/ observations made by the Committee in its Report	98—99

(iii)

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES FOR
THE YEAR 1992-93**

CHAIRMAN

Shri Mani Ram Keharwala

MEMBERS

1. Mohd. Aslam Khan
2. Shri Daryao Singh
3. Shri Jai Singh Rana
4. Shri K. L. Sharma
5. Shri Krishan Lal
6. Shri Lohri Singh
7. Shri Phusa Ram
8. Shri Ram Rattan

SECRETARIAT

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

(v)

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 Agriculture Department, Transport Department, Rehabilitation Department, Harijan Kalyan Nigam: and the action taken by the Government on the recommendations/observations contained in the Seventeenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. The report is based on the replies furnished by the Departments/autonomous bodies, 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 proceeding 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 Secretary/Deputy Secretary and his staff.

CHANDIGARH:
THE FEBRUARY, 24th, 1993.

MANI RAM KEHARWALA
CHAIRMAN.

REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes for the year 1992-93 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 11th March, 1992, 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 29th April, 1992.

The Committee held 40 sittings till-to-date,

In its first meeting held on 12th May, 1992, the Secretary, Haryana Vidhan Sabha addressed the Committee on behalf of the Hon'ble Speaker and explained the scope and functions of the Committee in detail. The Chairman while thanking the Hon'ble Speaker assured that the Committee will work for improving the lot of down-trodden section 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 are concerned.

The Committee selected the following departments/autonomous Bodies for examination during the year 1992-93: —

1. Agriculture Department. ✓
2. Transport Department. ✓
3. Rehabilitation Department. ✓
4. Haryana Harijan Kalyan Nigam. ✓

AGRICULTURE DEPARTMENT

The Committee for the year 1991-92 selected the Agriculture Department for examination but because the replies to the questionnaire were received from the Government vide letter dated 17th February, 1992, the Committee could not scrutinise the same. However, the present Committee scrutinised the above referred to replies.

The Committee for want of time could not proceed further for orally examine the departmental representatives.

TRANSPORT DEPARTMENT

The Committee constituted since 1988-89 had been selecting this department for examination but the department could not be examined by the previous Committees because of the facts mentioned in the reports for the respective years.

The replies to the questionnaire received from the Government on 25th May, 1992 were although scrutinised by the present Committee, yet the Committee could not orally examine the departmental representatives because of paucity of time.

REHABILITATION DEPARTMENT

The Government in the Rehabilitation Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 18th May, 1992 for supplying the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in the Rehabilitation Department within a fortnight. The Government supplied the material on 2nd July, 1992 and the same was scrutinised by the Committee.

The Committee could not further examine the departmental representatives because of lack of time at their disposal.

HARYANA HARIJAN KALYAN NIGAM

The Government in the Social Welfare Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 18th May, 1992 for supplying the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in the Haryana Harijan Kalyan Nigam, within a fortnight. The Government inspite of issue of reminder by the Haryana Vidhan Sabha Secretariat did not supply the desired information. However, the Managing Director of the said Nigam supplied the material on 1st July, 1992 which was scrutinised by the Committee in its meeting held on 20th July, 1992.

Since the Government did not respond in the matter, the Committee felt sorry about it and did not proceed further.

STUDY TOUR

The Committee undertook on the spot study tour to the states of Goa, West Bengal and the Union Territory of Andaman & Nicobar Islands during the month of September, 1992 for about a fortnight for discussing with the counter-part Committees of Goa & West Bengal and the Councillors of Andaman and Nicobar Islands, about the matters of common interests and to see the developmental works undertaken by them. During the course of the study tour, the Committee also visited Bombay, Bangalore and Madras.

In addition to the above study tour, the Committee also visited Faridabad on the 7th and 8th July, 1992 for its own meetings.

GENERAL RECOMMENDATION

During 1992-93, the Committee have observed that the departments do not send information required by the Committee inspite of reminders by the Haryana Vidhan Sabha Secretariat with the result the work of the Committee is paralysed and the Committee is unable to function properly. The Chief Secretary to Government, Haryana already issued instructions to all the departments on the subject which the Committee observed, have not been adhered to by various departments. The Committee, therefore, take a serious view of this and recommend that the Chief Secretary to Government, Haryana may again take up the matter with the Administrative Secretaries.

IMPLEMENTATION OF RECOMMENDATIONS /OBSERVATIONS CONTAINED IN THE 17TH REPORT

The Committee considered/scrutinised the action taken by the Government on the recommendations/observations contained in its 17th 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
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1

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 Castes, Ex-servicemen and Handicapped candidates was considered by the Department, if not, the reasons thereof.

The Committee recommended that the Chief Secretary to Haryana may look into the matter and direct the Co-operation Department to make up the reservation quota in all the Institutions/Boards working

2

The department has recouped the backlog by promoting 3 Sub-Inspectors (Audit) belonging to S.C. category to the post of Junior Auditors, 4 Junior Auditors belonging to S.C. Category to the post of Inspector (Audit) and one Inspector (Audit) belonging to S.C. category to the post of Senior Auditor.

The Committee be informed about the latest position.

File in D.O. 3
22/11/87

Staff service rules of the employees of Harco-bank, Haryana State Land Development Bank, Hated, Sugarfed, Dairy Fed Confed, Labour & Construction Ltd, Housing Fed, Infed, Handloom Apex Panipat, Sugar Mills, and Central Cooperative Banks provide for reservation as per State Govt. Policy. The Haryana State Coop. Development Federation Ltd, Chandigarh

The Committee be informed about the latest position.

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. ✓

has not framed their service rules but has adopted the State Govt instructions regarding reservations by passing specific resolution.

The detailed information as on 31-7-91 with regard to sanctioned posts, filled up posts and shortfall is given in Annexure 'A'. It is also added that these institutions have recruited 905 Scheduled Castes employees from 1-4-84 to 31-7-91 All the Coop. Institutions have been asked to make good the shortfall. ✓

Dr. J. K. Pillai
for the Govt. of Kerala
and for the Govt. of India
at the Ministry of Education
New Delhi
1-8-91

EDUCATION DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further obser- vation of the Committee												
1	2	3												
✓ The Committee, therefore, recommend that General level of literacy among Scheduled Castes well planned and concerted efforts should be made to raise the per-centage 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 under-stand 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 State Government/Department of primary Education has been making incessant and strenuous efforts to enrol and retain the children of scheduled caste families in Primary classes by launching a number of incentive schemes for them. The incentive schemes are as under :— <table><thead><tr><th>Year</th><th>Name of the scheme</th><th>Financial allocation (Rs. in lacks)</th><th>Approximate number of beneficiaries</th></tr></thead><tbody><tr><td>1992-93</td><td>Attendance prize to scheduled caste Girls</td><td>180.00</td><td>1,50,000</td></tr><tr><td>1992-93</td><td>Free Uniforms to Girls belonging to scheduled castes/weaker sections.</td><td>102.50</td><td>1,41,425</td></tr></tbody></table>	Year	Name of the scheme	Financial allocation (Rs. in lacks)	Approximate number of beneficiaries	1992-93	Attendance prize to scheduled caste Girls	180.00	1,50,000	1992-93	Free Uniforms to Girls belonging to scheduled castes/weaker sections.	102.50	1,41,425	The Committee be informed about the latest position.
Year	Name of the scheme	Financial allocation (Rs. in lacks)	Approximate number of beneficiaries											
1992-93	Attendance prize to scheduled caste Girls	180.00	1,50,000											
1992-93	Free Uniforms to Girls belonging to scheduled castes/weaker sections.	102.50	1,41,425											

1992-93	Free Stationery and writing materials to students belonging to scheduled castes/weaker sections.	60.00	6,00,000
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1992-93	Book Banks - Free supply of Text Books to students belonging to scheduled castes/weaker sections.	23.50	To cover all students in Primary classes.
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In addition to the above schemes, a special incentive scheme for children of Nomadic Tribes is also in operation. A sum of Rs. 50.00 Lakhs has been provided for the current year (1992-93). Under this scheme, a nomadic child is not only given cash incentive of Rupee One daily for attending the school, he/she is also exempted from payment of pupil's Funds upto Class V. Under another scheme of the Department of Welfare of Scheduled Castes and backward classes, a sum of Rs. 27.00 Lakhs has been provided to give stipend/scholarship to the children of Denotified Tribes and those engaged in un-clean occupations, such as Scavenging, Tanning Flaying etc.

The Department of Primary Education launched Special Enrolment Drives to enrol the out-of-school children in the age group 6-11 and achieved a major break through by enrolling 4.78 lakh additional children (Boys 2.62 lakh, Girls 2.16 lakh) against the enrolment Target of 62,000 additional children fixed for the current year i. e. 1992-93. Efforts are on to ensure their retention.

Special attention is being given to the girls' education. Five hundred Primary Schools, exclusively for girls were opened during the 7th Five Year Plan. A similar number of new schools is proposed to be opened during the 8th Plan period. To promote girls' education at the Primary Stage of Education, the State Government has decided to recruit male and female JBT teachers in the ratio of 40 and 60 respectively.

The Committee, therefore, recommended that the State Government should take early action to ensure that such rural inhabitants have Primary & Middle Schools within a walking distance so that more Scheduled Castes children from such inhabitations could be enrolled in these schools.

**Educational
Facilities in
Rural Inha-
bitations**

Primary Schooling facilities are available in the State within a radius of about one Kilometer. Almost every village has a Primary School/Primary Department/Classes. The State Govt./Department of Primary Education is determined to universalise Primary Education, by enrolling all the out of School children particularly those belonging to scheduled castes by the end of the current Five Year Plan.

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

Handwritten note:
"The Committee would like to know the detailed position in this regard."

Therefore, the Committee recommend that the Chief Secretary to Representation Government, Haryana may take up the matter with the Scheduled Caste persons D.P. Is. Schools and Higher Education to investing into the working of the service safe-guard 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.

3644 JBT teachers on the basis of their seniority had been promoted as Head Teachers in the year 1990. Out of these 2782 teachers availed of their promotions and joined as Head Teachers. Thereafter, 1070 more JBT teachers were promoted in the year 1991. The categorywise detail is as under:—

Sr. No.	Year	No. of teachers promoted	No. of teachers belonging to S.C. category
1.	1990	2782	313
2.	1991	1070	128

A proposal to promote JBT teachers as Heads teachers is under active consideration of the Deptt. Out of these 118 teachers belong to S.C. category who have atleast 6 years teaching experience as per policy laid down for the promotion of JBT teachers.

It may be relevant to mention here that 20% of the seats for the admission to the D. Ed. Course (JBT) are reserved for the candidates belonging to S.C. so that teachers of S.C. category may become available for considering them for recruitment as the candidate of this category are not available in adequate number at present.

One post in HES-II (female) has been filled up in Oct. 91. Requisition for 6 post meant for SCs has been sent to HPSC.

The Committee recommend that Government should make a special drive to recruit Scheduled Castes persons to wipe off the shortfall under intimation to the Committee.

Latest position

*List of Candidates
admission
categorywise
be submitted
in Committee*

*Latest position
be informed to
the Committee*

Headmasters

With the efforts 26 masters belonging to Scheduled Castes have been promoted as Headmasters during the period August, 1991 to July, 1992

Requisition for 13 posts reserved for Scheduled Castes has been sent to HPSC on 28.11.91 Recommendations are awaited.

Requisition for 17 posts reserved for scheduled castes has been sent to HPSC on 28.11.91 Recommendations are awaited.

1 mistress belonging to scheduled caste has been promoted as headmistress in July, 1992. 312 teachers were promoted as masters/mistress during the period July, 91 to June, 92 out of which 19 belonged to Scheduled Caste No other Scheduled Caste candidate with requisite qualification was available for promotion to the post of masters/mistress.

On the basis of advertisement the number of posts of masters filled between Sept. 91. to Feb. 92 is as under :

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	In compliance to instruction issued vide D.L.B. No. 6E-89/42961-43041, dated 19-9-89, 47 Municipal Committees have regularised the services of all the Safai Karamchari who have completed two years service. Detail is annexed at Annexure 'A'. Municipal Committee Ladwa and Hisar have regularised the services of few Safai Karamchari and cases of other employees are under consideration. Besides the above M.C Chhachrauli has informed that due to weak-financial position, services of Safai Karamchari could not be regularised and suggested that their employees may be adjusted/transferred to some other M.Cs. But suggestion of the M.C is not practicable/acceptable because services of Safai Karamchari are Municipal service and could not be transferred. Cases of Safai Karamchari of M.Cs. Kaithal and Hodel are in Courts as such final decision for regularisation can only be possible after the decision of the Court. Post of Safai Karamcharies have been created and further step to regularise the Karamchari will be taken soon. The matter relating Ambala City, Jagadhari, Rohtak, Thanesar, Meham, Sonapat, Ratia, Bhiwani, Siwani, Mohindergarh and Jind are under correspondence between M.Cs and the respective	The Committee would like to know the latest position.

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

Reservation Policy in Municipalities

Deputy Commissioners Final action for regularisation of services will be taken after the creation of posts

After the meeting held on 27-12-91 the Directorate has directed all the Deputy Commissioners that Roster Register should be prepared in respect of posts where Deputy Commissioners are appointing authority and posts should be filled up immediately in accordance with roster points. Again on 16-6-92 it was stressed upon to all the Deputy Commissioners through a demiofficial letter that necessary steps may be taken immediately to fill up the gap of reservation taken into account the roster register. It is worth to mention here that D Cs are the appointing authority in respect of district cadre and true picture regarding short fall in reservation can only be as certain from consolidated list of employees of the District Information regarding shortfall against all the category of employees has not been received from the D.C's. However, detail on the basis of information received from M Cs is annexed at Annexure 'B'. It is further submitted that in accordance with the decision of Govt instructions have been issued vide Directorate memo no 7E-90/2107-86, dated 25-4-90 to the effect that in future recruitment on all the district cadre posts will be made by a selection committee. The selection committee which consists of representative of Directorate, Deputy commissioner and Municipal Committee will ensure that recruitment is made strictly in accordance with the reservation policy.

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

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.

As regards shortfall in the representation of Scheduled castes in Class III posts in the Corporation, it is submitted that the Corporation has not made any recruitment w e f. 21-10-91 viz the submission of date of earlier reply presented the house on 25-3-92 except two officials appointed in the Corporation on the death of employees of the Corporation.

The Committee has perused the reply received from the Government and is of the view that the Corporation should make earnest efforts to wipe off the backlog and the Committee may be informed after taking action on this recommendation.

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

Regarding filling up of 10 posts of Clercum-typist from the members of S C, it is submitted that requisite approval of the State Government has been received subject to the condition of 10% cut and af taking into consideration of 10% cut no post of Clercum-typist remains available for filling up from the reserved categories.

However, it is assured to the Committee that as and when any posts are available the first priority will be given to clear the backlog.

HARYANA STATE ELECTRICITY BOARD

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1 <u>Class-III posts</u> From the perusal of the material supplied by the Board, the overall representation of Scheduled Castes in Class-III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in the year 1986-87. But it has been noticed that out of 21427 categories of posts representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32923 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.	2 (i) As already stated in the Board's reply to the 16th report as well as supplementary note on the replies of observations raised by the committee on the welfare of Scheduled Castes of Haryana on 4-12-91, the reason for shortfall in the Class-III posts (Technical & Non Technical) is that the eligible Scheduled Caste Employees are not available in the lower cadre for further promotion to the upper cadre posts. Keeping in view of the above facts, the Board has overhauled recruitment & promotion policy in respect of Class-III (Technical & Non technical posts) thereby increasing the quota of direct recruitment in upper cadre posts as well as initial posts so as to provide more entry of the candidates belonging to S.C. communities in such cadre posts. This step of the Board will help in minimising the shortfall/backlog of SC candidates in higher/initial (technical/Non technical) Class-III cadre posts. The revised recruitment & promotion policy of the Board in this regard is as under. —	3 The Committee would like to know the latest position.

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

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

S. No	Category of post	Previous recruitment & promotion policy	Amended recruitment & promotion policy.
1.	Divisional Accountant	No direct recruitment	50% by direct recruitment
2.	U.D.C.	—do—	25% —do—
3	Asstt. Store Keeper	—do—	50% —do—
4.	Store Munshi	—do—	50% —do—
5.	Junior Engineer		
	(a) Field	50% by direct recruitment	60% —do—
	(b) Sub-Station	No direct rectt.	40% —do—
	(c) Carrier	—do—	60% —do—
	(d) Test	—do—	60% —do—
6.	Junior Engineer/Gen.	—do—	50% —do—

7. Foreman Gr-1 No direct recruitment 10% by direct rectt.

8. Asstt. L/Man 25% by 50% —do—

9. Shift 50%—do— 100% —do—
Attendant

(ii) As already intimated, the Board vide its letter dated 29-10-91 has lifted the ban on direct recruitment of staff against regular posts. Keeping in view of the above, the Board has since advertised the following vacancies in respect of Technical & Non Technical posts through press in following manner :-

Sr. No.	Name of category,	Previous short fall	Nos. of advertised	Posts meant for SC (candidates Out of Col 4)	Total No. of posts meant for SC candidates Out of Col 4	No of posts advertised for SC	Shortfall as on 30.6.92 (Out of Col. 6-7)
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1	2	3	4	5	6	7	8
1. Junior Engineer.							
(a)	Field.	61	36	7	68)	15	71
(b)	Sub-Stn.	10	21	4	14)		
(c)	Test	3	5	1	4)		

SC, Category at 71
 JB (Field) 15
 on 30.6.92
 71
 Shortfall 71

1	2	3	4	5	6	7	8
2.	Steno-typist	5	22	5	10	4	6
3	Pharmacist	1	3	1	2	1	1
4.	Laboratory Attendant.	2	84	19	17	17	Nil
5.	Carrier Ated.	1	47	9	8	8	—
6	Asstt. L/M	262	791	159	421	408	13
7	Shift Attendant	42	250	50	92	90	—
8.	Jr. Draftsman	25	50	10	35	35	1
9.	Jr. Scale Steno	19	22	4	23	20	3
10.	L.D.C.	154	199	39	193	180	13
11	M R	41	165	33	74	71	3
12	S/Guard	3	116	24	27	27	—
13.	B Ed Teacher						
	(a) Social Study	—	1	—	—	—	—
	(b) Math	—	2	1	1	1	—
	(c) Science	1	2	1	2	2	—
	(d) Hindi	—	2	1	1	1	—
	(e) Sanskrit	—	1	—	—	—	—
	(f) Home Science	—	1	—	—	—	—
	(g) Art & Craft	—	1	—	—	—	—

1

2

3

quota meant for Scheduled Castes Candidates comes to 359, where as only 92 postes 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 postes and recommend that some positive steps be taken by the Board to ensure due representation of Scheduled Castes on the post.

been checked by the Joint Inspecting Party consisting of representatives from the State Govt (Office of SC & BC Classes Welfare Deptt. Haryana) as well as representatives from the Board

the latest position.

After examining the Roster Register by the Inspecting Party, the position of shortfall/backlog as well as overall representations of employees in the cadre of UDC is as under :—

(A) Overall representations of SC employees as on 30-6-92 in the cadre of UDC —

Cadre Strength	Working position (Out of Col. 1)	Overall representation of SC employees (Out of Col. 2)
1675	1526	52

(B) Net shortfall as on 30-6-92 in the cadre of UDC is as under :—

Total Nos. of posts filled by w e f. 9-2-79 to 30-6-92	No. of post meant for SC Candidates according to Roster Register (Out of Col. 1)	Total Nos. of SC employees promoted/appointed (Out of Col. 2)	Net short-fall as on 30-6-92 (Co. 1-2)
838	168	88	80

UDC - Shortfall
in, (Co. 1-2)
80
Backlog

(ii) To wipe of the shortfall/backlog of SC employees in the cadre post of UDCs, the committee desired that 75% posts of UDCs be filled up by promotion and 25% through direct recruitment by relaxing the service rules. On the recommendations of the committee on the welfare of SC of Haryana, the Board revised the Recruitment & Promotion policy of UDC for filling up the posts/vacancies of UDCs thereby providing 25% for direct recruitment

(iii) As desired by the committee the Board vide its memo No Ch. 117/NEG/G-1281 Bn. 88 dt 29-10-91 has lifted the ban for direct recruitment of staff against regular posts. Keeping in view of the above, the question of filling in 200 posts of UDC through advertisement or otherwise to recoup the existing shortfall of SC employees in this cadre is under active consideration of the Board

UDC - Shortfall
in, (Co. 1-2)
80
Backlog

UDC - Shortfall
in, (Co. 1-2)
80
Backlog

(iv) It is assured that sincere efforts would be made by the Board to wipe off the backlog against existing vacancies as and when the post of UDCs are advertised and selection made.

The Committee would like to know the latest position.

As already stated in the Board's reply to the 16th report as well as supplementary note, the posts of Store Keeper are filled up by promotion from amongst the Asstt Store Keeper who have passed the prescribed departmental Accounts Examination. There is no direct recruitment for this cadre.

ii) There was a shortfall of 6 Nos. SC candidates as on 31-3-91 in the cadre of Store Keepers. Thereafter 13 posts of Store Keepers have been filled from 1-4-91 to 30-6-92 out of which 9 posts (i.e. previous shortfall 6+3 due representation) go to the share of SC categories but only 3 posts have been filled up with the eligible personal of SC categories and thus the previous shortfall of 6 Nos. could not be recouped.

iii) Keeping in view of the above backlog, it is mentioned here that necessary instructions have been issued to the CE/Commercial of the Board vide memo. No. Ch. 136/SC/BC/W-179 dt. 23-10-92 to consider promotion of Asstt. Store Keepers belonging to the SC

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.

Storekeepers

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

communities to the post of Store Keeper as and when they become eligible, on priority basis and recoup the shortfall at once

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

The quota meant for Scheduled Castes candidates comes to 469, whereas only 231 posts have been filled up from amongst the Scheduled Castes candidates. The reasons for the shortfall of 238 posts as stated by the Department/Board were that there is a ban on fresh recruitment for the last seven years and shortfall can only be removed after the ban is lifted.

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

The Committee would like to know the latest position

As already stated vide supplementary note in the Board's reply there was a shortfall/backlog of 143 Nos SC candidates in the cadre of LDC as on 30-9-91 keeping in view of the above shortfall and further recommendations of the committee, the Board lifted the ban of direct recruitment and advertised 199 posts of LDCs, out of which 180 posts (i.e. previous shortfall 143 + 37 due share quota) have been reserved for the candidates belonging to the SC community as per standing instructions of Reservation policy. Thereafter 70 posts of LDCs were filled up from 1-10-91 to 30-6-92, out of which 16 posts go to the share of SC communities but 5 posts have been filled up from amongst the candidates belonging to SC communities and thus the shortfall as on 30-6-92 comes to 154 posts as per Annexure 'B'. In fact the interviews against these posts are going on and selection is expected shortly.

It is assured that sincere efforts will be made to wipe off the existing backlog of SC's at the time of selection in the Cadre of L.D.Cs.

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

(i) There was a shortfall of 39 Nos. SC candidates as on 30-9-91. As per recommendations of the Committee, the Board has lifted the ban on direct recruitment and advertised 165 posts of M. R. out of

The Committee would like to know the latest position.

*Scheduled Committee
21.12.91
17.5.91*

Scheduled Castes candidates, whereas only 64 posts were held by Scheduled Castes candidates

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

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

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

which 71 posts (i.e. existing shortfall-39 +32 against due share quota) have been reserved for the SC communities to wipe off the previous backlog vide CRA-131. Thereafter 20 posts of M.Rs were filled up w.e.f. 1-10-91 to 30-6-92, out of which 4 posts go to the share of SC candidates against which 2 candidates belonging to SC communities have been appointed and thus the shortfall as on 30-6-92 comes to 41 posts. Presently the candidates are being interviewed by the Selection Committees and selection is expected shortly

(ii) It is assured that sincere efforts as well as due care will be taken to recoup the existing backlog/shortfall of SC candidates in the cadre of Meter Readers at the time of selection.

(i) As already stated in the Board's reply to the 16th report of the committee, there was a shortfall of 54 Nos. SC candidates as on 31-3-91. Thereafter 31 posts of Drivers were filled up from 1-4-91 to 30-6-92, out of which 6 posts go to the share of SC categories but 5 posts have been filled up with the personnels of SC communities and thus the shortfall as on 30-6-92 comes to 55. From

The Committee would like to know the latest position.

*File of SC candidates
is being maintained
by the Board
and the
selection
is being
expedited.*

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

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

the above, it is revealed that due representation is being given regularly by the Board to the SC candidates since 1-4-91 in the cadre of Drivers.

(ii) So far as the question to wipe off the existing backlog of SC communities in the cadre of Drivers is concerned, it is informed that the Board has lifted the ban vide its letter dt. 29-10-91 for direct recruitment of staff against regular post. However the issue of filling the post of Driver is concerned through Advertisement/or otherwise is in process of finalization and suitable action in this respect is expected very shortly.

(iii) It is assured that sincere efforts would be made by the Board to wipe off the entire backlog against existing vacancies of SC communities in the cadre of Drivers as and when the advertisement for the post is made.

As per Annexure —'B', the shortfall of 'SC' employees in the following technical cadre posts is as under. —

The Committee would like to know the latest position.

Name of the category	Shortfall as on 30-6-92
1. Junior Engineer Gr. I (Field)	30
2. Asstt. Foreman	15
3. Divisional Head Draftsman	+1

- (4) Junior Engineer (Civil); Junior Engineer (F) (Tech. Asstt);
 (5) Drafts-Sub.
 (6) Sub. Stn. Attendant
 (7) S S A;
 (8) Shift Attendant, and
 (9) Assistant Foreman.

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

- (i) Qualified persons were not available in general for Technical posts at the time of requirement;
 (ii) In promotional cadre posts, no Scheduled Casts 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

4. Draftsman	32
5. Junior Engineer (Civil)	35
6. Foreman Gr. I	15
7. Sub. Station Attendant	51
8. Asstt. Sub-Station Attendant	42
9. Shift Attendant	42
10. Junior Engineer Gr II	74
(a) (Field)	61
(b) S/Stn.	10
(c) Test	3
11. Pharmacist	1
12. Steno typist	5

A. Junior Engineer Gr. I and Asstt. Foreman :

- (i) As already stated in the Board's reply through the supplementary note of 16th report of the committee, the posts of JE Gr. I (Field) and Asstt. Foreman are filled up by promotion from

and restriction regarding experience was relaxed, they would be able to avail of their legitimate chances of appointment on these posts.

amongst the J.E. II Field and Line-man respectively. There is no direct recruitment quota for these posts.

- (ii) To wipe off the shortfall of SC candidates in the above cadres (i.e. JE-I and AFM) necessary instructions have been issued to the CE (Op) Zone, III of the Board vide memo No. C-135/SC/BC/W-179/ Vol. VI dated 23-10-92 and directed to consider the SC employees for promotion to the posts of JE-I (Field) and Asstt. Foreman on priority basis against their existing backlog,

B. Divisional Head Draftsman :

As mentioned above (Sr. No.3), the shortfall of 'SC' candidates in the cadre of Divisional Head Draftsman has already been recouped.

C. Foreman Gr. I

As shown above at Sr. No. 6, there is shortfall of 15 Nos. SC employees in the cadre of Foreman Gr.-I. As per Recruitment and promotion policy of the Board the 90% posts of Foreman Gr.-I are filled up by promotion from amongst the Foreman Gr. II who have completed 4 years service/experience as Foreman Gr.-II. At present no such candidates belonging to SC category is available in the cadre of Foreman Gr. II who have completed 4 years experience as Foreman Gr. II and who could

be consider for promotion to the post of Foreman Gr.-I. During 1989, 11 Nos of SC candidates were appointed as Foreman Gr.-II and they would be considered for promotion to the post of Foreman Gr.-I in July, 1993 after completing the required experience and thus the shortfall of SC candidates in the cadre of Foreman Gr.I is expected to be minimised.

**D. Sub Station Attendant/Assistant Sub-
Stn Attendant**

(i) As already stated in the Board's reply to the 16th report of the committee, the post of Sub-Station Attendant and Asstt. Sub-Station Attendant are filled up by promotion.

(ii) To wipe off the backlog of SC employees, necessary instructions have been issued to all SEs (Op) Circle in the Board vide Memo No. C-134/SC/BC/W-179 dated 23-10-92 to consider 'SC' employees; or promotion to the post of Sub-Station Attendant and Asstt Sub-Station Attendant on priority basis against there existing backlog.

**E. Junior Engineer-II (Field, Sub-Station
and Text.)**

As per Recruitment and Promotion policy

of the Board, the posts are filled in the cadre of Junior Engineer-II (Field) as under :—

By direct recruitment quota	60%
By promotion quota	40%

(ii) Keeping in view of the said policy, the shortfall of J E. II (Field) is as under :—

Total Shortfall as on 30-6-92	74 Nos.
In direct share quota	48 Nos.
In promotional quota	26 Nos.

(iii) During discussions of observations in 16th report, it was pointed out by committee on 4-12-91 that less representation was given to SC candidates while advertising 62 posts of JEs vide CRA 131. The matter was got investigated from the C E (OP) Zone-III Hisar who intimated that backlog of 62 (36 of direct recruitment and 26 by promotional posts) have not been taken into account while calculating the break up of figures meant for SC community. Apparently no backlog of SC should be included in earlier vacancies supplied by his office to the Board

(Recruitment Section) for advertising the posts.

(iv) As per assurance given in the meeting of the Committee on welfare of SC of Haryana, held on 7-1-92, the actual quota meant for SC communities (i.e. existing shortfall 36+12 due representation) in respect of JE cadre has already been intimated to the Board's Recruiting Agency with a request to fill up 48 posts instead of 15 Nos. out of the eligible personnel of SC communities who have applied against CRA-131 by reducing general category posts. However, the issue is being examined and appropriate decision in the matter will be taken at the time of selection of candidates, whose interviews are going on through various selection committees.

(v) It is assured that sincere efforts will be made to wipe off the existing backlog of SC community in the cadre of JE at the time of Selection. Further achievement made by the Board in this regard may be seen at Annexure-A.

(vi) So far as the question to wipe off the 26 Nos backlog existing against pro-

motion quota of SC communities in respect of JE cadre is concerned, necessary instructions in this regard have been issued to the CE (OP) Zone-II of this Board vide memo No. C-135/SC/BC/W 179 dated 23-10-92.

F. -Draftsman

As already stated in the (supplementary note) Board's reply to the 16th report of the committee, the post of Draftsman are filled up by promotion from amongst the Junior Draftsman. There is no direct recruitment quota for this post. At present, no such candidate belonging to SC category is available in the cadre post of Junior Draftsman who could be considered for promotion as Draftsman

- (ii) As already stated in para 1 (ii), the Board has lifted the ban on direct recruitment and advertise 50 No posts of Junior Draftsman out of which 35 posts have been reserved for the SC candidates. On finalisation of selection of Junior Draftsman, the process of which (Selection) is going on the backlog in the category of Draftsman will be recouped by way of their promotion.

G Junior Engineer (Civil)

As already intimated, there is no vacancy of JE (Civil). The Junior Engineer (Civil) are

already surplus in the cadre and they are being charged to other cadre posts.

H Pharmacist/Steno Typist

The matter in respect of Pharmacist and Steno Typist was also got re-verified from the Addl Secretary of the Board who had confirmed that the backlog of above categories had not been taken into account while calculating the break up of figures by his office. As per assurance given in the meeting of the committee on the welfare of SC of Haryana held on 7-1-92, the actual figures meant for SC communities in respect of Pharmacist (2 Nos. insted of 1) and Steno typist (10 Nos. instead of 4 Nos) have already been informed to the Recruiting agency of the Board for recruitment out of eligible personnel belonging to SC communities who have applied against these posts, by reducing the general category posts or by existing vacancies in the said cadre.

Further achievement made by the Board in this regard which may kindly be seen at Annexure —'A'.

I Shift Attendant ;

There was a shortfall of 39 Nos. 'SC' candidates as on 31-3-91. As already stated in para (ii), the Board was posted the ban on direct recruitment and advertised 250 posts of

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

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

The reason 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

Shift Attendant, through process out of 90 posts are reserved for 'C' candidate. It is assured that the existing shortfall as well due representation will be given to the SC candidates at this time of selection accordingly.

The Committee would like to know the latest position.

Class—IV Cadre

- (i) Havildar/Daftri/Record lifter.
- (ii) Store Mate/Store Attendant
- (iii) Bill Distributor.
- (iv) Mali/Gardner.
- (v) Peon.
- (vi) Truck cleaner/oiler/Cleaner/Greaser.
- (vii) Asstt Pump Driver.

1. HAVILDAR/DAFTRI/RECORD LIFTER.

The overall representation of 'SC' employees as on 30.6.92 in the cadre of Havildar/Daftri/Record Lifter is as under :—

Cadre Strength	Working position out of col. 1	Scheduled Casts as on 30.6.92 out of col. 2
126	122	25

Keeping in view of the above posts, at

1

2

3

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 in these posts.

present there is no shortfall of SC employees in the cadre of Havildar/Daftri/Record lifter. The %age of SC employees in the above cadre has already been reached to the prescribed %age i.e. 20%

2. STORE ATTENDANT (STORE MATE)

As per Annexure —'B' at present there is shortfall of 21 Nos. SC employees in the cadre of Store Attendant. To wipe off the shortfall of SC employees, the Board has since in respect of Store Attendants to consider eligible SC employees from amongst the serving work charged/daily wages/contingent staff for regularisation to the post of store Attendant on priority basis.

3. MALI/GARDNER, BILL DISTRIBUTOR, PEON, CLEANER/TRUCK CLEANER/OILER/GREASER/ASSTT. PUMP DRIVER

As per recommendations of the committee. necessary instructions have already been issued to all concerned cadre controlling authorities of the Board vide memo. No. Ch. 13/CRA-G-108/L dt. 19 6-92 to supply their vacancy position to the Under Secretary/Recruitment of the Board in respect of above cadre for advertising the vacancies through special drive of reserved categories on priority basis as per standing instructions of the State Govt. dt. 26 2,92

HARYANA URBAN DEVELOPMENT AUTHORITY

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

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

Sr. No.	Category	Shortfall	Remarks
1	2	3	4
1.	Head Clerk	3	Eligible S. C. persons with requisite experience were not available.
2.	Assistant	3	Eligible S. C. persons with requisite

Sr. No.	Category	Short-fall	Short-fall made good to-date	Short fall, if any	Present position/reasons for not making good the short fall
1	2	3	4	5	6
1.	Head-Clerk	3	3	—	The short fall has been made good by promoting S. C. employees by giving relaxation in experience for about 1½ years.
2.	Assistants	3	3	—	The Committee desired that latest position in respect of filling up the posts of Junior Draftsman and others be intimated to the Committee within two months.
3.	Account Assistants	8	—	8	As already intimated to the Committee the posts stand dereserved. However, requisition for sponsoring the names of candidates of reserved category, if available, has been sent to H.B.P.E. after obtaining the approval of Hon'ble Chief Minister
4.	Junior Scale Steno	2	—	2	Approval of the Hon'ble C M to fill up the vacant posts has been

1		2		3	
3.	Accounts Assistant	8	experience were not available. Eligible S C. persons were not available from Employment through Advertisement. Hence these posts are dereserved as per Govt policy	5. Steno-typists 2 — 2	received. H B.P E has been requested to sponsor the names of suitable candidates out of Surplus Pool Approval of C M to fill up the vacant posts has been received H B P E has been requested to sponsor the names of suitable candidates out of Surplus Pool
4.	Jr. Scale Stenographer	2	Eligible S. C. persons were not available from Employment/Exchange. Being advertised shortly through press.	6 Accountant 2 — 2 (S A S)	This is a promotion post and no S C employees has qualified S A S. Examination
5.	Steno-typist	2	—do—	7 Clerk 11 7 4	Approval of C M has been received on 11-8 92. Short-fall will be made good shortly
6.	Accountant SAS	2	Qualified S.A.S. persons were not available with HUDA.	8 Sub Divisional Clerk 7 —	
7.	Clerk	11	Shortfall is due to the absorption of 49 Clerks from Census/Colonisation/Food & Supplies/Urban Estates etc.	9. Tracer 5 5 —	
				10. Head-Draftsman 2 2 —	
				11. Asstt. Draftsman 1 1 —	
				12. Junior Draftsman 2 — 2	No promotion has been made to this post after Nov , 1988 Short-fall will be made good when fresh appointments/promotions are made
				13. Driver 3 3 —	
				After reviewing the position in respect of Class-II and III	

3	Eligible S. C. persons are not available for promotion. Shortfall will be made good in future.	7
9. Tracer	Shortfall will be made good early.	5
10. Head Draftsman	Eligible persons were not available Shortfall will be made good in future.	2
11. Assistant Draftsman	—do—	1
12. Junior Draftsman	—do—	2
13. Driver	Shortfall will be made good early.	3
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 satisfied with the position explained by

the departmental representatives. The Committee, therefore, recommend that in future to wipe off the shortfall, the vacancies should only be filled up by appointing/promoting Scheduled Castes and Scheduled Tribes employees. The Committee further recommend that steps may be taken by the Government to revert the deputationists to their parent Departments to achieve the goal.

Filling up of reserved vacancies

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

The latest position of each category has been given against each.

The Committee desired that the latest position in respect of filling up the post of Junior Draftsman and others be intimated to the Committee within two months.

**Promotion of
Class IV Sched-
uled 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.

The list of Class-IV employees belonging to Scheduled Castes promoted as clerks, is enclosed as desired Information from field offices from eligible employees of Class-IV for promotion to post of Class-III (Clerks) has been called vide No. EA 5-92/10752, dated-29.6.92. Information from some offices has been received and others are being reminded. 8 posts are to be filled up from Class. IV Employees to Class-III, out of which 2 posts are meant for Scheduled Castes Category.

The Committee would like to know the latest position.

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

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

Implementation of Reservation Policy

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

The total sanctioned strength of Confed is 1036 against which 1313 employees are working as on 31-3-92. On the basis of reservation prescribed for Scheduled Castes, the quota works out to 204. Against this, 213 employees belonging to SC are working. However, category-wise, there is shortfall of 14 employees. The details of which is as under :—

Sr. No.	Class	Category	Shortfall
1. III	Accountant		7
	Accountant 'B'		2
2. IV	Steno-typist		4
	IV Tech Hand		1
			<u>14</u>

The efforts have been made to recoup the shortfall by making appointment, by promotion, transfer and direct recruitment through, Employment Exchange.

2. Accountants 'B' have been promoted as Accountants and now there is shortfall of 5 Accountants. Four Account clerks have been promoted as Acctt 'B' and at present there is no shortfall in the category of Acctt 'B'. The shortfall of Scheduled Castes in the category of Steno-typist against the existing strength was 3 and the Federation has appointed 2 Steno-typist in Hindi through Employment Exchange and one clerk has been appointed by transfer as Steno typist as fed. is having surplus Scheduled caste in the category of clerk.

The latest position of shortfall is as under :—

Sr No	Class	Category	Shortfall
1.	III	Accountant	5
Against the sanctioned strength of Steno-typist of 23, only 17 post have been filled up, so, there is no shortfall in the category			
* Steno-typist			
			*1
2.	IV	Tech. Hand	1
			6

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

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

The category-wise detail of 49 SC employees whose services were terminated on 3.2.89 are as under :—

The Committee would like to know the latest position.

Sr. No	Post	No.
--------	------	-----

1.	General Manager	1
2	Asstt. Manager	2
3.	Clerk	8
4	Salesmen	33
5	Class—IV	5

49

The names of these 49 employees are given at Annexure 'B'. It is to inform that there is no shortfall of SC employees in these categories against the sanctioned strength. The employees of SC shall be adjusted at roster point with the permissible limit at sanctioned strength. At present the Federation is having surplus staff.

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 reappointed 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 the Government	Further observation of the Committee
1	2	3

Cadre-wise strength/re-presentation of Scheduled Castes

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

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

During the period from June, 1991 to Feb., 1992 general recruitment was made to fill up the backlog. Total 1763 constables were recruited. Out of these 435 constables belonged to S.Cs, and 281 constables belonged to B.Cs. In this way quota of S.Cs. & B.Cs. was raised from 20% to 24 67 and 10% to 15.93% respectively. In addition to it during January, 1992 recruitment of Commandos was also made. For this recruitment, in addition to other conditions, weight 50 Kg., Age 17-21 yrs. were fixed besides their physical standards were also different and strict or as compared to normal recruitment. Out of 346 const. recruited for commandos 16 belonged to S.Cs. and 32 to B.Cs. Thus the percentage was 4 62 instead 20 and 9.24 instead of 10 for S.Cs. & B.Cs respectively. To make good the shortage of 69 candidates of S.Cs and 11 of B.Cs., 80 vacancies have been kept reserved which would be filled up after June/July, 1992 after the result of Matriculation examination is declared.

The Committee be informed about the last test position.

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

Class	Through direct recruitment	By promotion
	Total Scheduled Castes	Total Scheduled Castes
i	19	5
ii	9	1
iii	7,588	1,531
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.

Latest position as on 31-12-91 is as under:—

Class	Total No. of employees	Total No. of SCs.	Total No. of BCs.
I	112	16	—
II	120	10	5
III	27633	4779	2634
IV	1203	390	419

The present position of Class IV employees as on 31-12-91 is as under:—

Total No. of Class IV employees.	SCs.	%	Shortfall
1203	390	32.41	—
No. of Class IV employees after counting for jobs traditionally held by S.Cs.	813	185	22.75

No. of peons 57 8 14.03 5.07

The shortfall of 5.07 will be made good very shortly.

1	2	3
<u>B-I List</u> 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 safeguarded. The steps taken in this regard or the policy so framed by the Government, be intimated to the Committee.	The case is under consideration of the Govt.	The Committee be informed about the latest position.

INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION DEPARTMENT

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

The Committee would like to know the steps taken to rectify the shortfall.

1. One post of Assistant Director/Principal I.T.I. in group 'A' has been abolished.

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

The Department gave the following information about the Groupwise strength of

1 2 3

staff as it stood on 9th February, 1979 as under : —

	No. of posts sanctioned on 9-2-1979	S.C. candidates in position as 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. posts created from 9-2-79 to 31-3-89	No. of posts filled from 9-2-79 to 31-3-89	No. of posts filled by S.C.
GROUP 'A'	5	8
GROUP 'B'	55	19
GROUP 'C'	1265	439
GROUP 'D'	360	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.

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

1. Total No. of =58 (i) Shortfall in =10
 shortfall promotion
 posts
 (ii) Shortfall =48
 against
 recruitment
 posts direct
- 2 The position regarding shortfall in case of promotional posts is explained as under :—
 - (i) Total reserved for S.C. 84
 as per Roster
 - (ii) Total filled out of reserved 74
 posts

1	2	3
(iii) Extra posts filled from S.C.	2	
(iv) Reserved posts not filled (Details as under)	10	
(a) Eligible S.C. persons not available and filled up by other candidates	9	
(b) Promotion case for S.C. under consideration	1	
3. The position regarding shortfall in case of direct recruitment posts is explained as under :—		
(i) Total reserved for S.C.	213	
(ii) Total filled out of reserved posts	165	
(iii) Extra posts filled from S.C.	12	
(iv) Reserved posts not filled	48	
(v) Details of efforts are under :—		
(a) Through S S S.B	14	
(b) Through Employment Exchange	6	
(c) On transfer basis	1	
(c) 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 give the following figures Groupwise 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'

1	2	3
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and 'D' during the year 1986-87, 1987-88 and 1988-89 :—

	Total posts filled	Total posts filled by S.C	Source — H P S C Pro-motion
Group 'A' 1986-87 4	—	2	2
1987-88 1	—	—	1
1988-89 1	—	—	1
Group 'B' 1986-87 6	—	4	2
1987-88 —	—	—	—
1988-89 —	—	—	—
S S.B.	Pro-motion	Employment Exchange	

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

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

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

Instructions had already been issued by the Chief Secretary to give reservation in appointments to daily Wages and adhoc basis appointments. These instructions had been repeated again by C.S. vide his letter No 22/15/90-3GS-III dated 7.6.90. It is also submitted that this Deptt has regularised the services of 526 adhoc employees as on 1/91 out of which 73 employees belong to Scheduled Castes.

The Committee would like to know the latest position.

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.

Reservation for wards of teachers in Service

The Department gave a list of the Industrial Training Institutes alongwith their location as also the names of the trades in which the training was being imparted. It was also informed that the department has reserved 50% seats under the Craftsman Training Scheme and Vocational Education Scheme for various categories, the details of which are given as under : —

Sr. No.	Category	Percentage
1.	Scheduled Castes/Scheduled Tribes.	20 %
2.	Ex-Serviceman/Their wards	16 %

4. Government had conveyed its regrets to Haryana Vidhan Sabha to accept to this demand vide letter No. 28/2/90-51T dated 25.5.92.

Since the Haryana Vidhan Sabha has not received any letter in question, the Committee would like to know the action taken by the department

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

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

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

1

Cases of untouchability

It was inform 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.

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In this connection, it is submitted that out of two cases of untouchability which are in the notice of the department Sh. 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.

In an other case in which Sh Mewa Dass Assistant had reported against Sh. Pawan Kumar Jain on 18-8-88 regarding untouchability (the enquiry was conducted by Deputy Apprenticeship Advisor, who reported that the charge of untouchability did not prove since Sh Jain was on leave in 8/88. However the enquiry officer also reported that) the matter is sub judice in the court of Ambala.

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The Committee would like to know the latest position.

LABOUR DEPARTMENT

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 recommended 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 off within six months and the Committee be also informed about the steps so taken.	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 F.D. As soon as the post of Junior scale Stenographer is sanctioned the shortfall shall be made good. In addition to this, it is stated that in future a test of stenotypist will be held by the Deptt. if a Scheduled Caste, candidate, clears the test, he will be promoted on the post of Junior Scale Stenographer. So far as the matter to fill the post of Stenotypist from amongst Scheduled Castes Candidates is concerned a demand has been sent to S.S.S. Board, whenever a suitable Candidate is recommended the shortfall will be made good. The Govt. has reconsidered the proposal regarding sanction of six posts of Labour Officers, cum-Conciliation Officers with supporting staff including six posts of Stenotypists and the same has been sent to F.D. for sanctioning the posts.	3 The Committee would like to know the latest position.

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 manifold. The Committee, therefore, recommended 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.

The Govt has reconsidered the proposal regarding sanction of six posts of Labour Officers-cum-Conciliation Officers with supporting staff including six posts of Steno typists and the same has been sent to F.D for sanctioning the posts.

Government has sanctioned one post each of Head Clerk, Clerk, Peon and Sweeper cum-Chowkidar for the Officer-cum-Conciliation Officer Kurukshetra on 10.9.92

The proposal regarding sanction of supporting staff for Labour Welfare Officer (Women) is under consideration of F D.

The Committee would like to know the latest position.

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' are under process. So far as Rules for Group 'D' are concerned, these have been vetted by L.R. and will be notified shortly with the approval of Cabinet.

The Committee would like to know the latest position.

THE HARYANA STATE 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

One Asstt. Environmental Engineer, One Dy. Superintendent and one Assistant, who were on deputation with the Board have been reverted back to their parent department. Apart from this requisition for filling up five number posts of Steno-typists and three No. posts of Clerks have been sent to the Member Secretary, Bureau of Public Enterprises, Finance Deptt.

The Committee be informed about the latest position.

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

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

PUBLIC WORKS (B & R) DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1 Cadre-wise Position of Employees/Representa-tion of Sched-uled 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. The Committee after orally examining the departmental representatives, have come to the conclusion that the position with regard to the representation of Sched-uled 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 Govern-ment revised the whole reply to the ques-tionnaire which involved a lot of labour and burden on the State exchequer. Even	2 Group 'A' : There was no further action in view of reply already submitted to the Committee. Group 'B' : A requisition of 39 posts of A Es including 3-S C. 4-B.C. categories is pending with HPSC and the Com-mission has started interviews. There was no further action in res-pect of Class-II (Elect/Hort) in view of reply already submitted to the Committee. There is no change in respect of Class-II (Mech.). Group 'C' : Position has been explained in the Annexure 'A'. There was following shortfall : J. Es. (Civil) : 2. This has been now made good	6 The Com-mittee de-sired that the matter may be reviewed a fresh and latest posi-tion be intimated.

after the supply of revised answers, there were factual errors as also difference of opinion. This itself speaks about the functioning of the department. The Committee, therefore, recommend that the facts after proper verification about the representation of Scheduled Castes be furnished to the Committee with up-to-date figures alongwith the steps taken to wipe off the shortfall

J. Es (Mech.)

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One candidate belonging to Scheduled Caste category has joined on 1-9-92 under Ex-gratia scheme

Requisition for 3 posts of S.C. category was pending with the Board. Now recommendation from S.S.S. Board Haryana vide his Memo 366 dt. 15-10-92 have been received and the appointments for 2 S. C. candidates will be issued after verification of character and antecedents. One candidate of S C category has joined on 1-9-92 under Ex-gratia scheme. Thus there will now be net shortfall

J. Es (Hort.) There was no shortfall. However, letter on 5 adhoc candidates were made regular which requires a corresponding recruitment of 2 S.C. candidates which posts have been advertised by S.S.S. Board on 22-10-92.

Asstt. Draftman (Civil) : One post of S.C. category has already been advertised by S.S. S. Board, Haryana on 7-4-1992.

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The committee was pained to observe that at the time of framing the above referred to rules, cuttings made with lead pencil but without initials, were accepted which later on got the approval of Council of Ministers before publication on 28th August 1979. The representations were made by the employees in the year 1980 in this regard. The Committee was sorry to note the affairs of the department at the Government level when it was told that the file containing the papers on the subject is missing for the last more than a decade and for rendering justice to the Scheduled Castes employees so affected will have to be reconstructed. The Committee took a very dim view and observed that the cuttings appeared to have been made with ulterior motives just to put the employees of reserved categories in poor condition. The Committee, therefore, recommend that the Chief Secretary may go through the whole case personally and the facts after proper enquiry and fixing the responsibility for the lapse alongwith the steps to be taken to promote the

The matter regarding amendment from retrospective effect of Rule 9.3 (ii) of HQrs. Office Ministerial Service (Group 'C') Rules, 1979 was under the consideration at the level of Govt. Now Government vide their letter No. 1/2/90-4 B & R (W) dated 9 October, 1992, has decided not to make amendment from retrospective effect because it would not only be bad in law but could also cause many more problems than it will solve.

The Committee would like to know the fate of the missing file and the result of the enquiry, if any conducted in the matter.

officials who have been ignored/could not be considered because of the above cuttings, be informed to the Committee at the earliest.

Special Coaching

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

Recruitment

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

1987-88 1988-89 1989-90

Class-I

Nil Nil Nil

In this connection, proposals received from the EIC are under active consideration of the Government in consultation with Technical Education Deptt. and Social Welfare Deptt. and the feasibility of arranging special Coaching Classes is being examined.

The Committee would like to know the outcome of the proposal.

The cadre wise position where there was shortfall in reserved categories is explained in Annexure 'A' Posts in the Department are filled up by recruiting its own officials and no posts are being filled in the Department by taking officials of other departments on deputation.

The Committee be informed about the present position.

1	2	3
Class-II	Nil	Nil
Class-III		
J. E. (Civil)	Nil	3
J. E. (Mech.)	3	2
	(of 87-88)	(of 87-88)
J. E. (Elect.)	Nil	Nil
J. E. (Hort.)	Nil	Nil
ADM (C)	1	2
A.D.M. (E)	Nil	Nil
A.D.M. (M)	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.

Service Rules

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

Advertisement of Posts

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

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

The Government has now decided not to make amedment from retrospective effect.

The Committee would like to have the copies of the Service Rules as also to know the latest position

Class-I (Civil/Elec/..Mech) : There was no further action in view of reply already submitted to the Committee.

The Committee be informed about the latest position of various posts.

Calss-II (Civil/Elect.) : There was no further action in view of reply already submitted to the Committee.

Class-II (Mech.) : One SDE (Mech.) of Backward class has joined the department in 1991;

Class-III : The position has been explained in Annexure 'A'.

1	2	3
Class-II		
J.Es (C)	Nil	16
J.Es. (M)	Nil	Nil
J.Es. (E)	Nil	Nil
J.Es. (H)	Nil	Nil
ADM(C)	24	1
A.D.M. (M)	Nil	Nil
A.D.M. (E)	Nil	Nil

Category	Persons recruited		
	1987-88	1988-89	1989-90
Class-I	Nil	Nil	Nil
Class-II			
Civil	15 (inc. 3 S.Cs)	11 (inc. 2 S.Cs)	—
Elect.	1	Nil	Nil
	(Against requisition sent in 86/87)		

Mech,	2	Nil	Nil
		(Against requisition sent in 86/87)	
Hort.	Nil	Nil	Nil
Class-III			
J.Es. (C)	Nil	69	16
		(Against requisition sent in 1982)	
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 infor-

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mation 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 along with the number of Scheduled Casts 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.

There is no change in respect of Group 'A' and Group 'B' Civil. The position has been explained in the reply against para "Cadre wise Position of Employees' representation of Scheduled Castes."

The Committee is not satisfied with the reply submitted by the Government and would like the reply to their original recommendation.

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

In this connection proposals received from the Engineer-in-Chief are in active consideration of the Govt in consultation with technical Edu. Deptt and Social Welfare Department and feasibility of arranging special coaching classes is being examined.

The Committee would like to know the decision arrived at in this respect.

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.

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 imparting 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

The Committee would like to have a detailed reply to their original recommendation.

Roster registers are already maintained as per Government instructions issued from time to time which have also been checked by a representative of Social Welfare Department Haryana. Therefore, no further action is required.

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Committee do not contain summary at the end of recruitment year nor these are signed by the Liaison Officer appointed by the Department. The Committee has recommended to the Chief Secretary under the heading "General Recommendations" to look into this aspect. A few of the instances of irregularity found in the registers are as under :—

(i) Circle Supdt. (Civil) :

The Committee have observed that this post has been shown as a promotional post in the register but could not be checked in the absence of gradation list/rules/instructions in this regard. It has also been observed that the Scheduled Castes 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 requirement year ;

- (ii) the Liaison Officer or the official who is maintaining the register, has also not signed it ;
- (iii) there should be indication the words "Liaison Officer" below the rubber stamp of "Director, Research and Design".
- (iv) the register show tnat against Sr. No. 4 on 23rd February, 1983, it has been indicated that no Scheduled Castes 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.

The Committee be informed about the present position.

The matter is being looked into

The Government sent the reply to the question 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

Organisational/Administrative set-up revised reply

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the Committee with the Department of oral examination. As observed in one of the preceding paragraphs, the Committee found that the revised replies were not factually correct. Besides, the Chairman asked the Commissioner who further asked the Director, Research and Design, to prepare a chart of the administrative set up of the Department for supplying the same to the Committee. The Director, Research and Design, badly failed in his duty not only to this extent but the Committee feel that he is only the negligent officer who is responsible for not implementing the Government instructions with regard to the representation of Scheduled Castes in the Department because twice information was supplied, but the same was not up-to the mark. Such officers of the Department bring a bad name to the department especially when the Head of the Department i.e. the Engineer-in-Chief, is an ignorant officer. The Committee, therefore, recommend that action should be initiated against the erring officer for non-compliance.

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

No specific complaint has been received.

The Committee would like to know the nature of complaints

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.

and the action taken thereon.

The Committee would like to know the latest position.

A requisition for filling up 9 posts of A.E.E. (Including 2 posts of S.C. category 1 post of B.C. category and 1 post of ESM/ECO), is pending with Government.

A requisition of 39 posts of A-Es (Including 8-S Cs, 4-B C categories) is pending with H P S C and Commission has started interviews.

Junior Engineers (Civil) : On 14.3.1991 a requisition for 35 posts for Junior Engineers (Civil) was sent to S. S. Board, Haryana keeping in view of the position of latest vacancies/observations then existing

The break-up of 35 posts is as under :—

General	12
Scheduled Castes	8
Backward Class	3
ESM	4
PHS	8
Total	35

Against this requisition, recommendation of the S.S.S. Board have since been received in this office in October, 1992 and out of the list sent by the Board, 60 candidates have been appointed as undertaking into account the latest position of vacancies now existing :

General	35
Scheduled Castes	12
Backward Class	6
ESM	7
Total	<u>60</u>

Now there is no short-fall in S.C./B.C. categories as far as Junior Engineers (Civil) are concerned.

Junior Engineers (Mech.) There was a shortfall of 3 posts of S.C. category candidates. The requisition was pending with S.S.S. Board, Haryana. Now one candidate of S.C. category has been appointed under ex-gratia scheme and he has joined duty on 1-9-92. The recommendations from S.S.S. Board Haryana have also been received vide memo No. 366 dated 15-10-92 and the appointments will be issued after verification of

Character and antecedents. So there will now be no shortfall

Junior Engineers (Hort.) A requisition for 5 posts of all reserved categories has been sent to the Board vide memo No. 9010/Ell dated 3-6-92 and a reminder in this regard has also been issued vide memo No. 14433/Ell dated 25-9-92. Now S.S.S. Board Haryana has advertised the posts on 22-10-92 as intimated vide its letter No. 3471 dated 3-11-92.

Asstt Draftsman (Civil) : One post of SC category has already been advertised by S.S.S. Board, Haryana on 7-4-92

Tracers The requisition for filling only the reserved vacant posts as on 24-2-92 under Special Recruitment Drive was sent to S.S.S. Board, Haryana vide memo No. 2946/Ell dated 17-4-92 to recommend candidates for filling 5 posts of Tracers (3 S.C, 1 B.C. and 1 ESM) in field offices. The Board has advertised the posts on 17-7-92.

Steno-typists The requisition for filling 9 posts (4 Gen., 4 S.C. and 1 B.C.) stands sent to S.S.S. Board, Haryana vide memo No. 1001/Ell dated 6-9-92.

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

There is one SDE, Mechanical namely Shri B. R. Katara. The case to regularise his services are under active Consideration of the Govt in consultation with Chief Secretary

Similarly, there is one adhoc Steno-typist Miss Neelam appointed on 11-6-1990 and is continuing on account of stay from Hon'ble High Court

The Committee would like to know the latest position.

THE HARYANA STATE COOPERATIVE SUPPLY AND MARKETING FEDERATION LIMITED

79

Recommendation of the Committee	Action by the Government	Further observation of the Committee
1 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	Regarding group 'A' mentioned at page 8 of the Seventeenth Report of the Vidhan Sabha, it is stated that all the posts in the respective cadre are less than 4 and as such the question of giving reservation to S C candidate does not arise Regarding group 'B' the position regarding Manager Rice Mills, has already been explained in the latest progress report at serial No 1 of Group-II (at page 1) So far as the posts of Shift Chemist are concerned, eight posts have been sanctioned against which only 3 employees are in position Hence no reservation for S. C. categories as the number of posts filled is less than 4 As regard, Sub-Divisional Engineers, the position has already been explained at serial No 2 group-II at page 1 However, it is made clear that the Hafed is implementing the Govt. policy on reservation in letter and spirit.	3 The Committee desired that the position be reviewed afresh

1	2	7
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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 direct promotion

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 pro-motion	%age for direct recruitment.	By deputation.	Remarks
	Managing Director	—	—	100%	
	Secretary	—	—	100%	
	Enquiry Officer	—	—	100%	
	Law Officer	—	—	100%	
	Financial Controller	—	—	(i) By Pro-motion	
				(ii) By transfer on deputation from Finance Department	
	Chief Accounts Officer			(i) By direct recruitment	

1	2	3
(ii) By transfer on deputation from Finance Department		
Chief Audit officer		
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%	—	
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 Department.

1			2	3
Manager 'A' grade	100%	—	(i) By promotion	
Accounts Officer			(ii) By transfer on deputation from Finance Department.	
Sr. Sales Officer	—	100%	—	
Asstt. Project Manager	—	100%	—	
Sub-Divisional Engineer	50%	50%	(i) By promotion	
	(w.e.f. 13-12-91)		(ii) By direct recruitment or by transfer on deputation.	

Asstt. Engineer — (Mech)	100%	—
Asstt Engineer — (Elec.)	100%	—
Sales Executive —	100%	—
Purchase Officer —	100	—
Manager Cotton —	100%	—
Production Engi- neer —	100%	—
Manager (Rice Mills) —	100%	—
Shift Chemist —	100%	—
Quality Control Officer —	100%	—
Asstt. Engineer — (Auto)	100%	—
Asstt. Project Engineer 100% —	—	—

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

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

Group 'A'	Name of Post	No. of Posts.
	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 Rule of the Federation.

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 Cooperative 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.				The Committee would like to know the latest position.			
Filing up of Vacancies							
Group-I							
Dy. Manager/ Distt. Manager	27	22	1	1	There is a back-log of one Dy. Manager in this category. No recruitmant has been made after the meeting of the Committee.		
Group-II							
Manager (Rice Mill)	5	5	—	1	No suitable candidate was available at the time of recruitment		
S.D.O. (E)	10	4	—	1	No qualified/suitable candidate has become available.		
Group III	61	55	12	—	No shortfall.		
Driver							
Clerk	123	123	16	3	Due to the non-availability of vacancies, no further appointment has been made except on ex-gratia grounds. The shortfall will be completed on the availability of vacancies.		
Steno- typist	53	45	6	3	Shortfall will be completed at the time of		

fresh recruitment in near future.

Assistant	84	81	8	2
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One post has been filled up by taking an Assistant on deputation. Remaining two vacancies have been kept reserved for two S.C Clerk category for promotion to the post of Asstt. Shortfall will be completed on the availability of the eligible clerks.

Sr. Scale Steno-grapher	10	10	—	2
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No steno typist belonging to SC category could qualify the promotional test of Sr. Scale Steno-grapher. The shortfall will be completed on the availability of the post and on the qualifying the promotional test by the candidates belong to SC category.

F.I. (Jr.)	165	139	16	5
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No suitable candidate belonging to SC category in clerk cadre is ready to accept promotion as F.I. (Jr).

P.P.I.	20	3	—	—
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S.O. Acctt. 'B' grade	62 121	55 94	3 —	6 18	the shortfall in the cadre of S.O. Acctt. 'B' grade will be completed at the time of promotion. However, at present no person belonging to SC category is available. The recruitment case of Acctt. 'C' grade is under consideration
Acctt. 'C' grade	156	60	—	16	
Manager 'B' grade	24	23	3	1	Shortfall will be completed by promotion from SC candidates.
Manager (Rice Mill)	11	5	—	1	Effort will be made to cover up the shortfall in future.
Store Keeper	20	11	—	2	Efforts will be made to cover up the shortfall in future.
Godown Keeper	13	4	—	1	—do— Note :
Store keeper/ Godown keeper	20	14	1	1	—do— There was shortfall of 82 posts on
Head Mistry	14	15	1	2	—do—31.3.91 Against these according to
Asstt. Mistry	23	22	—	4	—do— the position as to
Fitter	15	13	1	1	—do—31.3.92 the short-
SEP Operator	8	7	—	1	—do— fall has come down to 79 There has been
					—do— virtually no recruitment between the

Oil Mill Operator	8	7	—	1	—do—	period 31-3-91 to 31.3.92. However, between the period
Jr Engineer	40	18	—	3	—do—	of the meeting of the committee which was held on 24.2.92
Attendant	4	4	—	1	—do—	to 31.3.92 some
Electrician	17	7	—	1	—do—	promotions were made and the post
Lab Attendant	4	4	—	1	—do—	meant for reserved categories has been given to available S.C. candidates who fulfilled the requisite qualifications.

✓ **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

With a view to provide avenues of promotion to the Hafd employees, amendment in C. C. Rules has been made and by doing so the clerks have been made eligible for promotion to the post of Field Inspector (Jr) Similarly, in order to provide additional avenues of promotion to Manager (Rice Mills) to the post of Distt Manager and Inspector (Quality Control) to the post of Manager 'B' grade, the matter is under consideration. Further, in order to create more avenues of promotion for the categories of employees who have presently no such avenues of promotion, the matter will be examined after the above referred cases are decided.

The Committee would like to know the latest position.

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.

Since these posts are lying vacant for the last over three years and these have not been filled up, in case these are abolished, there will be no short-fall in the S. C. categories and as such the question of abolition of the posts relating to back-log of S. C. categories does not arise

The Committee would like to know the latest position.

8 Vacancies of steno-typists are lying vacant. Some of the posts reserved for SC category were advertised, but no suitable candidate could qualify the test. In the meantime, the Haryana Govt. had modified the qualifications for some posts including steno-typists according to which a steno typist has to pass the short-hand/type test in both languages i e Hindi and English. Necessary amendment is being made in Hated's C C.

The Committee would like to know the latest position.

Rules, 1988. After that these vacancies will be advertised and short-fall will be completed.

INSPECTOR(QUALITY CONTROL)

7 posts which include 2 posts of SC category of Inspector (Quality Control) were advertised in March, 92. Selection has been made final. The posts of F I (Jr) have been advertised. However, the mode of recruitment has been changed. These posts are now to be filled up from among the suitable clerks during 1992. 13 posts of F.I (Jr) were filled up out of which only one clerk of S C category was promoted as F. I. (Jr)

ACCOUNTANT 'C' GRADE

62 posts of Accountant 'C' grade were advertised in Nov 90. The recruitment of Accountant 'C' grade is under consideration

The matter is under consideration

The Committee would like to know the latest position

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.

COOPTION

1

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

2

10 posts of Sr Scale Stenographers are sanctioned. These posts were filled up by promotion from amongst the steno-typists, who had qualified the promotional test. Since no candidate belonging to S.C category could qualify the promotional test, two posts out of 10 posts ment for S C category, were filled from the general category candidates, who had qualified the promotional test. This was done because hared is a Commercial Organisation and these posts could not be kept vacant for an indefinite period for want of qualified S.C category candidates. The short-fall will be completed on the availability of vacancies.

Similarly, some of the posts in the cadre of clerks which were ment for S C category were filled up by ex-gratia appointments due to which short-fall in the S C category in the cadre of clerks, has arisen. However, this short-fall will be completed as when recruitment is made in the near future. So far as the short-fall of two posts of Head Mistries which were ment for S C category, is concerned these posts were filled from general category for want of suitable S C candidates at that time.

3

The Committee would like to know the latest position.

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 shortfall in the above categories. Reservation in promotion for Class I & II posts 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 Haryana State.	Chief Secretary to Govt. Haryana vide letter No. 29/21/92-3GSIII dated 22.9.92 has informed that the matter is under consideration of Govt.	The Committee desired that the department may be asked to intimate the Committee about the decision of the Government taken in this regard.
At the time of discussions with the Chief Secretary in the meeting of the Committee, the Committee desired to discuss about the Special Component Plan. In the meeting of the Committee held on 6th June 1990, the Committee desired some information Special Component Plan	Instructions have been issued to the concerned departments.	The Committee would like to know the reasons for not supplying the information as desired in the

1 2 3

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), 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 by the Haryana Institute of Public Administration in consultation with the Director, Welfare of Scheduled Castes and Backward Classes Departments. Besides, while check-

Maintenance of Roster Register

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

Instructions have been issued vide this office No. EC—1/46629 dated. 14-10-92 to all the head of Deptts in the State to prepare a summary after the completion of entries for recruitment year & may be signed by the concern officer.

It is submitted that as per Govt instructions dated 9-2-79, a single roster of 100 points is required to be maintained both for direct recruitment and promotional posts, by department for class-III & IV posts. In case of Class-I&II posts, register is required to be

The Committee would like to know the detailed position

earlier recommendation.

3

2

1

maintained for direct recruitment only as there is no reservation in promotional in Class I & II posts. It is further submitted that the procedure of maintaining single register has been adopted. Hence there is no justification for maintaining two separate rosters

ing 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.

**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 Castes and Backward Classes to examine such cases and offer their comments;
- (f) The Administrative Department will then take immediate steps for arriving at a decision in such cases. It would take such cases to the Minister Incharge of the Department or to the Council of Ministers, if necessary, for incorporating in the Memorandum for the Council, the views of the Department of Welfare of Scheduled Castes and Backward Classes;
- (g) After a decision has been taken at the appropriate level, the same will be communicated to the Secretary, Haryana Vidhan Sabha by the Administrative Department with a copy to the Commissioner and Secretary to Govt., Haryana, Welfare of Scheduled Castes and Backward Classes Department,
- (h) Cases involving disciplinary action and financial and other irregularities should be placed before the Minister concerned or the Council of Ministers, as the case may be, even though the recommendation of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is proposed to be

accepted. The cases involving financial irregularities will invariably be decided in consultation with the Finance Department,

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

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

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