

546 (2)
1994

448/16750

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

(1993-94)

(EIGHTH VIDHAN SABHA)
NINETEENTH REPORT

ON

Reservation/representation of Scheduled Castes in the
Transport Department, Excise & Taxation Department,
Irrigation Department, and the Haryana State
Handloom & Handicrafts Corporation Ltd.;
and the action taken by the Government
on the recommendations contained
in its Eighteenth Report



17 MAR 1994

Presented to the House on.....

HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH

1994

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES FOR
THE YEAR 1993-94**

CHAIRMAN

Shri Mani Ram Keharwala

MEMBERS

1. Shri Amar Singh Dhanday
2. Shri Bharath Singh
3. Shri Kitab Singh Malik
4. Shri Lehri Singh
5. Dr. Om Parkash Sharma
6. Shri Ram Kumar Katwal
7. Shri Ram Rattan
8. Shri Surjeet Kumar

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 Transport Department, Excise and Taxation Department, Irrigation Department, Haryana State Handloom & Handicraft Corporation Limited: and the action taken by the Government on recommendations/observations contained in the Eighteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. The report is based on the replies furnished by the Departments/autonomous bodies, explanations and clarifications/received during the deliberations and further observations/recommendations made by the Committee in this behalf.

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

A brief record of the proceedings of each meeting has been kept separately in the 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 & Scheduled Tribes in their respective departments/autonomous bodies.

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

CHANDIGARH :
THE FEBRUARY 21, 1994.

MANI RAM KEHARWALA
CHAIRMAN

REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes for the year 1993-94 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 25th February, 1993, 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 19th April, 1993.

The Committee held 44 sittings till-to-date.

In its first meeting held on 28th April, 1993, 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 for nomination, assured that the Committee will work for improving the lot of down-trodden sections of the Society as also for the implementation of various Rules/Regulations/Instructions issued by the Government from time to time for their implementation so far as the Scheduled Castes and Scheduled Tribes are concerned.

The Committee selected the following departments/autonomous bodies for examination during the year 1993-94 :—

1. Transport Department.
2. Excise & Taxation Department.
3. Irrigation Department.
4. The Haryana State Handloom & Handicrafts Corporation Limited.

TRANSPORT DEPARTMENT

The Committee constituted since 1988-89 had been selecting the department for examination but in the absence of the material which was to be supplied by the department, the Committee could not frame the questionnaire. However, the replies to the questionnaire were received from the Government on 25th May, 1992. The present Committee also selected this Department. Accordingly, the Haryana Vidhan Sabha Secretariat vide letter dated 20th May, 1993 requested the Government for updating the replies sent on 25th May, 1992. Since no replies were received, the Committee in its meeting held on 21st October, 1993, again decided to request the Government for sending the requisite replies within a period of fortnight. The Committee was sorry to observe that the Government after protracted correspondence supplied the replies on 30th December, 1993. The Committee could not orally examine the representatives of the Government because of paucity of time.

EXCISE & TAXATION DEPARTMENT

The Government was requested by the Haryana Vidhan Sabha Secretariat vide letter dated 20th May, 1993 for forwarding the requisite number of copies of the statement showing the reservation/representation of Scheduled Castes & Scheduled Tribes in the said department. The Government inspite of various reminders issued by the Haryana Vidhan Sabha Secretariat for about six months did not send the required material. The Committee on 28th October, 1993 decided to orally examine the representatives of the Government for non-supply of required material in its meeting fixed for 12th November, 1993. The department, however, sent the material on 10th November, 1993 contrary to the procedure laid down. The Government vide their letter dated 16th November, 1993 informed the Haryana Vidhan Sabha Secretariat that the material which was sent by the department may be treated to have been sent by the Administrative Department. The Committee could not scrutinise the material and proceed further because of its late receipt and the Committee being busy with other work.

IRRIGATION DEPARTMENT

After the selection of the said department by the Committee, the Haryana Vidhan Sabha Secretariat vide letter dated 19th May, 1993 requested the Government for sending the material showing reservation/representation of Scheduled Castes/Scheduled Tribes in the said department within a period of fortnight. The Committee observed that the department did not bother to send the material till the representatives of the Government were orally examined on 28th October, 1993. The material was accordingly supplied by the Government vide letter dated 4th November, 1993. The Committee could not proceed further because of shortage of time.

THE HARYANA STATE HANDLOOM & HANDICRAFTS CORPORATION LIMITED

The Government was requested by the Haryana Vidhan Sabha Secretariat vide its letter dated 20th May, 1993 for forwarding the required material within a fortnight for scrutiny by the Committee. The material, however, was supplied and the questionnaire thereon was framed by the Committee which was sent to the Government on 5th January, 1994. The Committee could not proceed further because of non receipt of replies to the questionnaire till the finalization of this report.

STUDY TOUR

The Committee undertook an on-the-spot study tour to the States of Assam, Sikkim and Bihar during the months of September, October, 1993 for about a fortnight for holding discussions with the counter-part Committees of the Assemblies of the said States regarding matters of common interest and to see the development works in the said States. During the course of study tour, the Committee also held its own meeting at Raxaul.

Besides, the Committee also visited Shimla for holding its own meeting on 7th and 8th July, 1993.

GENERAL RECOMMENDATION

During 1993-94, while examining various departments, the Committee observed that the departments did not send information required by the Committee inspite of reminders by the Haryana Vidhan Sabha Secretariat with the result the work of the Committee was paralysed and the Committee was unable to function properly. The Chief Secretary to Government, Haryana, have already issued instructions to all departments on the subject which, the Committee observed, have not been adhered to by various departments. The Committee, therefore, took a serious view of this lapse 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 18TH REPORT

The Committee considered/scrutinised the action taken by the Government on the recommendations/observations contained in its 18th Report. In the cases where the replies were not received from the Government, 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 felt satisfied with the action taken by the Government on some of the recommendations/observations, dropped them. The recommendations/observations which are still outstanding, are shown on the following pages alongwith further observations of the Committee.

COOPERATION DEPARTMENT

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

Promotion Prospects

The Committee have gone through the written reply and the statement furnished by the department indicating number of posts held by the Scheduled Castes employees. The position shown in the statement relates to the period ending 30-9-1986. The Committee feel that no sincere efforts have been made to open promotion prospects for Scheduled Castes employees. The Committee would, therefore, like to know the latest position in the case and like to know as to whether the question of granting relaxation in the experience condition for members of Scheduled Castes, Backward Classes, Ex-servicemen and Handicapped candidates was considered by the Department, if not the reasons thereof.

The Department has made sincere efforts to clear the back log and now there is no shortfall in category of Sub-Inspector (Audit), Junior Auditor and Inspector (Audit) as is evident from the annexure 'A' appended. As regard the Senior Auditors it is submitted that as per reservation policy there is a single roster system for direct recruitment and promotion and a requisition of 2 Scheduled Castes candidates is still pending with the S.S.S. Board. As soon as these two candidates are sponsored by the S.S.S. Board then there will be no shortfall. In view of this it is prayed that this para may please be dropped.

The Committee commend that the matter may be taken up with the S.S.S. Board so that short-fall could be rectified since the matter is very important. The Committee further recommend that result achieved be intimated to the Committee.

The Committee recommended that the Chief Secretary to

**Position of Scheduled
Castes in Cooperatives
Institutions**

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

The service rules of Cooperative Institutions central cooperative banks and Sugar Mills provide for reservation as per State Govt. Policy. Moreover the Cooperative Institutions have been instituted time and again to complete the backlog in the reservations. The detailed information as on 28-2-93 with regard to sanctioned posts, filled up posts and short fall of All Apex Cooperative Institutions Central Cooperative Banks and Sugar Mills are sent herewith

The committee would like to know the latest position.

EDUCATION DEPARTMENT

Recommendation of the Committee	Action taken by the Committee	Further observation of the Committee
1	2	3
The Committee, therefore, recommended that the State Government should take early action to ensure that such rural inhabitations have Primary & Middle Schools within a walking distance so that more Scheduled Caste Children from such inhabitations could be enrolled in these schools	At present primary schooling facilities are available within a radius of 1 26 K.M. (as on 30-9-91). There are about 322 Villages/Basties/Dhanies in the whole of the State, where there is no primary school. In the 8th Five Year Plan 1992-97, 500 schools for girls are proposed to be opened. Therefore, all the Villages/Basties etc. which are without schools at present are likely to be covered by 1997. Provided at least 30 or more children are available in each of such Villages/Basties for schooling. The State Govt./Deptt. of Primary Education is also determined to universalise Primary Education by enrolling all the out of school children. Particularly, those belonging to scheduled castes by the end of current five year plan by making special efforts such as enrolment drives etc.	The Committee would like to know the progress achieved for the opening of Schools during 1992 to 1994 (Five year plan) and the enrolment of children particularly belonging to S.C.
Therefore, the Committee recommended that the Chief Secretary to Government, Haryana may take up the matter with the D.P.'s, Schools and Higher Education to in-	At present there are 2716 vacant posts of JBT teachers in the State. Of these, 914 posts (33.6%) belong to Scheduled Castes category.	The Committee would like to know the latest position

investigate 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.

Govt. for taking these posts out of the purview of S.S.S. Board Haryana so that recruitment against these posts (including posts reserved for S C.) could be made to make up the shortfall

with regard to the recruitment of JBT teachers belonging to Scheduled Castes by taking the post of JBT out of purview of S.S.S. Board.

2007.11.11

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.

Regularisation of the service of Daily Wages Workers

The information in respect of Safai Karamcharis and other than Safai Karamcharis from 74 & 56 Municipal Committees (Annexure 'A' & 'B') respectively has been received in this Directorate out of total number of 81 Municipal Committees. In 74 Municipal Committees, total number of sanctioned posts of Safai Karamcharis/Jamadars are 6670 whereas 6648 posts are filled up.

So far as regularisation of services of daily wages employees is concerned, it will only be possible after the decision is taken by the Government in this behalf, as a similar case has been referred to Local Government for its decision. However, Municipal Committees have been directed by this Directorate to recruit Safai Karamcharis only on regular basis in future.

The Committee would like to know the latest position regarding filling up posts of Safai Karamchari in the Municipal Committees in the State.

List of those Municipal Committees from whom information have not been received is attached herewith.

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

All the Deputy Commissioners/Municipal Committees were asked vide this Directorate D.O. Letter dated 24-2-93 to fill up posts of District-level services of all categories in Municipal Committees, keeping in view the reservation policy. It was also stressed that if there is any shortfall, that should be fulfilled immediately. Subsequently, reminders on dated 23-3-93, 20-4-93, 11-5-93, 17-5-93, 18-5-93 and 19-5-93 were issued in this regard. However, it is relevant to mention here that respective Deputy Commissioner is appointing authority in case of the posts of district-level services.

The Committee would like to know the latest position.

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 been more than 10% shortfall in the representation of Scheduled Castes in Class III posts in the Corporation and recommend that urgent steps be taken to fill up the posts and wipe off the backlog.	The Corporation was making earnest efforts to wipe off shortfall in representation of S.C. S.T. in certain categories of posts(Class-III) by filling up vacant posts of Clerks from candidates of S.C. categories. The shortfall of 10% in Class-III posts were reduced to 7.4% in the year 1992. The shortfall had been recouped by promoting employees of S.C. categories to their next posts. The State Govt. had also been requested to accord approval for filling of some posts of Clerk-cum-Typists from the category of S.C. so that this shortfall could be reduced further. This position was apprised to the Committee on the Welfare of Scheduled Castes & Scheduled Tribes in reply to their observations made as per their 16th report. During oral examination by the Committee on 14-12-92, the inability of Haryana State Small Industries & Export Corporation Ltd. to recoup shortfall in the category of S.C./S.T. on account of imposition of 10% cut by the State Govt. on recruitment was explained. The Committee, however, observed that such cut of 10% by the State Govt. obviates due representation to categories of S.C./B.C. employees and desired that state Govt. be approached to accord relaxation in the con-	The Committee would like to know the latest position.
The Committee further desire to be informed regarding the steps taken by the Corporation to make up the deficiency.		

dition of 10% cut. Accordingly, a reference was made to the State Govt. on 14-12-92. The State Govt. was also informed through a communication dated 27-5-93 to take up the matter with the Chief Secretary to Govt. of Haryana for exemption in the condition of 10% cut on staff strength. However, it is submitted that due to decontrol of iron & steel, the Corporation has suffered heavy losses and a large number of employees have been rendered surplus. In this situation the Board of Directors at their last meeting decided that no recruitment of any kind be made by the Corporation. Therefore in the present situation recruitment for eliminating the shortfall may not be possible. However, whenever any recruitment is made by the Corporation it will be ensured that first of all the shortfall in S C./S T. categories is eliminated

HARYANA STATE ELECTRICITY BOARD

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Class-III posts From the persual of the material supplied by the Board, the overall representation of Scheduled Castes in Class-III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in the year 1986-87. But it has been noticed that out of 21427 categories of posts representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32929 sanctioned posts of Class-III as on 31st March 1987, 30706 posts were filled up. The quota meant for Scheduled Castes comes 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.	(i) As already stated in the Boards' reply to the 17th report of observations raised by the committee on the welfare of SC of Haryana on 1-2-1993, the reasons for short-fall in the Class-III posts (Technical & Non Technical) is that the eligible SC employees are not available in the lower cadre for further promotion to the upper cadre posts. Keeping in view of these facts, the Board has already overhauled recruitment and promotion policy in respect of Class-III (Technical and 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 Committee would like to know the latest position with regard to the Class III posts after recruiting the shortfall.
The Committee was assured during the course of oral examination of the representatives of the Government and Board that	(ii) As a result the Board has since filled up the following posts by direct recruitment after advertising vacancies	

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.

through press :-

Sr. No.	Name of post	No. of vacancies filled from S.C. candidates
1.	Asstt. Lineman	458
2.	Shift Attendant	128
3.	Lab. Attendant	14
4.	Carrier Attendant	16
5.	Junior Engineer	53

After taking into account the promotions made to the post of Asstt. Lineman, between 1-7-92 to 31-12-92 and also the directly recruited SC candidates, the shortfall will be reduced from 262 to 161. Similarly the shortfall in the category of Shift Attendant will come down from 42 to 5; in Lab. Attendant 'Nil' and carrier Attendant 2 candidates will be excess(as there was no previous shortfall), after incorporating the figures of fresh recruitment.

(iii) Further achievement made by the Board in respect of various categories advertised may kindly be seen at Annexure-'A'.

(iv) Divisional/Revenue Accountant

There is shortfall of 28 Nos. candidates in the cadre of Revenue/Divisional Accountant. As already stated in the Board's reply to the 17th report, the main reason for shortfall in this cadre post is that all the posts of Divisional Accountant have been filled up from amongst departmental employees who had qualified the prescribed departmental Accounts Examination. Qualified SC candidates could not be available despite arranging 4 weeks training by the Board on the recommendation of the committee to the employees belonging to these communities working in the Board.

Keeping in view of the above position, the Board has also amended its Recruitment & Promotion Policy in respect of Divisional Accountants according to which 50% posts of Divisional Accountant will be filled up by direct recruitment thereby providing more avenue/entry of the SC and other reserved categories in the Accounts cadre. However the issue of filling in 29 posts of Divisional Accountant (which include 8 posts for SC candidates) through advertisement is in process of finalization.

The Board has stated in its latest written reply that 1796 posts of U.D.Cs. are in position. The quota meant for Scheduled Castes Candidates comes to 359, whereas only 92 posts have been filled up from amongst the Scheduled Castes Candidates. The reasons for the shortfall as stated by the Department/Board were that there is a 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.

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

(i) After 30-6-92, 59 vacancies of UDCs were filled in upto 31-12-92 in which 6 candidates belong to SC communities and the shortfall works out to 85 as on 31-12-92.

(ii) As desired by the committee the Board vide its memo No. Ch-11/NGE/G-1281 Ban. 88 dt. 29-10-91 has lifted the ban for direct recruitment of staff against regular posts, and as such a case for filling in 200 posts of UDC (Field) and 34 UDCs (HO) through advertisement or otherwise to recoup the existing shortfall of SC employees in this cadre is under consideration of the Board.

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

As already stated in the Board's reply to the 17th report the posts of Store Keepers are filled up by promotion from amongst the Asstt. Store Keepers 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 31-12-92 in the cadre

The steps taken to wipe off the backlog of UDC may be intimated to the Committee.

The Committee would like to know the latest position.

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

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.

of Store keepers. The shortfall will be recouped as and when the eligible candidates will be available in the lower cadre i.e. Asstt. Store Keepers.

As already stated in the Board's reply 17th report, there was a shortfall/backlog of 154 Nos. SC candidates in the cadre of LDC as on 30-6-92. 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 have been reserved for the candidates belonging to the SC community as per standing instructions of Reservation policy. Thereafter 33 posts of LDCs were filled up from 1-7-92 to 31-12-92 out of which one post has been filled up from amongst the candidate belonging to SC communities and thus the shortfall as on 31-12-92 comes to 158 posts as per Annexure-'B'.

More than 3000 candidates (as shown in Annexure-'A') of SC communities have since been interviewed. However, selection has not been finalised so far.

The Committee would like to know the latest position.

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 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 posts of Drivers are available in number with the Employment Exchanges. The Committee further desire to be informed regarding the steps taken by the Board to make up the deficiency.

Technical posts

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

(i) As already stated in the Board's reply to the 17th report of the committee, there was a shortfall of 55 Nos. SC candidates as on 30-6-92. Thereafter 2 posts of Drivers were filled up from 1-7-92 to 31-12-92 and thus the shortfall as on 31-12-92 remains unchanged.

(ii) The Board has since revised Recruitment & promotion policy vide Memo No. Ch.—93/Reg.-119 dt. 9-3-93 according to which C.Es. of Projects and respective S.E.s. of field have been authorised to appoint the Drivers (Field cadre) from amongst the Cleaners/Class-IV employees with the direction to wipe off entire backlog against the vacancies of SC personnel. Achievements of this revised policy are still to come.

However the backlog in H.O. cadre drivers is of one post only which will be recouped as soon as the Board has since invited applications vide Memo dated 23-6-93 from eligible Cleaners/Class-IV employees borne on Head Office Cadre to fill up 9 posts.

(iii) It is assured that sincere efforts would be made by the Board to wipe off the entire backlog against existing vacancies of Scheduled Caste communities in the cadre of Drivers.

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.

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

(1)	Junior Engineer (F)	(2)	Name of Category	(3)	Shortfall as on 31-12-92
(1)	Junior Engineer (F)		1. Junior Engineer Gr.-I (Field)	37	
(2)	Divisional Head Draftsman;		2. Assistant Foreman	(—)	10
(3)	Foreman G-r		3. Draftsman	34	
(4)	Junior Engineer (Civil); Junior Engineer (F) (Tech. Asstt.)		4. Junior Engineer (Civil)	35	
(5)	Drafts-Sub.		5. Foreman Gr.-I	15	
(6)	Sub. Str. Attendant		6. Sub-Station Attendant	52	
(7)	S.S.A;		7. Asstt. Sub-Station Attendant	42	
(8)	Shift Attendant; and		8. Shift Attendant	42	
(9)	Assistant Foreman.		9. Junior Engineer Gr.-II	13	64
			(a) S/Stn.	2	
			(b) Test	49	
			(c) Field		
			10. Pharmacist	1	
			11. Steno Typist	6	

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 Castes employees were available in the lower rank.

(i) As already stated in the Board's reply of 17th report of the Committee, the posts of J.E. Gr.-I (Field) and Asstt. Foreman are filled up by promotion from amongst the Junior Engineer

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

11 (Field) and Lineman respectively. There is no direct recruitment quota for these posts.

(ii) After 30-6-92 41 posts of J.E.-I (Field) have been filled up by promotion upto 31-12-92 which include only one candidate of SC community. Suitable candidates of SC community were not available. However posts for SC candidates have been kept reserved. Similarly 501 vacancies of Asstt. Foreman's have been filled from 1-7-92 to 31-12-92 which include 123 candidates of SC community. Now 10 candidates are in excess of their share quota.

As shown at Sr. No. 5, there is shortfall of 15 Nos. SC employees in the cadre of Foreman Gr.-I. As per recruitment & 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 candidate belonging to SC category is available in the cadre of Foreman Gr.-II who have completed 4 years experience. During 1989 some SC candidates were appointed as Foreman Gr.-II and they would be considered for promotion to the post of Foreman Gr.-I after July, 1993 i.e. after completing the required experience and thus the shortfall of SC candidates in the cadre of Foreman Gr.-I is expected to be minimised shortly.

The Board has also advertised 5 Nos. posts of Foreman Grade-I for SC/ST candidates for

direct recruitment. Last date for receipt of applications is 15-7-1993.

As already stated in the Board's reply to the 17th report of the committee, the post of Sub-Station Attendant and Asstt. Sub-Station Attendant are filled up by promotion.

16 posts (including 3 SCs) of SSAs and one post of A.S.S.A. were filled in upto 31-12-92. Thus the shortfall in the cadre of S.S.A. has been raised to 52 from 51

As per recruitment & 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 promotion quota 26 Nos.

144 posts of J.E. (Field) have since been filled up by direct recruitment which include 53 candidates of SCs. As 53 posts have been filled in by SC candidates the shortfall in direct recruitment has been reduced from 48 to 24.

82 posts have been filled up by promotion w.e.f. 1-7-92 to 31-12-92 which include 28 candidates of SC communities thereby reducing the shortfall in promotional quota from 26 to 14.

As already stated in the Board's reply to the 17th 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.

However 145 candidates of SC communities for the posts of J.D.M have since been interviewed against CRA-131, selection of which is still to be finalised.

As already intimated there is no vacancy of J.E. (Civil). The Junior Engineer (Civil) are already surplus in the cadre and they are being charged to other cadre posts.

27 candidates of SC communities attended interview for the post of Pharmacist. The selection is yet to be finalised.

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

1. Havildar/Daftri/Record Lifter
2. Store Mate/Store Attendant.
3. Bill Distributor.
4. Mali/Gardner.
5. Peon.

Class-IV Cadre :

- | | |
|--|---|
| (i) Havildar/Daftri/Record Lifter. | The Committee would like to know the latest position. |
| (ii) Store Mate/Store attendant | |
| (iii) Bill Distributor | |
| (iv) Mali/Gardner | |
| (v) Peon | |
| (vi) Truck Cleaner/Oiler/Cleaner/Greaser | |
| (vii) Atsst. Pump Driver. | |

Out of 18 SC candidates called for interview for the post of Steno. Typist only six candidates attended the interview and none of them could qualify the shorthand test.

However, a case for re-advertisement of 32 vacancies of Steno. Typist is under consideration.

The Board has since filled up 455 vacancies by direct recruitment out of which 128 candidates belong to SC communities. Thus the backlog against this category has been reduced and remained 5 only.

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 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.

1. Havildar/Daftri/Record Lifter

The overall representation of S.C. employee as on 31-12-92 in the cadre of Havildar/Daftri/Record lifter is as under ..

Cadre strength	Working position out of Col 1	SC as on 31-12-92 (Out of Col 2)
126	122	25

Keeping in view of the above posts, at 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 percentage i.e, 20%.

Store Attendant (Store Mate)

After 30-6-92, 143 posts of store attendants have been filled upto 31-12-92 which includes 38 candidates of SC communities. With this the movement of Roster has been raised to 337. Out of which 67 points go to the SCs. against which 60 candidates of SC communities have been recruited and thus the shortfall works out to 11 Nos. as shown in Annexure—'B'. But with reference to the sanctioned strength of

the cadre the actual position is as under :—

Sanc- tioned strength	20% posts due for S.Cs.	SC candi- dates in position	Shortfall
316	63	60	3

**III. Mali/Gardner, Bill Distributor, Peon,
Cleaner/Truck Cleaner/Oiler/Greaser/
Asstt. Pump Driver**

As already intimated in the replies of 17th report necessary instructions were issued to all concerned cadre controlling authorities of the Board vide memo No. Ch-13/CRA-G-108/L dated 19-6-92 to supply their vacancy position to the Under Secretary/Recruitment of the Board in respect of these cadre posts for advertising the vacancies through special drive of reserved categories on priority basis as per standing instructions of the State Govt dated 26-2-92. As a result of this requisitions for filling up 103 posts of Chowkidars, 75 posts of Malis and 150 posts of

Bill Distributors have since been received and the matter is under consideration.

However, it is submitted for information of the committee that the vacancies of Class-IV employees are generally filled up/kept reserved for filling under Ex-gratia scheme in respect of the reservation policy.

HARYANA URBAN DEVELOPMENT AUTHORITY

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
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1	2	3
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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 :	Short-fall already made good Sixteen posts belonging to Scheduled caste category were advertised after obtaining NAC from the Employment Exchange. The applications received are being scrutinised for test/interview. HBPE was requested to sponsor the name of suitable candidates out of surplus pool. No. recommendations have been received. HBPE, (Surplus Cell), has now become not existent. Approval of Hon'ble C.M. is being sought to fill in these posts by direct recruitment to meet the shortfall.	The Committee would like to know the latest position.
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Sr. No.	Category	Shortfall	Remarks
1	2	3	4

- Head Clerk 3 Eligible S.C. persons with requisite experience were not available.
- Assistant 3 Eligible S. C. persons with requisite

These are promotion posts and no S.C. HUDA employee has qualified S.A.S. examination.

There is a surplus of one Schedule Caste Clerk as per report of the checking party from Welfare of Scheduled Castes and Backward Classes Department dated 8-2-93.

experience were not available

3. Accounts Assistant

8 Eligible S. C. persons were not available from Employment through Advertisement. Hence these posts are dereserved as per Govt. policy.

4. Jr. Scale Stenographer

2 Eligible S. C. persons were not available from Employment/Exchange. Being advertised shortly through press.

5. Steno-typist

2 Do-

6. Accountant SAS

2 Qualified S.A.S. persons were not available with HUDA.

7. Clerk

11 Shortfall is due to the absorption of 49 Clerks from Census/Colonisation/Food & Supplies/Urban Estates etc.

8. Sub-Divisional Clerk

7 Eligible S. C. persons are not available for promotion. Shortfall will be made good in future.

As per Haryana Govt. instructions issued vide No. 5/6/92-1B&C dated 1-5-92, all posts lying vacant for more than 3 years as on 1-5-92 have been abolished. These two posts accordingly get abolished.

1		2	3
9. Tracer	5	Shortfall will be made good early.	
10. Head Draftsman	2	Eligible persons were not available Shortfall will be made good in future.	
11. Assistant Draftsman	1	—Do—	
12. Junior Draftsman	2	—Do—	
13. Driver	3	Shortfall will be made good early.	
		51	
		(—) 8 (Dereserved	
		<u>43</u>	

After reviewing the position in respect of Class-II and III posts, as above the Committee noticed that there is a shortfall in these groups of service so far as Scheduled Castes and Scheduled Tribes are concerned. The Committee

did not feel satisfy with the position explained by the departmental representatives. The Committee, therefore, recommend that in future to wipe off the shortfall, the vacancies should only be filled up by appointing/promoting Scheduled Castes and Scheduled Tribes employees. The Committee further recommend that steps may be taken by the Government to revert the deputationists to their parent Departments to achieve the goal.

Filling up of reserved vacancies

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

The Committee would like to know the criteria for filling the posts. The latest position be also intimated to the Committee.

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 From these figures, the Committee noticed that the reservation policy laid down by Government is not being implemented in letter and spirit with the result that the shortfall in the category of Scheduled Castes/Scheduled Tribes exists in the Haryana State Federation of Consumer's 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.	2 49 employees of different grades belonging to Scheduled Castes were retrenched on 3-2-89. As per present sanctioned strength (1026), there is no shortfall in these categories as on 31-3-93. However, one Assistant Manager belonging to SC category expired on 28-4-93 and the resultant shortfall in SC category shall be recouped by promotion from amongst the storekeepers belonging to SC category.	3 The Committee would like to know the latest position regarding filling up vacant post of Assistant Manager.
During the oral examination, the Committee was informed by the departmental representative that on 3rd Feb., 1989, 592 employees of various categories who did	The total sanctioned strength of Confed is 1026* against which 1318 employees are working as on 31-3-93. There are 293 surplus employees and reserved posts have not been worked out against the surplus staff strength. The cadre-wise	The Committee would like to know the latest position.
Termination of Services		

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"

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 Consumer's Cooperative Wholesale Stores Ltd., the Government should issue necessary direction in this regard and the Scheduled Castes employees who have been

(post-wise) reserved posts in all categories (Class I, II, III & IV), as per sanctioned strength, were filled as on 31-3-93. However, one Assistant Manager belonging to Scheduled Caste category expired during the month of April, 1993 and one Accountant Grade 'A' belonging to Scheduled Caste category has also resigned in April, 1993. These resultant vacancies of Assistant Manager and Accountant Grade 'A' belonging to SC category shall be filled in due course. *10 posts which were lying vacant since December, 1989 have been abolished vide BOD resolution No. 4 dated 23-11-92 thereby reducing the sanctioned strength to 1026 from previous 1036

1	2	3
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terminated by the Haryana State Federation of Consumer's Cooperative Wholesale Stores Ltd., may be reappointed on the posts on which they were working before their termination of services on 3rd Feb., 1989.

13/02/89

POLICE DEPARTMENT

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

The Com-mittee would like to know the latest position.

During the period from 1-3-92 to 30-4-93, general recruitment was made to fill up the backlog. Total 2178 Constables were recruited. Out of these 339 Consts. belonged to SCs and 259 Consts. belonged to BCs. In this way, quota of SCs has been reduced to 15.52% instead of 20% whereas quota of BCs has been raised to 11.88% instead of 10%. The above deficiency in recruitment of SC candidates was due to non availability of suitable candidates with prescribed qualifications/physical measurements. However, all the Police Units have been directed/instructed to meet the backlog of reserved categories in the future recruitment drives

Apart from above, a board has been constituted to recruit the backlog in the Commando force in reserved categories of SCs and BCs under the chairmanship of DIG/Rlys. & Commando Haryana who will select and recruit the eligible candidates from these reserved

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

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	Sche- duled Castes	Total	Sche- duled Castes
I	19	5	4	2
II	9	1	139	5
III	7,588	1,531	3,365	511
IV	506	152	-	-

In view of the above figures, the Committee observed that there is shortfall in the department in different cadres of posts and in different groups. Although the department is taking effective steps to recoup the shortfall, yet the Committee recommend that the department should make more efforts and amend the Service Rules for various categories of posts, if

categories, details of which are as below :—

	SCs	BCs
Constables	102	21
Consts. drivers	14	7

The above recruitment was proposed to be made in 1st week of June 1993, but could not be done. Board has been directed to recoup this backlog early.

Latest position as on 28-2-93 is as under :—

Class	Total No. of Employ- ees	Total No. of SCs	Total No. of BCs
I	196	25	7
II	120	10	5
III	29717	4956	2926
IV	1403	425	432

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.

B-I List

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 137 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.

Present position of Class IV employees as on 28-2-93 is as under:—

Total No. of Class IV Employees	SCs	%age	Shortfall
1403	425	30.29	—
No. of 978 Class IV employees after counting for jobs traditionally held by SCs.	185	18.9	1.1
No. of peons	578	14.03	5.07

The shortfall of 5.07 will be made good shortly.

Govt. vide their No. 32/1/92-7 HGI dated 18-9-92 have recently made a provision for reservation in favour of the members of Scheduled Castes and Backward Classes in the promotion courses of the Home (Police) department of the reservation being the same as in the case of corresponding promotion posts. These instructions have been circulated vide this office endst. No. 7334-71/T-2 dated 7-10-92 to all the Police Units including the Police Institutions viz. Director P.T.C. etc for future meticulous compliance. with immediate effect and the per-centage

The Committee would like to know the latest position.

INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
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1	2	3
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The Department informed that the post 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 direct recruitment. These posts include Assistant Director (Technical), Assistant Apprenticeship Advisor/Principals I.T.I. (Technical), Assistant Director (V.E.) and Assistant Directors/Control	Cadrewise latest position of representation of scheduled Castes in service alongwith backlog as on 31-3-93 is as under :-	The Committee would like to know the steps taken to recoup the shortfall

Group-'A'

Name of posts	Shortfall in representation to Scheduled Castes as on 31-3-89	Present position No. of posts filled From Scheduled Castes from 31-3-93	Net Shortfall in reservation.
Assistant Director/Principal ITI/Assistant apprentice-ship Advisor	Nil (one post of Principal, ITI abolished)	Nil	Nil

In Group 'A', 16 posts that is Joint Directors (2), Deputy Apprenticeship Advisor/Deputy Director Training (2), Assistant Director Technical/Principals, ITI/Assistant Apprenticeship Advisor (8) (one post has been abolished in July, 1992 as a result of which only seven posts are available in this category), Assistant Director Vocational Education (1), Deputy Director Women (1)

ter 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 give the following information above the Groupwise strength of staff as it stood on 9th February, 1979 as under :—

No. of posts S.C. sanctioned didates on 9-2-1979 in position as on 9-2-1979

GROUP 'A' 11
GROUP 'B' 27
GROUP 'C' 1611
GROUP 'D' 551

There is no. S.T. in this Department.

and Controller of Examination/Assistant Director (Non-Technical) (3) are in existence as on 31-3-93. The posts of Joint Directors, Deputy Apprenticeship Advisor, Deputy Director Training and Deputy Director Women are filled up by promotion. Regarding the remaining 11 posts of Group 'A', 50% posts are filled up by promotion and 50% by direct recruitment. In this group, reservation to the Scheduled Castes is available on direct quota posts. Earlier one post reserved for Scheduled Caste was notified to the Commission twice but no candidate was recommended against this post as a result of which reservation in this category could not be given. Since now the one post in this category has been abolished, it is not possible to give any reservation in this category. However, as soon as one more post is created, the matter will be reviewed and necessary steps would be taken to give reservation to the Scheduled Caste candidates.

Group 'B'

In Group 'B' 113 posts are sanctioned which are as under :—

Name of Posts.	No of posts sanctioned	No of posts filled.	Scheduled Castes quota.	No. of Scheduled in position	Shortfall in representation to Scheduled Castes.
1	2	3	4	5	6
Assistant Director/Principal, ITI.	22	18	2	2	—
Senior Apprenticeship Supervisor/Vice-Principal, ITI.	9	9	1	1	—
Assistant Director Women.	1	1	By promotion	—	—
Assistant Director (Non-Technical)/Senior Apprenticeship Supervisor.	5	5	—	—	—

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

No. of posts created from 9-2-79 to 31-3-89	No. of posts filled from 9-2-79 to 31-3-89	No. of posts filled by S.C.

	Direct Pro-motion	Direct Pro-motion
GROUP 'A'	5	3
GROUP 'B'	55	14
GROUP 'C'	1265	439
GROUP 'D'	360	487
	177	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.

1	2	3	4	5	6
Deputy District Vocational Education Officer.	4	2	—	—	—
Superintendent	7	7	By promotion	—	—
Vice-Principal (10+2)	65	33	4	2	2
	113	75	7	5	2

Out of 113 posts 7 posts of Superintendent and one post of Assistant Director Women are filled up by promotion. The remaining 105 posts are filled up 50% by promotion and 50% by direct recruitment in each category. Reservation for scheduled Castes is given in direct recruitment as per State Government policy. It is clear from the above table that there is a shortfall of 2 posts of Vice-Principals (10+2) and these posts have already been notified to the Commission in 1991 and the Commission has also advertised these posts. Shortfall in reservation will be made good as soon as the Commission recommends the names of successful candidates.

Group 'C'—I

Name of posts	Sanctioned posts	No. of posts filled	Shortfall as on 31-3-89	No. of posts filled from 31-3-89 to 31-3-93	Scheduled Castes representation from 31-3-89 to 31-3-93	Total No of short-fall Scheduled Castes in position.
1	2	3	4	5	6	7
						8
						9

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 up-graded to that of Joint Director. The reserved post in this group was advertised twice by the Haryana Public Service Commission. It was told that no candidate has been recommended by the said Commission.

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

1. Total = 58 (i) Shortfall = 10
No. of in pro-
short- motion
fall posts

(ii) Shortfall = 48
against
recruit-
ment
posts
direct

Field	124	124	1	—	5	2	28	—
Group Instructors/Apprenticeship Supervisors/Millwright Mechanic	124	124	1	—	—	—	—	—
Superintendents	33	25	—	—	8	1	5	—
Store-Keepers	26	19	—	4	—	—	—	4
Accountants	32	19	—	—	19	4	4	—
Assistants	173	137	1	—	11	3	27	—
Clerks	236	227	—	—	84	17	45	—
Steno-Typists (Hindi)	4	4	—	—	2	—	1	—
Headquarter								
Head Assistants	8	8	—	—	8	2	2	—
Research Assistants	4	4	—	—	4	—	—	—
Apprenticeship Supervisor (Non-Technical)	1	1	—	—	1	—	—	—
Legal Assistant	1	—	—	—	1	—	—	—
Assistants	50	50	—	—	13	2	10	—
Personal Assistants	1	1	—	—	—	—	—	—
Senior Scale Stenographer	3	3	—	—	—	—	—	—

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

(i) Total reserved for S. C. as per Roster 84

(ii) Total filled out of reserved posts 74

(iii) Extra posts filled from S. C. 2

(iv) Reserved 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 :—

1.	2	3	4	5	6	7	8	9
Junior Scale Steno- Graphers	7	1	—	—	—	—	—	—
Steno-Typists	12	12	—	—	7	1	2	—
Clerks	63	54	—	—	49	9	12	—
Drivers	5	3	—	—	3	—	—	—
Restorers	4	4	—	—	1	—	—	—
Machinemans	2	2	—	—	2	—	—	—
Section Officers	4	4	—	—	4	—	—	—
Senior Technical Assistant	1	1	—	—	—	—	—	—
Technical Assistants	2	2	—	—	1	—	—	—
Librarian	1	1	—	—	—	—	—	—
Cinema Operator	1	1	—	—	—	—	—	—
	798	707	2	4	223	41	136	4

In this sub-category on 31-3-89 there was shortfall of 2 Scheduled Castes. Between 31-3-89 to 31-3-93, 223 more posts were filled up against which 41 posts were filled up from Scheduled Castes. The previous shortfall of 2 posts has also since been recouped. There is shortfall of 4 posts on 31-3-93 which is due to Court cases. SLP is pending in the Supreme Court.

(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									
(d) Direct advertisement 9									
(e) Left in-advertently and to be filled in future upon a vacancy becoming available 1									
(f) cannot be filled up on account of stay in court cases 17									
Total 48									
Besides above figures, the department give the following									
Field	1	2	3	4	5	6	7	8	9
Filter Instructors		89	89	—	—	5	1	18	—
Welder Instructors		42	42	—	—	7	2	9	—
Sheetmetal Instructors		10	10	—	—	1	—	2	—
Moulder Instructors		14	13	—	—	1	—	3	—
Hostal Superintendents		21	16	—	—	—	—	3	—
Lady Physical Training Instructors		4	3	—	—	—	—	—	—
Social Study Instructors		12	16	2	2	—	—	1	2
Instrument Mechanic Instructors		5	4	—	—	2	—	1	—
Surveyor Instructors		4	4	—	—	1	—	1	—
Tool & Die Maker Instructors		14	13	—	—	5	1	3	—
Mill Wright Mechanic Instructors		3	2	—	—	1	—	—	—
General Mechanic Electronics Instructors		31	30	1	—	13	3	5	—
Radios & Television Instructors		35	34	2	—	4	2	7	—
Stenography English Instructors		16	12	1	1	—	—	2	1
Stenography Hindi Instructors		31	26	2	2	—	—	3	2
Electrician Instructors		44	42	—	—	9	5	9	—

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

1	2	3	4	5	6	7	8	9
Language Teacher Hindi	31	29	—	—	5	1	6	—
Allied Trade Instructors	53	53	—	—	27	5	11	—
Apprenticeship Instructors	14	12	—	—	4	1	2	—
Pattern Maker Instructors	4	4	—	—	1	1	1	1
Machinist Grinder Instructors	6	6	—	—	2	1	1	—
Wireman Instructors	30	28	1	1	5	1	2	—
Turner Instructors	71	71	—	—	6	2	6	—
Plumber Instructors	10	9	—	—	3	—	1	—
Electroplater Instructors	2	2	—	—	1	—	—	—
	952	917	16	7	166	48	168	7

In this sub-category 917 posts have been filled up and the number of posts for Scheduled Castes Works out to 183 as on 31.3.93. But 168 Scheduled castes are in position and there is a shortfall of 15 posts. But the net shortfall works out to 7 posts of Scheduled Castes because the 8 posts are prior to the enforcement of reservation policy through roster system implemented from 9.2.79 for recouping the net shortfall of 7 posts, Subordinate Services Selection Board Haryana has been requested to advertise the 4 posts in November, 1992 and December, 1992. One post of Wireman Instructor has already been advertised by the Board in February 1993. The post will be filled up from Scheduled Castes and shortfall will be recouped as soon as the recommendation from the Board is received. However, 3 other posts have not been filled up in compliance with the orders of Hon'ble High Court and when the final orders of High Court are received action will be taken accordingly.

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

Group 'C'-III

Name of Post	Sanctified post.	No. of posts filled	SHORTFALL '31-1-89	'AS ON '31-3-93	No. of S.Cs. post filled from '31-3-89 to '31-3-93	Total No. of S.Cs. post filled in '31-3-89 to '31-3-93	NET SHORT-FALL	
1	2	3	4	5	6	7	8	9
Agriculture Mech.	38	30	—	—	6	2	7	—
Two & Three Wheeler Repairer								
(Theory)	26	24	—	—	7	2	5	—
—do— (Practical)	27	21	2	—	7	1	2	2
Sales Assistant	9	7	—	—	7	1	1	—
Office Secy(H)	36	8	2	—	—	—	—	2
—do— (E)	19	17	—	—	7	1	2	1
Designer & Master Cutter	52	23	4	1	6	—	2	2
Receptionist	4	2	—	—	1	—	—	—
Bakery & Confectionery	4	2	—	—	1	—	—	—
Boiler Attendant (Prt.)	2	1	—	—	1	—	—	—
—do— (Theory)	3	1	—	—	1	—	—	—

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.

Cron. Production	5	5	1	—	—	—	1	Non-Schedule Cases ad-hoc employees re- gularised.
Machinery Tex- tile Mech ₆ (Theory) ₁	1	4	—	—	—	—	—	—
-do- (Practical) ₁	1	1	—	—	—	—	—	—
Heat treatment (Theory) ₁	1	1	—	—	—	—	—	—
-do- (Practi.) ₁	1	1	—	—	—	—	—	—
Motor Vehicle Body Builder ₁	2	2	—	—	—	—	—	—
Accountancy & Auditing ₁	29	21	1	2	15	1	3	—
Banking Asstt. ₁	13	8	—	1	8	1	1	—
Horticulture & Floriculture ₁	4	4	—	—	4	1	—	—
Library Science ₁	1	1	—	—	—	—	—	—
Visual Art ₁	2	1	—	—	1	—	—	—
Tennaries ₁	1	1	—	—	—	—	—	—
Lineman (Theory) ₁	30	22	—	—	20	4	—	—
Lineman (P) ₁	29	29	—	—	21	5	—	—
Electric Deme- sic & Appliance repair (P) ₁	26	21	—	—	20	4	—	—
-do- (P) ₁	26	21	—	—	12	2	—	—
Furniture Maker Designer (P) ₁	11	10	—	—	9	2	—	—
Furniture Maker & Designer (P) ₁	12	7	—	—	7	1	—	—
Principal ₁	4	3	1	1	1	—	1	(Promotions case is under process)
Headmistress/ Craft Instructor/ Technical Mis- tress	31	26	1	1	10	2	1	—

	2										3
Technician-cum	4	3	—	—	—	—	—	—	—	—	—
Designer	2	2	—	—	—	—	—	—	—	—	—
Cutter & Designer	14	13	3	3	—	—	—	—	—	—	—
Drawing Master	53	45	5	3	4	6	6	6	6	3	3
General Foundation Course	53	41	—	—	1	9	9	9	9	—	—
Basic Foundation Course	65	42	9	—	3	1	1	1	1	8	8
Language Teacher(E)	65	48	2	—	4	1	1	1	1	8	1
Language Teacher(H)	65	94	13	—	6	1	1	1	1	7	—
Junior Mistress	102	94	(Before 79)	—	—	—	—	—	—	—	—
Hair & Skin Care	7	6	1	—	—	—	—	—	—	1	1
Total :—	815	616	32	12	190	48	74	30	30	30	30

(Working on
ad hoc basis)

In this sub-category 616 posts are filled up against which 74 Scheduled Castes are in position bringing out the net shortfall to 30 as on 31-3-93. To recoup the shortfall of 8 posts of Language Teacher (English) requisition was sent to Subordinate Services Selection Board for 5 posts in September, 1991 and for 3 posts in July, 1992 respectively. The posts will be filled up as soon as the Board recommends the candidates. For the remaining 22 posts, demand was sent in September, 1991 to the Board to recommend suitable candidates to fill up the posts reserved for Scheduled Castes, but either the suitable candidates were not available or in some cases candidates sponsored by the Board did not fulfil the requisite qualifications laid down for the posts. The qualification of Instructors in the vocations of Designer & Master cutter, Two & Three wheeler Repairer (Theory & Practical), office Secretaryship Hindi & English, Heat Treatment, Hair & Skin care etc. are being revised and the revised requisitions will be sent by the department to the Board for sponsoring suitably qualified candidates. The remaining posts will be filled up thereafter from Scheduled Caste candidates. Regarding shortfall of 3 posts of Scheduled Castes in the category of Accountancy & Auditing, the Board has recommended 2 candidates on 7-2-92 but so far they have not sent their forms despite reminders. These cases will be finalised on receipt of forms from S.S.S. Board.

Adhoc/Daily wages Appointments

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

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

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

In this Department, no person had been taken on daily wages. However, 566 persons were taken on adhoc basis in Class-III categories such as Instructors, Clerks etc. As per policy of the Government, the services of 566 adhoc employees as on 1/91 have been regularised out of which 82 employees belong to Scheduled Castes. There is shortfall of 31 employees belonging to Scheduled Castes. Government have imposed a ban on adhoc/daily wages appointments in May, 92. As soon as the ban is lifted, the position will be reviewed.

The Committee would like to know the latest position.

1	2	3
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 :—	The case regarding the reservations for wards of the teachers in service was examined. As per policy of the Government, 50% seats are already reserved. According to the rulings of Hon'ble Supreme Court/High Court as well, reservation more than 50% can not be made. It is, therefore, not possible to provide any reservation to the wards of the teachers.
Sr. No.	Category	Percentage
1.	Scheduled Castes/Scheduled Tribes.	20%
2.	Ex-Serviceman/Their wards	16%
3.	Backward Classes	10%
4.	Backward Area	2%
5.	Outstanding sportsmen/women.	2%
It was also informed that a separate policy for admission under the Teachers Training Course has been 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 Govt. should examine the point for enforcing the reservation for the wards of teachers in service.

Cases of untouchability

It was informed to the Committee by the Department that two cases of untouchability are in the notice 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.

Two cases came to the notice of the Department :—

(i) Action against Sh. Jai Varat Sharma, Vice-Principal has already been taken and he has been given the punishment of one increment without cumulative effect.

(ii) In another case in which Shri Mewa Dass, Assistant had complained against Shri Pawan Kumar Jain, Assistant, the Enquiry Officer was appointed to enquire into the charge who reported that Shri Mewa Dass has filed a case

The Committee would like to know the latest position.

1

2

3

in the Court at Ambala against Shri Pawan Kumar Jain at his own level and the proceedings are going on in the Court. In view of this the matter is sub-judice and the Department is not a party to it.

LABOUR DEPARTMENT

51

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 Cadrewise 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 pursuing the information supplied by the Department as also orally examining them, the Committee recommend that the various posts in different groups of services be filled up in such a way so that the rights of the Scheduled Castes are preserved in accordance with the instructions issued by the Government in the matter. The Committee further recommend that the shortfall in various group may be wiped 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, Hissar was referred to the F. D. but the F. D. have regretted to provide the staff asked for and has advised to manage the work by with drawing surplus staff from other offices. So far as the matter to fill up the post of Stenotypist from amongst Scheduled Caste candidate is concerned, the post has been filled up by an candidate recommended by the S. S. S. Board and the shortfall has been completed.	3 The Committee would like to 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 representatives 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 proposal regarding sanction of six posts of Labour Officers-cum-Conciliation Officers with supporting staff including six posts of Stenotypists was sent to F. D. for sanction but the same had been rejected by the F. D. The matter is again being pursued with the F. D. for sanctioning of 4 posts of Labour Officers-cum-Conciliation Officers and the supporting staff. Meanwhile two posts of Labour Officers-cum-Conciliation Officers with supporting staff have been sanctioned and filled up under Plan Scheme.

Supporting staff with the Labour Officers-cum-Conciliation Officers, Kurukshetra has already been sanctioned and employed.

The proposal regarding sanction of supporting Staff for Labour Welfare Officer (Women) has already been sanctioned and employed.

The Committee would like that the matter may be taken up with the Finance Department and the Committee may be also informed

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
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	So far as Service Rules in respect of Group 'A' are concerned, they are under process. So far as Rules for Group 'D' are concerned, these have been voted by L, R. and will be notified shortly after the approval of the 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 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	The Post wise position is given as under :— 1. Environmental Engineer :— 4 Nos. Environmental Engineer's reverted back to their parent Deptt. and same number taken on deputation. 2. Assistant Environmental Engineer :— 3 Nos. Assistant Environmental Engineer's taken on deputation and 2 Nos. Junior Environmental Engineer's of the Board promoted as Assistant Environmental Engineer. 3. Assistant District Attorney :— - One No. ADA taken on deputation. 4. Tehsildar :— - One No. Tehsildar reverted back to his parent Deptt. & one taken on deputation in his place.	The Committee would like to know the latest position.

ment 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.

5. **Scientist-B:—**
2 Nos. Senior Scientific Assistant of the Board promoted as Scientist-B.
6. **Private Secretary:—**
One Personal Assistant of the Board promoted as Private Secretary
7. **Deputy Superintendent:—**
One Assistant of the Board promoted as Deputy Superintendent.
8. **Junior Environmental Engineer:—**
One Junior Environmental Engineer has been appointed of General Category.
9. **Assistant:—**
2 Clerks of the Board promoted as Assistant and one Assistant taken on deputation.
10. **Steno-typist:—**
One Steno-typist of S. C. Category appointed.
11. **Clerks:—**
2 Peons of the Board promoted as Clerks out of which one belongs to B.C. Category. 2 new Clerks appointed out of which one belongs to B.C. and one belongs to S.C. category.

PUBLIC WORKS (B & R) DEPARTMENT

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

**Cadre-wise
Position of
Employees/
Representa-
tives of Sched-
uled Castes**

The Committee after orally examining the departmental representatives, have come to the conclusion that the position with regard to the representation of Scheduled Castes in various Groups of services require review as the Government could not convince the Committee, which is also apparent from the fact that the Government revised the whole reply to the questionnaire which involved a lot of labour and burden on the State exchequer. Even

There is no further action in view of reply already submitted to the Committee.

On receipt of list of selected candidates from H.P.S. C., 38 T. A. Es (civil) have joined the deptt. under training during 3/93, 4/93, 5/93 & 6/93. One candidate of B. C. category has been recommended short by H.P.S.C. against the requisition of 4 B. C. candidates, for which the Government has requested the H. P. S. C. to re-advertise the post to make available one more candidate of B. C. category to make up the shortfall. This has been now made good. Hence, no further action is required.

This has been now made good on joining by 2 candidates of S.C. category on 19-1-1993 and 20-1-1993.

No recommendations from SSS Board have been received so far

The Commission would like to know the latest position.

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 along with the steps taken to wipe off the shortfall.

The committee was pained to observe that at the time of framing of Haryana Public works Department (Building & Roads Branch) Headquarters office Ministerial (Group "C") Rules, 1979.

ment 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

The recommendations from the SSS Board regarding the vacancy meant for S. C. candidate have not been read so far. The SSS Board has been reminded vide no. 3997 dated 25-5-93 and no. 5948 dated 1-7-93 to recommend the candidature immediately on receipt of recommendation, the candidates of S. C. category will be appointed and thus there will be no shortfall in the cadre.

In this connection, it is stated that the Chief Secretary to Government, Haryana, had appointed Dr. Sukhbir Singh, Joint Secretary PWD (B&R) as Inquiry Officer to investigate the matter. On the receipt of his report the matter has been examined by the Government and it has come to the conclusion that alleged change in the said rule is a result of vetting of the draft rules in L R's Office and said change in the rule has not been made at the level of Administration office/Head of Department with any ulterior motives. Necessary report to this effect has been sent to Chief Secretary to Government Haryana, (in GS-II Branch) vide C.P.W. (B&R) No 1/2/90-B&R (W)-4 dated 17-3-93

The Committee recommend that the six officials who could not be promoted in the circumstances may be granted two special advance increments to compensate them.

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 along with the steps to be taken to promote the officials who have been ignored/could not be considered because of the above cuttings, be informed to the Committee at the earliest,

Special Coaching

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

The proposals received from EIC are still under active consideration of the Government in consultation with Education Department and social welfare department. However, it would be more appropriate if the Social Welfare Department is asked to arrange their Coaching Classes as many others departments Board and Corporations also appoint Engineering Graduates.

The Committee recommend that a proposal for imparting training be sent to the Social Welfare Department under intimation to the Committee.

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

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

The backlog in Scheduled Castes categories carried forward during the above period in

Junior Engineers (Civil)

The shortfalls of three J Es. (Civil) of S. C. category has been wiped off by joining of the candidates on 15-10-92, 15-10-92 & 24-12-92

The Committee would like to know the latest position

Junior Engineers (Mech.)

This has been made good now by joining of 2 candidates of S.C category on 19-1-93 & 20-1-93.

Assistant. Draftman (Civil)

The carried forward backlog of S. C. category in the cadre of A. D M (Civil) is 1 as per detail supplied already in 16th Report in Annexure "E". The Backlog of post stands advertised already by S S Board on 7-4-92 but candidates have not been recommended so far by the Board. The Board has been reminded vide No 3997 dt 25-5-93 & No. 5948 dt 1-7-93.

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.

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

Junior Engineers (Civil)

16 J.Es. (Civil) of Scheduled Caste category were appointed during 1987 and 1989 out of the list sent by S.S.S. Board vide their letter No SSB-Confid 86/82 dated 9-5-86.

The Committee would like to know the latest position.

Asstt. Draftsman (Civil)

1 post of A.D.M. (Civil) of S.C category stands advertised on 7-4-92 by S.S.S. Board but the candidate has not been recommended by the board so far. The Board has

been reminded vide No. 3997 dt 25-5-93 and 5948 dt 1-7-93. The requisition for the posts of 100 J.Es. (Civil) was sent to SSS Board vide No. 34/E-II dated 4-1-82. Thereafter Govt imposed a cut on the staff and on the basis of available vacant posts the requisition was reduced from 100 to 85 and was sent to Board vide No 10226/E-II dated 4-12-85. Against this requisition the SSS Board recommended 120 candidates vide their memo No. SSB (confd)-86/82 dated 9-5-86 and the candidates were appointed to the posts of JE during year 1987 and 1989 as per details given below -

Class-II	Civil	15 (inc. 3 SCs)	11 (inc. 2 SCs)	Nil	Category	Demand	Recom- mandations in 1986	J.E.S. appointed during 1987 & 1989 (Details at annexure 'C')	from Board list	Adhoc J.Es. who got stay from High court
Class-II	Elect.	Nil	Nil	Nil						
	Mech	Nil	1	Nil						
	Hort.	Nil	Nil	Nil						
	J.E. (C)	Nil	Nil	16						
Class-III	J.E. (M)	Nil	Nil	Nil						
	J.E. (E)	Nil	Nil	Nil						
	J.E. (H)	Nil	Nil	Nil						
	ADM (C)	24	-	1						
	A.D.M. (M)	Nil	Nil	Nil						
	A.D.M. (E)	Nil	Nil	Nil						
Category	General	14	45	15						
	S.C.	31	36	16						
	B.C	10	16	7						
	E.S.M.	30	23	23						
Total		85	120	61	24					
Class-I	Nil	Nil	Nil	Nil						
	Persons recruited	1987-88	1988-89	1989-90						

	1	2	3
Class-II			
Civil	15 (inc. 3 SCs.)	11 (inc. 2 SCs.)	—
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 finalisation of this report. The Committee, therefore, recommend that detailed information as to when the requisition was sent to Subordinate Services Selection Board, Haryana the date of recommendations by the Subordinate Services Selection Board, Haryana and the date of their appointments alongwith the number of Scheduled Castes and Backward Classes candidates appointed, be intimated to the Committee.

The Government informed the Committee that the qualifications already prescribed for the technical posts are the barest minimum, so as to guard against any serious mishap that may arise due to want of adequate knowledge or expertise. Therefore, no further relaxation can be considered. But at the time of oral examination, the departmental representative informed that although there is a provision for relaxation of qualifications yet there is no provision for the relaxation in experience.

The matter is still under consideration with the Govt. However, it would be made appropriate if social welfare department is asked to arrange these coaching classes as many other departments/Boards/Corpn. also appoint Engineering Graduates.

The Committee would like to know the latest position.

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 finalisation 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.

**Organisational/Ad-
ministrative set-up
revised reply**

The Government sent the reply to the questionaire vide letter dated 19th October, 1990. Since the replies were not correct the Government revised the replies and sent the same on 27th December, 1990 before the first meeting of the Committee with the Department 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

The matter has been examined and it has been found that the following officers/officials who were incharge of the Branches are responsible :—

(a) **Gazetted Estt.**

1. D.R.D. Sh. S.C. Saluja.
2. Supdt. Sh. Baldev Singh.
3. Asstt. Sh. M.K. Bhatia

The Committee would like to know the latest position.

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.

The department gave information by way of written reply about the posts lying vacant in the department.

Filling up of Vacant Posts

The Committee recommend that steps should be taken to fill up the vacant posts at the earliest under Intimation to the Committee.

(b) Non-gazetted Estt.

1. Regr. Sh H.R. Gupta
(Retired on 30-6-92).
- 2 Supdt. Sh. J.C. Chutani.
3. Asstt Sh O P Ahuja.

The discrepancy in respect of Gazetted Estt. is only in respect of Nos. & Break-up of the requisition for recruitment to AEs in the Department. Sh. S.C. Saluja has already been transferred from D.R.D. to S.E World Bank Project on 30-10-92. Supdt. Sh. Baldev Singh and the Asstt. Shri M.K. Bhatia have been cautioned.

In respect of Non-gazetted Estt. the discrepancy is spread over a few categories. The Registrar has already retired as mentioned above. Supdt. (Sh. J.C. Chutani, Asstt. Sh. O.P. Ahuja) have been cautioned. Shri J.C. Chutani has also retired on 30-6-92.

The requisition of 9 posts of AEE's is under consideration of the Government.

On receipt of list of selected candidates from H.P.S.C. 38 T.A.Es. (Civil) have joined the department as T.A.Es. (Civil) under training during 3/93, 4/93 5/93 and 6/93. One candidate of B.C. category has been recommended short by H.P.S.C. against the requisition of 4 B.C. candidates for which H.P.S.C.

The Committee would like to know the latest position.

has been requested to re-advertised the post to make available one more candidate of B.C. category to make up the shortfall.

Against the requisition of 35 posts recommendations of the Board were recd. in Oct. 1992 and out of the list sent by the Board 60, candidates have been appointed, taking into account the latest position of the vacancies as under :—

General	35
Sch. Castes	12
Backward	6
ESM	7

Now there is no shortfall in case of S.C./ B.C. Categories so far as the cadre of Junior Engineers (Civil) is concerned. This has been made good now after joining of 3 candidates of S.C. category on 1-9-92, 19-1-93, 20-1-93.

No recommendations from S.S.S. Board have been received so far. Candidate of S.C. Category has not yet been recommended by the Board. The Board has been reminded vide No. 3997 dt. 25-5-93 and 5948 dt. 1-7-93.

The interview of candidates conducted by S.S. Board Hr. during December 1992 but the candidates have not yet been recommended by the S.S.S. Board. The Board has been reminded vide No. 5738/dt. 28-6-93. S.S. Board has recommended 4 candidates of Gen. category, and one of B.C. Category. No candidates of S.C. category has been recommended by the board so far. The Board has already been informed to recommend the candidates of S.C. category

THE HARYANA STATE CO-OPERATIVE SUPPLY AND MARKETING FEDERATION LIMITED

Further obser-
vation of the
Committee

Action by the Government

Recommendation of the Committee

1

2

3

Cadre-wise position of Employees/Re- presentation of Scheduled Castes

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

The information/facts supplied to the Committee are as per policy of the Haryana Govt. according to which only 4th post is to be given to the persons belonging to the category of Scheduled Caste. As already informed to the Committee that all these cadres consist of less than 4 posts hence no new information is to be supplied by Hafed.

It has already been intimated to the Committee that five posts of Managers Rice Mills Rs. 2000—3500 were filled up in the year 1982 and at that time no suitable candidate of S.C. category was available and posts were filled up in the interest of work. Since then, no further recruitment has been made. Moreover, it has been decided to freeze the cadre of Manager Rice Mills. In view of these circumstances it is not possible to complete the backlog of one post.

So far as the question of Shift Chemist is concerned there are 8 posts in the cadre out of which only 3 posts have been filled up as per Haryana Govt. instructions, applicable for Hafed, the only 4th post is reserved for S.C.

candidate. Posts will be given to the person belonging to S.C. category when the 4th post is filled up.

The Committee has been informed through RCS before its meeting held on 31-8-92 that there was no shortfall in this cadre. To make the matter more clear again it is brought to the notice of Committee that 3 posts have been filled by direct recruitment and there is no roster point before point No 4. The 4th post has been filled up by promotion, hence there is no violation of policy.

No comments.

From the perusal of the comments given in above para 1—4, action taken by the Hafed has been explained category wise. In view of this, no comment are required.

Hafed has already informed the Committee in statement given at page 79 of its 18th Report for the year 1992-93 in para 6. that the Hafed is implementing the Govt. Policy on reservation in its letter and spirit. It has again assured that efforts will be made to implement the Govt. Policy in future also.

Group	No. of Posts created from 9-2-79 to 31-3-1991	No of posts filled up from 9-2-79 to 31-3-1991	Representations to Scheduled Castes
		By direct recruitment	By direct promotion

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	Cadre	%age for promotion	%age for direct recruitment	By depu-tation	Re-marks
A					

Managing Director — — 100%

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

Secretary	—	100%	
Enquiry Officer	—	100%	
Law Officer	—	100%	
Financial Controller	—		(i) By Promotion (ii) By transfer on deputation from Finance Department
Chief Accounts Officer			(i) By direct recruitment (ii) By transfer on deputation from Finance

Department	Do	
Chief Audit Officer	—	100%
Superintending Engineer	—	100%
Joint Manager	—	—
Distt./Manager/DY Manager	50%	50%
Mkg. Research Officer	100%	—
Executive Engineer	—	—
Malster	100%	—
Cost Accounts Officer	100%	—
Mkg. Dev. Officer	100%	—
Mkg. Expert	100%	—
General Manager	100%	—

(i) By Promotion or transfer or deputation

1	2	3
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.	
Manager 'A' grade	100% —	
Accounts Officer	(i) By promotion (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 Engineer	—	100%	—

1	2	3
Manager (Rice Mills)	100%	—
Shift Chemist	100%	—
Quality Control Officer	100%	—
Asstt. Engineer (Auto)	100%	—
Asstt. Project Engineer	100%	—
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 at least while the posts are filled up by direct recruitment as per the provisions of the Service Rule of the Federation.

Filling up of Vacancies

The Department 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 Coop. Supply & 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.

Group-I

As desired by the Committee, latest position about the categories in which there was a shortfall is explained below category-wise.

Distt. Manager

There was a shortfall of one SC candidate in this cadre. To make the backlog good advertisement was issued, interview was held. Selection to fill up this post has been made & the matter is being placed before BOA.

Group-II

Manager (Rice Mills) Rs. 2000 — 3500

In this category, there is a short-fall of

The Committee would like to know the latest position.

1

2

3

one post. Position has already been explained in the comments given against the category of Manager (Rice Mills) on page 1. Regarding category-wise position of S.C. employees it is stated that this cadre has been frozen. In view of this, backlog of one candidate cannot be made good.

S.D.O. (E)

In this connection, it is intimated that actually there is no shortfall in this category. As explained in sub para 4 of page 1, the information in which shortfall of one person was shown is not based on facts. However, as already conveyed to the Committee in its meeting held on 31-8-92 that as and when the post (by direct recruitment) is filled up, it will be filled up by S.C candidate.

There is no shortfall in this cadre and hence no comments.

There was a shortfall of 9 persons in this category which could not be made good for want of vacancies. Now 6 posts of clerks have become available and these posts were advertised and type test has been held.

Steno-typist

There was a shortfall of three persons in this cadre. With a view to fill up these

posts, posts were advertised four times. No candidate belonging to S.C. category could qualify the test. Four posts have again been advertised on 21-2-93. Applications are under process.

As intimated to the Committee in its meeting held on 31-8-1992 that backlog has since been made good and hence no comments.

This cadre was consisting of 10 posts and there was shortfall of 2 persons in this cadre. However, this cadre has been reduced to 4 posts due to the upgradation of 6 posts of Sr. Scale Stenographers to that of P.As. At present there is a shortfall of one person. There is no vacancy. In view of this shortfall will be made good as and when next vacancies become available.

There was a shortfall of 5 posts of F.I. (Jr.) in this cadre. In order to wipe off the short-fall, 7 posts have been advertised on 21-10-92, applications are under process.

There is no shortfall in this cadre and hence no comments.

Grade S.O.

There is a shortfall of 6 posts in this cadre. These posts are filled up by promotion from Accountant 'B' grade having 5 years experience. At present there is no

Acctt. 'B' grade with requisite experience belonging to S.C. category who can be considered for promotion as S.O. These posts will be filled up as and when the suitable candidates become available.

Accountant 'B' grade

There was a shortfall of 18 persons in this cadre. These posts are filled up by promotion from the cadre of Acctt. 'C' grade. At present no eligible candidate is available in the lower cadre i.e. Accountant 'C' grade, hence the shortfall cannot be made good at this stage. However, this shortfall will be made good as and when eligible candidates become available.

There was a shortfall of 16 posts in this cadre. To wipe off the shortfall 10 posts were advertised. Only 3 candidates could qualify the test and were appointed. Thus the shortfall has been reduced to 13. Now to wipe off the shortfall 6 more posts of S.C. category have been advertised on 21-2-93 and the matter is under process.

There was a shortfall of one post. This shortfall is on account of the reasons that Sh. J.S. Bhonsle, S.C. who is to be promoted against the roster point is facing departmental enquiry. In view of this, shortfall could not be made good.

There was a shortfall of one person in this cadre. The recruitment was made in the year 1979. No suitable candidate was available at that time. This cadre has lost its relevancy and it has been decided to freeze this cadre.

Godown Keeper

There was a shortfall of 5 vacancies in these 3 cadres. Matter is under consideration to merge this cadre. After the finalisation of the matter, efforts will be made to wipe out the shortfall. No recruitment has been made after 1982.

There was a shortfall of 2 persons in this cadre. The recruitment of 15 posts out of cadre of 14 posts was made in the year 1983. At that time no suitable candidate became available except one. The two posts were filled up out of the general category candidates in the interest of work. The shortfall will be made good as and when the vacancies are available

There was a shortfall of 4 persons in this cadre. But there is no demand at present. However, last recruitment in this cadre was made during 1983. The shortfall will be made good as and when the recruitment is made. Shortfall of one person was shown in the information supplied to the Committee. However, the Committee was informed in the meeting held on 31-8-92 that actually 2

persons out of 13 belong to S.C. category and as such there is no shortfall.

There was a shortfall of one person in this cadre. The plants are running in loss and due to under utilization of the plants there is no demand to fill up this post.

Do

In this cadre there was a shortfall of three posts. No recruitment has been made in this cadre after June, 1983. The shortfall will be made good as and when work increases.

No

There was a shortfall of one person. Recruitment has been made after 1986. At present there are no vacancies. The shortfall will be made good as and when the vacancies become available.

There was a shortfall of one person in this cadre. The requisition to fill up one post of S.C. categories was sent to the Employment Exchange, but no candidate belonging to S.C. category was sponsored for that post. In view of this, the shortfall could not be made good.

Shortfall of one person was shown in the information supplied to the Committee. However, the committee was informed in the meeting held on 31-8-92, that actually one out of 41 belongs to S.C. category and as such there is no shortfall.

Promotional Avenues

The Committee have observed after perusing the Common Cadre Rules, 1988, of the Haryana State Cooperative Supply & Marketing Federation Limited that there are a number of categories for which no promotional avenues exist either for the reserved categories or general categories. As per the Govt. 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 in to the Services Rules and create promotional avenues for the employees already working in the Haryana State cooperative Supply and Marketing Federation Limited so that they can also be promoted with lesser qualifications/experience than that of a direct recruit. The Committee may also be informed about the action taken in this regard.

Abolition of posts

During the course of oral examination, the departmental representatives informed that the Govt. 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

There are large number of categories which have no promotional avenues. Committee was informed regarding the steps taken by the Federation to create promotional avenues in respect of Clerks (to be promoted to the post of F.I. (Jr.) in the pay scale of Rs. 1200-2040) Similarly, matter is also under examination to give representation by promotion to the Manager (Rice Mills) in the cadre of DMs, but there are many problems/difficulties to make amendment in the C.C. Rules. The matter is under consideration and legal opinion of the Sr. advocate is being obtained. Action regarding creation of promotional avenues in respect of the remaining categories will be taken in the light of the advice of the advocate in the case of Manager Rice Mills. However, a Committee has been constituted to examine all aspects of the matter.

Hafed is implementing the instructions of Haryana Govt. to abolition of posts lying vacant over three years. However, as and when any post is to be filled up, relaxation of the Haryana Govt./HBPE is obtained. On this analogy whenever shortfall belonging to S.C. categories is to be made good as per the recommendations of the Com-

The Committee would like to know the latest position.

The Committee would like to know the latest position.

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.

mittee, the matter is referred to the Govt. For example F.I. (Jr.) & Accountant 'C' grade etc.

(1) Steno-typist

Qualifications for the posts of Steno-typists have been modified in view of the directions received from the Haryana Govt. 4 posts of steno-typists (reserved for S.C. category) have been advertised on 21-2-93 and the applications are under process.

The Committee would like to know the latest position.

Since two Inspector (Quality Control) belonging to S.C. category, have been appointed. Hence there is no shortfall in this cadre.

There is a shortfall of seven posts in the cadre of F.I. (Jr.) These posts were advertised and the applications are under process.

In order to get the good and experienced Accountants, minimum qualifications for the post of Accountant 'C' grade have been improved. The advertisement released in the Press in 1990, has been cancelled. To complete the backlog of 16 posts, 10 posts of Accountant 'C' grade reserved for S.C. category, have since been advertised and 3 posts

have been filled up and the backlog completed to this extent.

Again 6 posts of Accountant 'C' grade reserved for S.C. category, have been advertised on 21-2-1993 and the matter is under process.

Clerks :

There is shortfall of 9 posts in this cadre. 6 posts of clerks reserved for S.C. categories, have been re-advertised, typing test has been held on 22-12-92. These posts are likely to be filled up shortly

Regarding recommendations of the Committee that provisions of co-option of S.C. members be made, it is stated here that necessary provisions for co-option of Members of S.C. has been made vide order dated 4-6-1990 issued by the Commissioner & Secretary to Govt. Haryana Cooperation Department.

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 Govt. instructions on the subject. The Committee would, therefore, like to know the details about this along with the reasons for not following the Govt. instructions.

Regarding de-reservation of posts, necessary position has been given in the reply earlier sent by the Hated which is incorporated in the 18th Report at page 94. However, Govt. instructions regarding de-reservation of posts will be kept in view.

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

This a policy matter is under consideration with the Chief Secretary.

The Committee would like to know the latest position.

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.

Reg-42
19/2/97

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Published under the authority of the Haryana Vidhan Sabha and Printed
by the Controller, Printing & Stationery, Haryana, Chandigarh.