

(iii)

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES FOR
THE YEAR 1994-95**

CHAIRMAN

*Shri Mani Ram Keharwala

MEMBERS

- **1. Shri Lehri Singh
- 2. Shri Bharath Singh
- 3. Shri Chhatter Singh Chauhan
- 4. Shri Kitab Singh Malik
- 5. Shri Pir Chand
- 6. Shri Ramesh Kumar
- 7. Shri Ram Rattan
- 8. Shri Suraj Mal
- ***9. Shri Amar Singh Dhanday

SECRETARIAT

- 1. Shri Sumit Kumar, Secretary
- 2. Shri Kanwal Mohan Sud, Under Secretary

*Shri Mani Ram Keharwala, M.L.A. resigned from the Membership/Chairmanship of the Committee w.e.f. 24th May 1994.

**Shri Lehri Singh, M.L.A. was nominated as Chairman of the Committee w.e.f. 25th May, 1994 for the remaining term of the year 1994-95.

***Shri Amar Singh Dhanday, M.L.A. was nominated as Member of the Committee w.e.f. 24th August, 1994 for the year 1994-95

(v)

INTRODUCTION

I, Lehri Singh, 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 Co-operation Department, Haryana Urban Development Authority, Haryana State Handloom & Handicraft Corporation Limited and Transport Department and the action taken by the Government on recommendations/observations contained in the Nineteenth 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 and Scheduled Tribes in their respective departments/autonomous bodies.

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

CHANDIGARH :

LEHRI SINGH
CHAIRMAN

REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes for the year 1994-95 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 1st March, 1994, 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 27th April, 1994 who has resigned from the Committee on 24th May, 1994 and in his place Shri Lehri Singh a Member of the Committee was appointed as Chairman on 25th May, 1994.

The Committee held 36 sittings till to-date.

In its first meeting held on 23rd May, 1994 the Deputy 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 1994-95:—

1. Co-operation Department.
2. Haryana Urban Development Authority.
3. The Haryana State Handloom & Handicrafts Corporation Limited,
4. Transport Department.

COOPERATION DEPARTMENT

After the selection of the said Department by the Committee, the Haryana Vidhan Sabha Secretariat vide letter dated 7.6.1994 requested the Government for sending the material relating to the reservation/representation of Scheduled Castes/Scheduled Tribes in the Co-operation department within a period of fortnight. The Department vide letter dated 28.9.1994 sent their information but the Committee could not proceed further as the Committee was busy with some other work.

HARYANA URBAN DEVELOPMENT AUTHORITY

The Government was requested by the Haryana Vidhan Sabha Secretariat for forwarding the requisite information showing the reservation/representation of Scheduled Castes and Scheduled Tribes in the said Department. The Government in spite of various reminders issued by the Haryana Vidhan

Sabha did not send the requisite material. The Committee decided to orally examine the representatives of Government for non-Supply of required material on the 6th February, 1995. The Department, however, sent the material on the 3rd February, 1995. The material supplied by the Department was incomplete therefore, the Committee could not proceed further.

THE HARYANA STATE HANDLOOM AND HANDICRAFT CORPORATION

The Haryana Vidhan Sabha vide letter No. 2-Wel. Sch./1994-95/10597, dated the 7th June, 1994 requested the Department to supply the material relating to reservation/representation of Scheduled Castes and Scheduled Tribes during the period from 1990-91, 1991-92, 1992-93, 1993-94 as it stood on 31.3.1994. The Government vide its letter HSH and HC/1980, dated the 30th June, 1994 sent the material as it stood on 31-3-1993. The Government was issued several reminders for supplying the requisite material. Accordingly, the Department supplied the material which was received on 5.12.1994. The Committee could not proceed further [due to paucity of time].

TRANSPORT DEPARTMENT

The Committee had been selecting the Transport Department for examination since 1988-89. But due to non-supply of requisite material by the Government, the Committee constituted for the year 1988-89 and for subsequent years were unable to examine the Transport Department. However, the Committee for the year 1994-95 also selected the Transport Department. Accordingly, the Haryana Vidhan Sabha Secretariat vide letter dated the 8th June, 1994 requested the Government for supplying the requisite material indicating the position as it stood on 31-3-1994. The Committee for the previous years took a serious note about the indifferent attitude of the Department. However, the Committee decided to orally examine the representatives of the Transport Department for non-supply of required material on 11-8-1994. The material now sent by the Department was on account of protracted correspondence with the Government. As the Transport Department supplied the requisite material vide letter dated 30-9-1994 the Committee for the current year (1994-95) was able to scrutinize the same and frame their recommendations/observations. The questionnaire framed after scrutiny was sent to the Transport Department for supplying the requisite information. The Committee after examining the departmental representations on the 9th and 14th November, 1994 made the following recommendations/observations :—

Cadrewise number of posts and representation of Scheduled Castes

The department supplied lists of cadrewise position of all the posts as on 9-2-1979 (Annexure—I to VI) and on 31st March, 1994. Besides it, the Department also supplied a statement showing the position regarding representation of Scheduled Castes in Group A, B, C, and D services as it stood on 9-2-1979 and on 31-3-1994.

The Committee recommends that the various posts in different Groups be filled up in such a way so that the rights of the Scheduled

Castes be preserved in accordance with the instructions issued by the Government in this behalf. The Committee further recommends that short-fall in various groups may be cleared at the earliest by taking special steps and the Committee be informed about the steps taken in this regard.

Non-framing of Service Rules for Group 'C' and 'D'

During the course of oral examination it was pointed out that in the absence of Service Rules for Group 'D' how the Department was regulating the services of Group 'D' employees. The Departmental representatives admitted that there must be Service Rules for all category of classes. But in the absence of these Rules the Department is functioning on the basis of Model Rules. So far as the finalization of the Rules with regard to group 'C' employees are concerned they had finalized them and these would be put up before the Cabinet on the 17th November, 1994 and after the approval of the cabinet these would be notified within one month. So far as the finalization of Rules for Group 'D' employees are concerned, these would take some time. It was stated that they are working on the said rules and assured the Committee that these would be notified within two or three months.

The Committee feel that these Rules should have been framed/finalised much earlier as non-framing of Rules create lot of problem to employees and create many hurdles in the smooth functioning of the Department. The Committee strongly recommends that the Rules for Group 'C' and 'D' be finalized at the earliest and a copy each of them be supplied to the Committee for their information and scrutiny.

Non-observance of Instructions

The Committee feels that the instructions issued by State Government in regard to recruitment of Ad-hoc and daily wages are not being observed properly by the Department and the reservation quota is not kept in view while making such recruitments.

The Committee, therefore strongly recommends that the instructions issued by the Government in this regard should be strictly followed and stern action be taken against the Officers for non-observance of these instructions.

Non-Scheduled Caste sweeper

In their written reply the Department has stated that three non-scheduled caste sweepers are working in their Department. The Committee while admiring the gesture of the Department desire to know whether these sweepers are actually performing the duties of sweepers or they have been assigned some other duties.

Relaxation of Experience in the matter of promotion for Scheduled Caste

In their written reply the Department stated that no relaxation in academic qualifications and experience is being given to Scheduled Castes in promotion cases. The Committee feel that in case of technical posts relaxation in academic qualifications and experience is neither desirable nor feasible. However, such relaxation especially, in experience for non-technical posts is possible so that back-log of reservation quota be wiped off expeditiously.

The Committee recommends that the Department should take necessary steps in this direction and inform the Committee accordingly.

**Complaint regarding
untouchability**

The Department in their written statement have informed that two complaints regarding untouchability have been received. One case has been compromised and filed. The other case is pending in civil Court at Mahendergarh and the enquiry has been kept pending. The necessary action in the matter will be taken up in accordance with the verdict of the court. The Committee desire that the outcome of the case to getherwith the verdict of the Court be intimated for the information of the Committee.

**Training Centre
at Murthal**

During the course of oral examination the Departmental representative informed the Committee that in the training centre at Murthal training is imparted to the Drivers who are in the State service.

In the beginning the response was very poor. The Drivers did not show much interest for the said training. To ensure usefulness of training being imparted in the training centre, Government has issued strict instructions to all the General Managers to sponsor two drivers from their Depots for each course. The departmental representatives has also informed the Committee that the Government is of the view that this centre be termed as training School and the people desirous of joining as Drivers in the Department may undergo the course.

The Committee feel that such type of training is not only necessary but imperative keeping in view heavy traffic would also be important from safety point of view.

ANNEXURE—I

Sr. No.	Name of post	Position as on 9-2-79		Position as on 31-3-94	
		No. of employees	Represented by Scheduled Caste	No. of employees	Represented by Scheduled Caste
1	2	3	4	5	6
Group—A					
1.	Transport Commissioner	1	—	1	—
2.	Additional State Transport Controller	—	—	1	—
3.	Joint State Transport Controller	1	—	3	—
4.	Deputy Transport Controller	2	—	6	1
5.	Flying Squad Officer	2	—	4	—
6.	Secretary Regional Transport Authority	3	—	6	—
7.	General Manager	11	—	19	—
8.	Chief Accounts Officer	—	—	1	—
9.	District Attorney	—	—	1	—
10.	Senior Mechanical Engineer	—	—	1	—
11.	Sub Divisional Engineer	—	—	1	—
Total		20	—	44	1

Group—B

1.	Establishment Officer	1	—	2	—
2.	Extra Assistant Transport Controller	1	—	—	—
3.	Assistant District Attorney	3	—	18	2

1	2	3	4	5	6
4. Statistical Officer	1	—	1	—	
5. Senior Accounts Officer	1	—	1	—	
6. Service Engineer	1	—	—	—	
7. Deputy District Attorney	1	—	1	—	
8. Traffic Manager	18	1	28	6	
9. Works Manager	11	—	18	—	
10. Store Purchase Officer	11	—	18	1	
11. Accounts Office	10	—	17	—	
12. Additional General Manager	1	—	—	—	
13. Legal Advisor	11	1	6	—	
14. Superintendent	—	—	23	3	
15. Private Secretary	—	—	1	—	
Total	71	2	134	12	

Group—C

1. Superintendent	14	1	—	—
2. Statistical Assistant	14	—	20	3
3. Section Officer	11	—	23	—
4. Accountant	15	1	34	2
5. Junior Auditor	49	4	56	5
6. Assistant	72	5	89	12
7. Senior Scale Stenographer	1	—	1	—
8. Junior Scale Stenographer	17	—	24	5
9. Steno-typist	33	—	64	9
10. Clerk	572	50	884	120

1	2	3	4	5	6
11.	Cashier	23	1	31	5
12.	Assistant Cashier	66	4	90	13
13.	Store keeper	45	3	67	8
14.	Assistant Store-keeper	29	1	40	4
15.	Computer	11	—	16	1
16.	Diesel Pump Attendant	68	6	86	11
17.	Booking Clerk	22	2	20	2
18.	Manager-cum-Accountant	4	—	3	—
19.	Legal Advisor	8	1	—	—
20.	Restorer	6	—	9	—
21.	Tyre Plant Operator	1	—	1	—
22.	Binder	1	—	—	—
23.	Ticket Verifier	6	—	177	7
24.	Head Assistant	3	—	3	—
25.	Senior Accountant	3	—	3	—
26.	Stock Verifier	3	—	3	—
27.	Assistant Secretary	3	—	6	2
28.	Motor Vehicle Inspector	3	—	6	2
29.	Draftsman	1	—	1	—
30.	Personal Assistant	—	—	1	—
31.	Transport Sub Inspector	—	—	33	5
32.	Driver	—	—	—	—
33.	Machineman	1	—	1	—
34.	Wireless Operator	—	—	—	—

1	2	3	4	5	6
35. Crane Driver	—	—	1	—	—
36. Foreman	15	1	25	4	—
37. Service Station Incharge	40	4	57	8	—
38. Head Mechanic	46	7	64	9	—
39. Head Electrician	19	—	23	5	—
40. Head Blacksmith	10	1	13	3	—
41. Head Carpenter	10	1	14	2	—
42. Head Welder	6	—	6	—	—
43. Head Painter	6	—	6	—	—
44. Head Tyreman	6	1	10	3	—
45. Head Dent beater	—	—	1	1	—
46. Mechanic	405	29	647	69	—
47. Fitter	320	32	483	66	—
48. Carpenter	98	7	187	18	—
49. Electrician	137	9	213	19	—
50. Welder	35	2	73	6	—
51. Painter	37	2	75	7	—
52. Tyreman	83	12	158	31	—
53. Upholsterer	32	13	51	23	—
54. Blacksmith	95	17	183	33	—
55. Vulcanizer	4	—	4	—	—
56. Tin Smith	4	—	5	—	—
57. Turner	18	—	27	2	—
58. Battery Attendant	17	—	34	4	—
59. Radiator Repairer	29	1	47	5	—
60. Borer	14	—	21	—	—
61. Projectinist	1	—	1	—	—

1	2	3	4	5	6
62.	Tyre Resoling Operator	1	—	1	—
63.	Tyre tube Repairer	2	—	1	—
64.	Celeberating Mechanic	1	—	1	—
65.	Tyre Vulcanizer	1	—	1	—
66.	Assistant Fitter	354	36	523	67
67.	Assistant Carpenter	42	5	91	8
68.	Assistant Electrician	80	12	129	16
69.	Assistant Welder	26	2	52	6
70.	Assistant Painter	25	—	42	3
71.	Assistant Tyreman	63	5	102	18
72.	Assistant Up olster	13	—	26	5
73.	Assistant Blacksmith	50	6	83	14
74.	Assistant Tinsmith	1	—	5	—
75.	Assistant Turner	10	—	19	2
76.	Assistant Battery Attendant	3	—	14	—
77.	Assistant Radiator Repairer	20	1	33	2
78.	Assistant Borer	—	—	4	—
79.	Tyre retrading Plant Operator	1	—	2	—
80.	Generator Mechanic	—	—	2	—
81.	Tyre Retrading Repairer	—	—	1	—
82.	Assistant Glass Cutter	—	—	3	—
83.	Grinding Machine Operator	1	—	—	—
84.	Technician	8	—	8	—
85.	Dent Beater	—	—	2	1

1	2	3	4	5	6
86.	Station Supervisor	5	4	37	10
87.	Welfare Inspector	9	1	14	2
88.	Chief Inspector	21	2	38	6
89.	Inspector	376	36	485	66
90.	Store Purchase Assistant	12	—	19	2
91.	Chief Store Keeper	11	2	18	3
92.	Welfare Officer	2	—	2	—
93.	Duty Inspector	2	—	2	—
94.	Yard Master	38	4	31	4
95.	Sub Inspector	—	—	828	115
96.	Vehicle Supervisor	—	—	2	—
97.	Driver	3355	271	5834	697
	Driver—5181	)			
	SC—642 Graded	)			
	Driver	)			
	on contractual	)			
	basis —653	)			
	SC—55	)			
98.	Conductor	3170	341	5697	982
	Conductor	)			
	Graded —5353	)			
	Conductor S.C.—916)	)			
	on contra-	)			
	actual	)			
	basis —344 SC—66)	)			
99.	Adda Conductor	819	45	23	1
100.	Car/Jeep Driver	24	2	35	5
101.	Laboratory Table Assistant	1	—	—	—

1	2	3	4	5	6
102	Mechanic-cum-Generator Generator	1	—	—	—
103.	Junior Engineer	—	—	2	—
Total		11170	993	18433	2571

Percentage 1979—8.88%
say—9%

1994—13.94% (9.2.79 to 31.3.94)
say—14%

GROUP D

1.	Daftri	12	6	22	7
2.	Peon	122	25	244	60
3.	Gunman	63	7	96	16
4.	Sweeper	126	124	362	359
5	Mali	16	1	35	7
6.	Chowkidar	134	21	254	48
7.	Chowkidar-cum-Peon	1	—	1	—
8.	Helper	522	75	1154	158
9.	Cleaner	111	8	66	10
10	Store Boy	76	7	115	12
11.	Water Carrier	23	4	46	10
12.	Washing Boy	70	21	124	35
13.	Sweeper-cum-Chowkidar	6	4	10	8
14.	Waiter	14	—	10	1
15.	Mate	7	—	9	2
16.	Cook Indian-cum-English	1	—	1	1
17.	Halwai	3	—	3	1
18.	Assistant Halwai	3	—	4	—

19. Cook	2	—	6	3
20. Assistant cook	3	—	7	1
21. Boiler Attendent	5	—	7	—
22. Coolies	3	—	3	—
23. Butler	2	—	3	1
24. Jamadar	1	1	1	1
25. Record Lifter	1	—	1	—
26. Announcer	—	—	5	1
27. Caner	—	—	2	—
28. Barber	—	—	1	—
Total	1327	301	2592	742

ANNEXURE-II

Sr. No.	Name of post	Created	Filled By promo- tion	Out of which Total filled by Schedule Caste candidates.			Total	
		Direct		Direct	Promo- tion			
1	2	3	4	5	6	7	8	9
Group-A								
1.	Additional State Transport Controller	1	1	—	1	—	—	—
2.	Joint State Transport Controller	2	1	1	2	—	—	—
3.	Deputy Transport Controller	4	—	4	4	—	1	1
4.	Flying Squad Officer	2	—	2	2	—	—	—
5.	Secretary Regional Transport Authority	3	3	—	3	—	—	—
6.	General Manager	8	3	5	8	—	—	—
7.	Chief Accounts Officer	1	1	—	1	—	—	—
8.	District Attorney	1	1	—	1	—	—	—
9.	Senior Mechanical Engineer	1	—	1	1	—	—	—
10.	Sub Divisional Engineer	1	1	—	1	—	—	—
Total		24	11	13	24	—	1	1
Group—B								
1.	Establishment Officer	1	—	1	1	—	—	—
2.	Assistant District Attorney	15	15	—	15	—	—	—

1	2	3	4	5	6	7	8	9
3. Traffic Manager	10	—	10	10	—	2	2	
4. Works Manager	8	1	6	7	—	—	—	
5. Store Purchase Officer	9	—	7	7	—	—	—	
6. Accounts Officer	8	7	—	7	—	—	—	
7. Superintendent	9	2	7	9	—	3	3	
8. Private Secretary	1	1	—	1	—	—	—	
9. Senior Accounts Officer	1	—	—	—	—	—	—	
Total	62	26	31	57	—	5	5	

Note :—14 posts of Supdt. were made gazetted.

Group—C

1. Statistical Assistant	6	1	5	6	—	—	—
2. Section Officer	12	12	—	12	—	—	—
3. Accountant	22	3	16	19	—	1	1
4. Junior Auditor	12	—	7	7	—	1	1
5. Assistant	24	—	17	17	—	7	7
6. Senior scale Stenographer	1	—	1	1	—	—	—
7. Junior scale Stenographer	8	1	6	7	—	5	5
8. Steno-typist	35	29	2	31	8	—	8
9. Clerk	323	280	32	312	63	8	71
10. Cashier	11	—	8	8	—	4	4
11. Assistant Cashier	33	8	16	24	—	9	9
12. Store-keeper	23	—	22	22	—	5	5
13. Assistant Store-keeper	16	1	10	11	—	3	3
14. Computer	6	5	—	5	1	—	1

1	2	3	4	5	6	7	8	9
15.	Diesel Pump Assistant	26	16	4	20	5	—	5
16.	Restorer	3	2	1	3	—	—	—
17.	Ticket Verifier	171	168	3	171	7	—	7
18.	Assistant Secretary	3	—	3	3	—	2	2
19.	Motor Vehicle Inspector	3	3	—	3	—	2	2
20.	Personal Assistant	1	—	1	1	—	—	—
21.	Transport sub Inspector	33	—	33	33	—	5	5
22.	Crane Driver	1	1	—	1	—	—	—
23.	Foreman	10	—	10	10	—	3	3
24.	Service Station Incharge	23	—	17	17	—	4	4
25.	Head Mechanic	18	—	18	18	—	2	2
26.	Head Electrician	6	—	4	4	—	5	5
27.	Head Black Smith	4	—	3	3	—	2	2
28.	Head Carpenter	4	—	4	4	—	1	1
29.	Head Tyreman	6	—	4	4	—	2	2
30.	Head Dent beater	1	—	1	1	—	1	1
31.	Mechanic	262	19	239	258	—	40	40
32.	Flitter	184	9	166	175	—	34	34
33.	Carpenter	101	10	85	95	—	11	11
34.	Electrician	76	11	65	76	—	10	10
35.	Welder	39	6	32	38	1	3	4
36.	Painter	42	7	31	38	1	4	5
37.	Tyreman	79	—	79	79	1	18	19
38.	Upholsterer	19	1	18	19	—	10	10
39.	Blacksmith	102	5	83	88	1	15	16

1	2	3	4	5	6	7	8	9
40. Tinsmith	1	—	1	1	—	—	—	—
41. Turner	10	1	8	9	—	2	2	2
42. Battery Attendant	17	—	17	17	—	4	4	4
43. Radiator Repairer	19	1	17	18	—	4	4	4
44. Borer	9	5	2	7	—	1	1	1
45. Assistant Fitter	193	17	163	180	—	31	31	31
46. Assistant Carpenter	54	4	45	49	—	3	3	3
47. Assistant Electrician	57	4	48	52	1	3	4	4
48. Assistant Welder	29	2	24	26	—	4	4	4
49. Assistant Painter	21	2	15	17	—	3	3	3
50. Assistant Tyreman	44	1	38	39	1	12	13	13
51. Assistant Upholsterer	14	—	13	13	—	5	5	5
52. Assistant Blacksmith	38	5	28	33	1	7	8	8
53. Assistant Tinsmith	4	2	2	4	—	—	—	—
54. Assistant Turner	10	—	9	9	—	2	2	2
55. Assistant Battery Attendant	11	2	9	11	—	—	—	—
56. Assistant Radiator Repairer	15	3	12	15	—	1	1	1
57. Assistant Borer	5	—	4	4	—	—	—	—
58. Tyre Retrading Plant Operator	1	—	1	1	—	—	—	—
59. Generator Mechanic	2	—	2	2	—	—	—	—
60. Tyre Retrading Repairer	1	—	1	1	—	—	—	—
61. Assistant Glass Cutter	3	—	3	3	—	—	—	—
62. Dent Beater	3	—	2	2	—	1	1	1

1	2	3	4	5	6	7	8	9
63. Station Supervisor	5	—	5	5	—	5	5	
64. Welfare Inspector	10	—	5	5	—	1	1	
65. Chief Inspector	24	1	13	14	—	5	5	
66. Inspector	128	17	92	109	3	27	30	
67. Store Purchase Assistant	7	—	7	7	—	2	2	
68. Chief Storekeeper	7	—	7	7	—	1	1	
69. Sub Inspector	852	—	846	846	—	115	115	
70. Vehicle Supervisor	2	—	2	2	—	—	—	
71. Yard Master	5	—	—	—	—	—	—	
72. Drivers Including contractual basis	2272	2272	—	2272	398	28	426	
73. Conductor Including contractual basis	2527	2527	—	2527	641	—	641	
74. Car/Jeep Driver	12	12	—	12	3	—	3	
75. Junior Engineer	2	2	—	2	—	—	—	
Total :	8163	5478	2487	7965	1136	484	1620	

Group D

1. Daftri	11	4	6	10	—	1	1
2. Peon	122	122	—	122	35	—	35
3. Gunman	35	33	—	33	9	—	9
4. Sweeper	236	236	—	236	235	—	235
5. Mali	19	19	—	19	6	—	6
6. Chowkidar	125	120	—	120	27	—	27
7. Chowkidar-cum-Peon	1	1	—	1	1	—	1
8. Helper	647	621	11	632	83	—	83

1	2	3	4	5	6	7	8	9
9	Store Boy	41	39	—	39	5	—	5
10.	Water carrier	23	22	1	23	6	—	6
11.	Washing Boy	68	53	1	54	14	—	14
12	Sweeper-cum-Chow-kidar	4	4	—	4	4	—	4
13.	Mate	2	2	—	2	2	—	2
14.	Assistant Halwai	1	1	—	1	—	—	—
15.	Cook	4	4	—	4	3	—	3
16.	Assistant Cook	4	4	—	4	1	—	1
17.	Boilor Attendant	2	1	1	2	—	—	—
18.	Butler	1	1	—	1	—	—	—
19.	Announcer	5	2	—	2	—	—	—
20.	Caner	1	1	—	1	—	—	—
Total :		1352	1290	20	1310	431	1	432

QUESTION No. 4

Annexure III

**STATEMENT SHOWING THE RESERVED POSTS FILLED BY NON
SCHEDULED CASTES CANDIDATES DURING THE PERIOD
FROM 9-2-79 to 31-3-94**

Name of Group	The Reserved Posts filled by Non Scheduled Caste Candidates
1	2
Category	
Group C	
1. Statistical Assistant	1
2. Section Officer	2
3. Accountant	3
4. Ticket Verifier	27
5. Transport Sub Inspector	1
6. Head Mechanic	2
7. Mechanic	12
8. Fitter	1
9. Carpenter	8
10. Electrician	5
11. Welder	4
12. Painter	3
13. Blacksmith	2
14. Assistant Fitter	5
15. Assistant Carpenter	6
16. Assistant Electrician	6
17. Assistant Welder	1
18. Assistant Tin Smith	1
19. Assistant Battery Attendant	2
20. Assistant Radiator Repairer	2
21. Assistant Borer	1
22. Sub Inspector	54
23. Driver	28
Total	177

1	2
---	---

Group D

1. Daftri	1
2. Helper	43
3. Store Boy	3
Total	<u>47</u>

QUESTION NO. 4

ANNEXURE—IV

STATEMENT SHOWING THE NUMBER OF SCHEDULED CASTES
HAVE BEEN APPOINTED IN EXCESS THEIR RESERVED POSTS
DURING THE PERIOD FROM 9-2-79 TO 31-3-94

Name of Group	Number of Scheduled Caste Excess of Reserved Posts
1	2
Category	
Group C	
1. Assistant	4
2. Junior Scale Stenographer	4
3. Steno Typist	2
4. Clerk	9
5. Cashier	2
6. Assistant Cashier	4
7. Store Keeper	1
8. Assistant Store Keeper	1
9. Diesel Pump Assistant	1
10. Assistant Secretary	2
11. Motor Vehicle Inspector	2
12. Foreman	1
13. Service Station Incharge	1
14. Head Electrician	4
15. Head Black Smith	2
16. Head Tyreman	1
17. Head Dent Beater	1
18. Tyreman	3
19. Upholster	6
20. Battery Attendant	1
21. Assistant Tyreman	5

1	2
22. Assistant Upholster	3
23. Assistant Black Smith	2
24. Dent Beater	1
25. Station Supervisor	5
26. Chief Inspector	2
27. Inspector	8
28. Store Purchase Assistant	1
29. Conductor	136
30. Car/Jeep Driver	1
Total	216

Group D

1. Peon	11
2. Gunman	3
3. Sweeper	188
4. Mali	2
5. Chowkidar	3
6. Chowkidar-cum-Peon	1
7. Water Carrier	2
8. Washing Boy	3
9. Sweeper-cum-Chowkidar	3
10. Mate	2
11. Cook	2
Total	220

ANNEXURE—V

STATEMENT SHOWING THE LIST OF CLASS I & II OFFICERS
WORKING IN TRANSPORT DEPARTMENT, HARYANA
AS ON 31-3-94

HEAD OFFICE

Class-I

Sr. No.	Name of the Officer	Designation
1	2	3
	S/Shri	
1.	R. S. Gujral, I.A.S.	Transport Commissioner
2.	S. K. Joshi, H.C.S.	Additional State Transport Controller
3.	V. B. Arora, H.C.S.	Joint State Transport Controller (Administration)
4.	Surjit Singh Bakshi	Joint State Transport Controller (P&D)
5.	M. S. Sihag	District Attorney
6.	H. G. Taneja	Chief Accounts Officer
7.	S. D. Khurana	Deputy Transport Controller (Tech.)
8.	M. S. Ahlawat	Deputy Transport Controller (Stores)
9.	K. S. Mukhra	Deputy Transport Controller (Personal)
10.	V. S. Joon	Deputy Transport Controller (Tech.)
11.	Bhoop Singh	Deputy Transport Controller (Technical)
12.	Som Parkash Gupta	Sub-Divisional Engineer
13.	M. S. Verma	Senior Mechanical Engineer
14.	S. L. Chhabra	Joint State Transport Con- troller on deputation with HREC
15.	S. C. Rana	Flying Squad Officer (Tech)

1	2	3
16.	R. P. Chawla	Flying Squad Officer (Traffic)
17.	M. S. Ohlan	Flying Squad Officer
18.	N.S. Phogat	Flying Squad Officer

Class-II

S/Shri

1.	Sudhir Nagar	Deputy District Attorney
2.	Sushil Kumar	Assistant District Attorney
3.	Rajbir	Assistant District Attorney
4.	Varinder Kumar	Statistical Officer
5.	Subhash Sharma	Establishment Officer (General)
6.	S.P. Gupta	Traffic Manager (Head Quarter)
7.	S. K. Bansal	Superintendent
8.	Jaswant Singh	Superintendent
9.	O. P. Kakar	Superintendent
10.	R. B. Anchal	Senior Accounts Officer (Head Quarter)
11.	Nand Kishore	Private Secretary

Secretary, Regional Transport Authorities**Class-I**

S/Shri

1.	Gurdev Singh, H.C.S.	Secretary, Regional Transport Authority, Ambala.
2.	Bahadur Singh, H.C.S.	Secretary, Regional Transport Authority, Karnal.
3.	Chander Shekher, H.C.S.	Secretary, Regional Transport Authority, Faridabad.
4.	Balraj Singh, H.C.S.	Secretary, Regional Transport Authority, Rohtak.
5.	N.K. Singla, H.C.S.	Secretary, Regional Transport Authority, Hissar.
6.	Sanjay Joon, H.C.S.	Secretary, Regional Transport Authority, Rewari.

Class-I Haryana Roadways

S/Shri

1.	Ashok Kumar Bishnoi, H.C.S.	General Manager, Haryana Roadway, Sonapat.
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1	2	3
2.	V.K. Verma, H.C.S.	General Manager, Haryana Roadways, Chandigarh.
3.	Radha Krishan, H.C.S.	General Manager, Haryana Roadways, Rewari.
4.	Wazeer Singh, H.C.S.	General Manager, Haryana Roadways, Panipat.
5.	Mehtab Singh, H.C.S.	General Manager, Haryana Roadways, Gurgaon.
6.	Lajvir Singh, H.C.S.	General Manager, Haryana Roadways, Ambala.
7.	Sh. Balbir Singh Malik H.C.S	General Manager Haryana Roadways Kurukshetra
8.	Sh. Rohtash Singh Kharb, H.C.S.	General Manager Haryana Roadways Sirsa
9.	Sh. Sultan Singh	General Manager Haryana Roadways Dadri
10.	M.P. Bansal, H.C.S.	General Manager Haryana Roadways Hisar
11.	Balraj Singh, H.C.S.	General Manager Haryana Roadways Rohtak
12.	K.K. Gupta, H.C.S.	General Manager Haryana Roadways Yamuna Nagar
13.	B.S. Yadav	General Manager Haryana Roadways Fatehabad
14.	Ashok Sangwan, H.C.S.	General Manager Haryana Roadways Faridabad
15.	Rajbir Singh Kundu	General Manager Haryana Roadways Bhiwani
16.	S.C. Goel	General Manager Haryana Roadways Jind
17.	S.K. Goel	General Manager Haryana Roadways Kaithal
18.	M.L. Kaushik, HCS	General Manager Haryana Roadways Delhi
19.	Rao Siri Krishan, H.C.S.	General Manager Haryana Roadways Karnal
20.	J.P.S. Sangwan, H.C.S.	Flying Squad Officer, I.S.B.T. Delhi

1	2	3
Class II Traffic-Manager		
S/Shri		
1.	D. N. Dalal	Traffic-Manager
2.	Dharam Chand Pawar	—do—
3.	M. A. Faruqi	—do—
4.	D. K. Gupta	—do—
5.	S. P. Gupta	—do—
6.	Lajpat Rai	—do—
7.	Hari Ram	—do—
8.	Shiv Hari Charan Dass Sharma	—do—
9.	Narain Dass	—do—
10.	Balwant Singh	—do—
11.	R. S. Chaudhri	—do—
12.	O. P. Bishnoi	—do—
13.	Jagbir Singh	—do—
14.	Kuldeep Singh	—do—
15.	Bhanwar Jit Singh	—do—
16.	Mamu Ram	—do—
17.	Shiv Ram Sharma	—do—
18.	Kehar Singh Ahlawat	—do—
19.	Man Singh	—do—
20.	Ram Kumar	—do—
21.	Mahi Pal Singh	—do—
22.	Baljit Singh	—do—
23.	R. L. Bedi	—do—
24.	D. P. S. Rohila	—do—
25.	Jawla Parshad	—do—
Works Managers		
S/Shri		
1.	Jagbir Singh	Works Manager
2.	B. K. Jain	—do—
3.	Ishwar Chand	—do—
4.	Rajinder Singh	—do—

1	2	3
5. Jai Narain Verma		Works Manager
6. R. K. Goyal		—do—
7. D. D. Maingi		—do—
8. M. R. Bhatia		—do—
9. B. D. Sharma		—do—
10. O. P. Sharma		—do—
11. Ranbir Singh		—do—
12. O. P. Gupta		—do—
13. Kimti Lal Dua		—do—
14. Anil Kumar		—do—
15. Hari Dev Sharma		—do—
16. R. D. Garg		—do—
17. Satish Kumar, Ruhila		—do—
18. Dina Nath		—do—

Superintendent

S/Shri

1. J. C. Bhutani	Superintendent
2. R. L. Khurana	—do—
3. Sukh Chand	—do—
4. Mool Chand Verma	—do—
5. L. D. Gandhi	—do—
6. S. K. Nagpal	—do—
7. R. S. Bhorla	—do—
8. Gulshan Rai	—do—
9. R. P. Gupta	—do—
10. Satya Dev	—do—
11. N. S. Gupta	—do—
12. Sat Raj Verma	—do—
13. A. C. Batra	—do—
14. K. D. Sharma	—do—
15. Gopal Krishan Chandra	—do—



1	2	3
S/Shri		
16. O. P. Dhanda		Superintendent
17. L. D. Brar		—do—
18. Hans Raj		—do—
Accounts Officer		
1. D.S. Hooda		Accounts Officer
2. R.K. Sukhija		—do—
3. S.C. Vohra		—do—
4. R.K. Dhiman		—do—
5. Surinder Kumar Gupta		—do—
6. C.D. Sharma		—do—
7. Ram Kanwar		—do—
8. Chander Singh Sangwan		—do—
9. Bal Krishan		—do—
10. Het Ram		—do—
11. D.R. Gupta		—do—
12. Diwan Chand Rajla		—do—
13. S.K. Garg		—do—
14. Dev Raj Mangal		—do—
15. S.L. Sachdeva		—do—
16. S.C. Dogra		G.C.W. Haryana
Store Purchase Officer Class-II		
1. Roshan Lal		Store Purchase Officer
2. T.N. Sant		—do—
3. Baljit Singh		—do—
4. M.M. Chadha		—do—
5. Lajpat Rai		—do—
6. Balwant Singh		—do—

1	2
---	---

S/Shri

7. K.L. Sharma	Store Purchase Officer
8. P.N. Kumar	—do—
9. Ranbir Singh	—do—
10. Sham Sunder Ghambir	—do—
11. Mir Singh	—do—
12. Chatter Singh	—do—
13. Ranbir Singh	—do—
14. Jai Bhagwan Singh	—do—
15. Dilla Ram	—do—
16. Ved Parkash	—do—
17. Ramesh Chand Aggarwal	—do—

Legal Advisor Class-II

1. V.K. Kholi	Legal Advisor
2. Jagbir Singh	—do—
3. Raj Singh	—do—
4. P.K. Sachdeva	—do—
5. Suresh Chand	—do—
6. Viayvir Singh	—do—
7. Randhir Singh	—do—
8. Anant Ram Goel	—do—
9. Sajjan Singh	—do—
10. Sat Narain Gaur	—do—

Assistant District Attorney Class-II

1. Subash Bishnoi	Assistant District Attorney
2. Balminder Singh	—do—
3. V.P. Nagpal	—do—
4. Kuldip Singh	—do—

1	2
S/Shri	Assistant District Attorney
5. Anil Bhardwaj	—do—
6 Radhey Sham	—do—
7. Satbir Singh Yadav	—do—
8. Balinder Singh	—do—
9. Karambir Singh	—do—
10 Rajinder Kumar Bawa	—do—
11. Mohan Lal	—do—
12. Atma Ram Bishnoi	—do—
13. Rajinder Singh Yadav	—do—

QUESTION NO. 20

Annexure—VI

Information of vacant posts as on 31-3-94.

Sr. No.	Name of posts	No. of posts	Date of which lying vacant
1	2	3	4
Group—A		Nil	Nil
Group—B			
1	Senior Accounts Officer	1	8/93
2.	Store purchase Officer	2	1.9.93
3.	Works Manager	1	2.9.93
4.	Accounts Officer	1	7.1.94
5.	Service Engineer	—	— (Pay of other official is being drawn)
6.	Extra Assistant Transport Controller	—	— (—do—)
		<u>5</u>	
Group—C			
1.	Accountant	3.	1=1-2-90 1=11-11-93 1=5-3-90
2.	Junior Auditor	(5)	1=1-1-93 1=12-3-93 1=1-3-93 1=25-7-91 1-9-93
3.	Assistant	7	2=23-3-93/1-4-93 1=1-11-92 1=1-5-90 2=1-5-91 1=1-4-93
4.	Junior Scale Stenographer	1	1=15-2-89
5.	Steno-typist	4	1=16-7-93 1=15-2-89 1=1-4-93 1=3-94

6. Clerk	11	2=13-6-90 2=1-5-91 1=1-5-91 2=25-7-92 2=22-9-93/1-4-93 2=28-3-94/22-3-94
7. Cashier	3	3=1-4-81/7-11-92/ 10-1-93
8. Assistant Cashier	9	4=16-12-93, 20-9-93/ 3-11-93/9/93 1=1-12-89 1=13-6-90 1=31-8-90 2=8-11-92
9. Store Keeper	1	1=1-9-93
10. Assistant Storekeeper	5	1=1-4-92 2=1-2-91 2=13-6-90
11. Computer	1	1=1-5-91
12. Diesel Pump Attendant	6	2=9/91/11/93 1=3/86 1=4/93 1=2/91 1=15-2-89
13. Senior Accountant	1	1=2/94
14. Foreman	2	2=10/93/27-4-91
15. Service Station Incharge	6	2=8/93/9/93 2=1-5-91 1=1-2-94 1=30-11-90
16. Head Electrician	2	1=2/92 1=1-5-93
17. Head Blacksmith	1	1=30-11-90

1	2	3	4
18.	Head Tyreman	2	1=31-5-88 1=1-12-92
19.	Mechanic	4	1=1-2-94 2=8/93 1=1-3-93
20.	Fitter	9	5=11/93 1=1/93 1=1-1-93 2=25-7-92
21.	Carpenter	6	1=1-2-79 1=8/93 3=1-9-93 1=25-2-93
22.	Welder	1	1=1 3-2-93
23.	Painter	4	1=1/92 3=1-1 1-92
24.	Blacksmith	14	5=1-3-83 5=1-2-92 1=13-6-90 3=22-1-92
25.	Turner	1	1=30-8-91
26.	Radiator Repairer	1	1=2/90
27.	Assistant Fitter	13	3=11/92 1=1-6-93 2=5-10-89 1=22-12-89 2=13-6-90 2=25-7-92 2=25-2-93
28.	Assistant Carpenter	5	3=12/92 1=17-3-89 1=13-6-90

1	2	3	4	5	6
29.	Assistant Electrician	5		2=1-7-93 2=12-7-91 1=14-11-90	
30.	Assistant Welder	3		1=1/93 1=1-6-92 1=5-10-89	
31.	Assistant Painter	4		3=1-12-92 1=13-6-90	
32.	Assistant tyreman	5		3=1/93 1=1-10-92 1=23-1-89	
33.	Assistant Upholsterer	1		1=13-6-90	
34.	Assistant Blacksmith	5		1=1/93 3=1-4-92 1=1-2-90	
35.	Assistant Turner	1		1=22-1-92	
36.	Assistant Borer	1		1=3,4,92	
37.	Dent beater	1		1=5-9-91	
38.	Welfare Inspector	5	1=31-10-92 1=1-4-93 1=5/91	1=1-5-91 1=16-4-92	
39.	Chief Inspector	10	1=15-5-93 1=1-9-92 1=21-2-94 1=1-2-94	1=1-1-93 1=4/92 1=1-5-91	1=2/93 2=1-4-93
40.	Inspector	19	1=4-4-93 1=1-5-92 3=8/93 1=2/94 5=10/89 =3-11-92 2=10-1-93	1=1-9-92 1=19-12-91 1=31-3-91 2=4/93 6/90, 1/92 & 7/92	

		1	2	3
41.	Yard Master	12	1=1-9-92 1=1-1-91 1=1-2-92 1=4-1-92 3=30-4-89	1=1-1-7-91 1-11-91 1=3/87 1=1-3-96 1=1-5-91
42.	Sub Inspector	6	1=5-2-90	5=1-5-91
43.	Borer	2	2=3/94	
Total		208		

GROUP D

1. Daftri	1	1=31-7-93	
2. Gunman	1	1=23-7-93	1=22-1-92
3. Chowkidar	5	1=30-9-93 2=4/93	2=15-2-89
4. Helper	15	1=1/93 2=3/93	11=29-8-92 1=1-11-82
5. Store Boy	2	1=1-7-93	1=7/93
6. Washing Boy	14	21-11-89 2=1-4-93 2=1-2-90 1=30-3-94	4=1-4-90 1=208-92- 2=13-6-90
7. Announcer	3		3=2/92
	42		

GENERAL RECOMMENDATION

During 1994-95, while examining various departments, the Committee observed that the departments did not send information required by the Committee in spite 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 the 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 19TH REPORT

The Committee considered/scrutinised the action taken by the Government on the recommendations/observations contained in its 19th 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 crally 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

27

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 matter was taken up with the S.S.S. Board Haryana and the Board sent one Scheduled Caste candidate who has been appointed to the post of Senior Auditor. One Scheduled Caste candidate has also been promoted to the post of Senior Auditor. And now there is no shortfall in this cadre. In view of the above, the para may please be dropped.	The category from which the Junior Auditor has been posted be intimated to the Committee
Position of Scheduled Castes in Cooperative Institutions The Committee recommended that the Chief Secretary to Govt. Haryana may look into the matter and direct the Co-operation Department to make up the reservation quota in all	The latest position of sanctioned posts, filled up posts and shortfall in reservation of all cooperative institutions as on 31-3-94 is placed before the committee for their information.	The Committee would like to know the latest position.

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.

EDUCATION DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1 The Committee, therefore, recommended that the State Government should take early action to ensure that such rural inhabitants have Primary & Middle school within a walking distance so that more Scheduled Caste Children from such inhabitations could be enrolled in these schools. Educational Facilities in Rural Inhabitations	2 500 Government Primary Schools for girls (100 schools every year) are proposed to be opened during the 8th Five year Plan 1992-97. 100 Govt. Primary Schools for Girls have been opened during 1992-93, 100 more Govt. Primary Schools for Girls which were to be opened during 1993-94 are being opened in 1994-95 for which list of schoolless villages/Dhamis Basties has been sent to Government. 300 more Govt. Primary Schools are proposed to be opened during the remaining period of the current Five Year Plan. The State Govt. is determined to achieve universalisation of Primary Education by the end of the current 8th Five Year Plan, by providing facilities in almost all the schoolless villages Dhamis and Basties. The main emphasis would be an enrolment and education of children particularly belonging to scheduled castes. According to 1981 Census, the projected population in the 6-11 age group would be 20.25 lacs by end of 1996-97. In order to achieve Universalisation, the student enrolment equivalent to 120% of the population in 6-11 age group will have to be achieved. Thus 24.18 lacs children will have to be enrolled by the end of the current Plan 1992-97.	3 The Committee would like to know the progress achieved for opening of schools during the year 1993-94 and 1994-95 and also the enrolment of children particularly belonging to S.C.

1996-97 to achieve UPE. Enrolment Drives are launched every year by the Primary Education Directorate.

Education Directorate.

The student enrolment at the primary stage of education (age group 6-11) during 1992 to 1994 is as under :—

The position with regard to enrolment of children at the primary level during 1991-92, 1993-93 and 1993-94 is as under —

(Figures in lacs)

1991-92 (as on 30-9-91)		1992-93 (as on 30-9-92)		1993-94 (as on 30-9-93)	
Boys	Girls	Total	Boys	Girls	Total
11.97	9.69	21.66	12.15	9.82	21.97
Scheduled Castes					
2.33	1.85	4.18	2.45	2.05	4.49
				12.46	00.15
				2.44	2.08
				4.52	

Therefore, the Committee recommend that the Chief Secretary to Government Haryana may take up the matter with the D. P. Is. Schools and Higher Education to investigate into the

It is stated that in the year 1991 and 1992, 3192 vacant posts of JBT teachers were taken out of the purview of S. S. S. Board, Haryana by Govt. as a one time measure, out of which 544 vacancies were of S. C. Category. The Departmental Selection

The Committee recommends that special steps be taken to impart Tra-

Representation
of Scheduled
Castes persons

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.

Committee constituted by Govt. recommended 2819 candidates including 48 candidates of S. C. Category for appointment Subsequently 3088 vacant posts of JBT teachers were advertised in the year 1993 through the S. S. S. Board, Haryana, out of which 1040 vacancies were reserved for S. C. candidates. The S. S. S. Board, Haryana recommended 941 candidates including 146 of S. C. Category. The names of the recommended candidates had been sent to the Distt. Primary Education Officers for Appointment.

The back log in the S.C. category is due to the reason that eligible trained candidates of this category could not become available.

ining of
J.B.T. to S.C.
The Comm-
ittee would
also like to
know the
latest
position.

LOCAL BODIES

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
Regularisation of the service of Daily Wages Workers 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.	The information in respect of Safai Karamcharies and others than Safai Karamcharies from 81 Municipal Committees respectively have been received in this Directorate. So far as regularisation of services of daily wages employees is concerned in this respect necessary instructions have been issued vide this office endorsement No. 3E-93/36093-191, dated 1-9-93 to all the D.C's/M.C's As per Govt. decision, Municipal Committees have been directed by this Directorate to recruit Safai Karamcharies only on regular basis in future.	The Committee be informed of the latest position.
Reservation Policy in Municipalities 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 Com-	All the Deputy Commissioners, 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	The Committee recommend that the reservation possibility be fixed

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

should be fulfilled immediately. Subsequently reminders on dated 23-3-93, 20-4-93, 11-5-93, 31-1-94 and 30-3-94 were issued in this regard but no response has so far been received from Deputy Commissioners. However, it is relevant to mention here that respective D.C's is appointing authority in case of the posts of District level services

against the officers in regard to non-reply of letters.

The Committee may also be informed about 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

Shortfall in Class III Posts

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

Regarding Short fall in Class III posts, the Committee was informed that Cocporation had suffered heavy losses due to decontrol of Iron and Steel materials by Government of India w.e.f. 16-1-92 and a number of employees had been declared surplus. The Board of Directors of the Corporation had also decided that no recruitment of any kind be made by the Corporation. Besides the services of 117 employees were identified as surplus.

The Committee would like to know the latest position.

The financial position of the Corporation has not substantially improved. As such, to restrict its expenditure, the Corporation has not made any fresh recruitment. The Corporation is however, making efforts to get the surplus employees adjusted in other Boards and Corporations. However, in its attempt to reduce the backlog of Scheduled Caste category, the Corporation has now identified 3 Class III posts i.e (Stenographer 1, Stenotypist 1, Salesman/Sales Girl 1) to be filled in from amongst Scheduled Castes Candidates and the proposal is being placed before the

Board of Directors of the Corporation for seeking necessary sanction. The posts are to be filled up after observing requisite formalities. It is ensured that the backlog of Scheduled Casts category of the remaining posts will be cleared on priority basis immediately on availability of the posts

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 perusal of the material supplied by the Board, the overall representation of Scheduled Castes in Class-III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in 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 2905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2216 Scheduled Castes candidates in the Board.

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

As desired by the committee, the latest position with regard to the Class-III posts after recouping the shortfall may kindly be seen as under :—

(i) Overall representation of SC employees in respect of Class-III posts as on 31-12-93 in the Board's services :

Cadre strength	Working position as on 31-12-93	Due presentation i.e. 20% meant for S.C. employees	Total representation of S.C. employees	Less representation of S.C. employees (Col as on 3-4)	%age of S.C. employees (Out of Col 2)
1	2	3	4	5	6
40968	35552	7110	4848	2262	13.64

(Out of Col. No. 3)

The Committee recommends that sincere efforts be made to recoup the shortfall as promised by the Department in last years Committee meeting. The Committee would also like to know the latest position.

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.

Vacancy position in respect of Class-III posts is 5416 as on 31-12-93.

(ii) Overall backlog of SC in respect of Class III cadre posts as on 31-12-93 in the Board's service :

Total No. of posts/ vacancies filled w.e.f. 9-2-79 to 31-12-93	No. of posts meant for SC employees according to Roater Register (Out of Col-1)	Total No. of SC employees promoted/ appointed (Out of Col. 2)	Net Short-fall as on 31-12-93
1	2	3	4
28777	5730	4298	1440

As already stated in the Board's reply in the 18th report that the reason for shortfall in Class-III posts (Technical & Non-Technical) is due to the fact that eligible SC employees/ candidates are not available in the lower cadre post for promotion. Similarly qualified SC candidates were not available for Technical posts at the time of recruitment.

(iv) It is further intimated that now the Board has imposed ban on recruitments/appointments vide memo No. Ch-94/CRA/3-31/Vol.-II dt. 2-3-94 till further orders. It is, however, assured that as and when ban is lifted by the Board, sincere efforts would be made by the Board to wipe off the backlog of SC candidates in respect of Class-III (Technical & Non-Technical cadre posts.)

U.D.Cs

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

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

(i) There was a shortfall of 107 candidates in the cadre of UDC as on 31-12-93 according to Rooster Register.

(ii) As already stated in the Board's reply that as per provision of previous Recruitment & Promotion policy all posts of UDCs were to be filled up by way of promotion from amongst the LDCs who qualified the departmental Accounts examination for Ministerial Estt. But there was not even a single person available in the category of SC in LDC cadre who had qualified the said examination and was due for promotion to the post of UDC.

(iii) In order to wipe off the shortfall, it had been desired by the committee that 75% posts be filled up by way of promotion and 25% through direct recruitment by relaxing the rules. On the recommendations of the committee, the Board accordingly amended the Recruitment & Promotion policy in respect of UDCs. Keeping in view of the above policy, the Board advertised 150 posts vide CRA No. 139 for direct appointment. But now the Board has imposed ban on recruitments/appointments vide memo No. Ch-94/CRA/G-31/Vol.-II dt. 2-3-94 till further orders.

(iv) It is assured that sincere efforts would be made to minimise the shortfall in the cadre of UDC against existing vacancies as and when the ban is lifted by the Board and selection made.

The Committee would like to know the latest position.

Storekeepers

 The Department in its latest written reply stated that 34 posts of Storekeepers 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. It is, therefore, a shortfall of Scheduled castes persons.

The Committee are very much pained to mention the representation of Scheduled Castes candidates on these posts of storekeepers 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

(i) There was a backlog of 6 No. SC candidates as on 31-12-93 in the cadre of Storekeepers.

(ii) As already stated in the board's reply in the 18th report of the Committee, that as per Recruitment & Promotion policy of the Board in respect of Store Keepers, the post of Store Keepers is filled up by way of promotion from amongst the Asstt. Store Keepers who have qualified the prescribed departmental Accounts Examination. There was not even a single employee belonging to SC category in the lower cadre (i.e. Asstt. Store Keeper) who had qualified the said examination and is due for promotion to the post of Store Keeper. It is assured that as soon as eligible candidates of SC category become available, they will be considered for promotion to the post of Store Keepers thereby recouping the said shortfall

It has already been stated in the Board's reply of 18th report of the committee, that the Board advertised 199 posts of LDCs vide CRA-131 out of which 180 posts have been reserved for candidates belonging to SC community.

(ii) It is further stated that the selection committee of the Board were going to finalise the selection of LDCs, but in the mean time Board imposed the ban on direct recruitment vide its memo No. Ch-94/CRA-G-31/Vol-II dt. 2-3-94 till further orders.

(iii) It is further assured that sincere efforts

The Committee recommends that special steps be taken to wipe off the shortfall and wants to know the latest position.

The Committee recommends to carry forward the reserved vacancies and like to know the latest position.

to continue as long as the posts remain vacant.

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 posts 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.

will be made to recoup the existing backlog of SC category in the cadre of LDC as and when the ban is lifted by the Board. Now there is a shortfall of 163 No SC candidates in the cadre of LDCs.

As already submitted in the reply of 18th report that Board has revised Recruitment & Promotion policy in respect of Driver cadre vide memo No. Ch-93/Reg.-119 dated 9-3-93 and issued further instructions dated 30-5-94 to the CEs/SEs of the field offices regarding appointment of Drivers from amongst the Cleaners & other Class-IV employees of the Board.

(ii) There was a shortfall of 56 SC candidates in the cadre of Drivers as on 31-12-92. Thereafter 20 No. posts of Drivers were filled up w.e.f. 1-1-93 to 31-12-93 out of which 4 No. posts go to the share of SC candidates but 11 No. posts have been filled up from SC candidates and thus the shortfall as on 31-12-93 comes to 49.

(iii) It is evident from the above position that Board is making sincere efforts to minimise the backlog of SC candidates in the cadre of Driver.

The Committee would like to know the latest position.

Technical posts

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

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

- (1) Junior Engineer (F)
- (2) Divisional Head Draftsman,
- (3) Foreman G-I
- (4) Junior Engineer (Civil), Junior Engineer (F) (Tech. Asstt.)
- (5) Drafts-Sub.
- (6) Sub. Stn. Attendant
- (7) S.S.A.
- (8) Shift Attendant, and
- (9) Assistant Foreman.

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

- (i) Qualified persons were not available in

After examining the achievements, it is revealed that the Board has made tremendous efforts to minimise the backlog in respect of Class-III Technical cadre posts which may kindly be seen as under :—

Name of category	Posts/ vacancies fill- ed w.e.f. 1.1.93 to 31.12.93	Posts meant for SC candidates (Out of appointed Col. 3)	No of Position SC can- didates 31.12.93	as on 31.12.93
1	2	3	4	5

J.E.—I	100	20	29	+ 9
J.Es	319	64	102	+38
Foreman Gr.-I	27	5	8	+ 3
Asstt. Foreman	995	199	223	+24
Shift Attendant	316	63	71	+ 8
Sub-Station Attendant : (Backlog as on 31.12.93 =52)				
Asstt. Sub Stn. Attendant : (Backlog as on 31.12.93 =53)				

- (i) As already stated in the previous reply of

The Committee would like to know the latest position.

general for Technical posts at the time of recruitment.

- (ii) In promotional cadre posts, no Scheduled Castes employees were available in the lower rank.

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

the 18th report, the main reason for backlog in the SSA and ASSA cadre post is that no Scheduled Caste employee is available in the lower cadre posts for promotions.

- (ii) The posts of SSA and ASSA are filled up by way of promotion from amongst the Shift Attendants. Now the Board has appointed 316 Shift Attendants out of which 71 candidates of SC category have been appointed. As soon as these Shift Attendants belonging to SC category become eligible for promotion in the cadre of ASSA and further they will be promoted to the post of SSA. In this way the shortfall of SC candidates in the cadre of ASSA and SSA will be recouped.

Draftsman (Backlog—34)

It has already been stated in the previous reply of the Board that the posts of Draftsman are filled up by way of promotion from amongst the Junior Draftsman. There is no direct recruitment quota for this post. At present not a single candidate belonging to SC category is available in the lower cadre who could be considered for promotion as Draftsman. Keeping in view the above facts, 50 No. posts of JDM were advertised by the Board vide Advertisement No. CRA-131, out of which 35 posts have been reserved for S.C. candidates.

It is further submitted that the selection committee was going to finalize the selection of Junior Draftsman, but in the mean time, the Board imposed ban on direct recruitment vide memo. No. Ch-94/CRA/G-31/Vol-II dt. 2-3-94 till further orders. As and when the ban is lifted by the Board, sincere efforts will be made to wipe off the backlog in the cadre of Draftsman.

Junior Engineer/Civil

In this connection, it has already been intimated that there is no vacancy of J.E./Civil in this cadre. Besides the Junior Engineer/Civil are already surplus and they are being charged to other cadre posts.

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

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

Class-IV Cadre

As per Annexure-'A', the shortfall of SC employees in the following Class-IV cadre posts is as under :—

Sr. No.	Name of Category	Shortfall as on 31-12-93
1.	Havildar/Daftri/Record Lifter	5
2.	Store Mate/Store Attendant	36
3.	Bill Distributor	26
4.	Mali/Gardner	25
5.	Peon	61

The Committee would like to know the latest position.

1	2	3
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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 mode of promotion/appointment. The Committee recommend that some via media may be evolved to cover up the adequate shortfall in these posts.

6. Cleaner/Truck Cleaner/Oiler/Greaser 28

7. Asstt. Pump Driver 7

(i) Havildar/Daftri/Record Lifter

There was a shortfall of 5 numbers SC employees in the above said cadre which is very negligible and will be recouped in near future.

(ii) Store Mate/Store Attendant

As already stated in the previous reply that the overall representation of SC employees as on 31-12-93 in the cadre of Store Attendants/Store Mates is as under :—

Cadre	Working	Representation	Representation	Less
Strength	position	for SC candidates	of SC employee	representation
th	as on	as on	as on	as on
	31-12-93	31-12-93	31-12-93	31-12-93
	Col. 2)	Col. 2)	Col. 2)	Col. 2)
1	2	3	4	5
332	331	66	61	5

Keeping in view of the above position, it is stated that there is a shortfall of 5 Nos. SC candidates which is also very negligible and will be recouped in near future.

(iii) Bill Distributor, Mali/Gardner, Peon, Truck Cleaner/Cleaner/Oiler/Greaser/Asstt. Pump Driver.

As per recommendations of the committee necessary instructions were issued to all 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 Secretary/ Recruitment Section of Board in respect of the above said cadre posts for advertising the vacancies to recoup the shortfall of reserved categories through Special Recruitment Drive on priority basis.

The Recruitment Section of the Board has finalised the vacancy position for advertising the same but in the mean time Board has imposed the ban on direct recruitment/ appointment vide its letter No. Ch-93/CRA-G-31/Vol-II, dt. 2-3-94 till further orders.

It is assured that as and when the ban is lifted by the Board necessary steps will be taken to wipe off the backlog in respect of above said Class-IV category through direct appointment by advertising the vacancies.

HARYANA URBAN DEVELOPMENT AUTHORITY

56

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

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

The Committee recommend that whenever any advertisement in regard to filling up of post is made a copy thereof be sent to the Committee. The Committee would like to know the latest position.

Sr. No.	Category	Shortfall	Remarks
1	2	3	4

1. Head Clerk 3 Eligible S.C. persons with requisite experience were not available. Shortfall already made good.
2. Assistant 3 Eligible S. C. Persons with requisite experience were not available. Shortfall already made good

- | | | | |
|---------------------------|----|--|---|
| 3. Accounts Assistant | 8 | Eligible S. C. persons were not available from Employment through Advertisement. Hence these posts are deserved as per Govt. policy. | After obtaining the NAC from Employment Exchange, these posts were advertised in the leading newspapers and the persons who had applied for the post of Accounts Assistant were not found suitable for want of requisite experience. However, one candidate was offered for the assignment vide No. EA-1-93/26018 dated 23-8-93 but he has not joined this organisation despite giving him extensions. The requisition for filling up these posts have again been sent to the Employment Exchange vide No. EA-1-94/8442 dated 6-5-94 but no suitable candidate has been sponsored by them so far. |
| 4. Jr. Scale Stenographer | 2 | Eligible S. C. persons were not available from Employment Exchange. Being advertised shortly through press. | As per instructions of the Govt. No Objection Certificate is required to be taken from HBPE before making recruitment. A reference has been made to HBPE for No Objection Certificate vide letter No. 4024 dated 22-2-1994. |
| 5. Steno-typist | 2 | Do. | Do |
| 6. Accountant SAS | 2 | Qualified S.A.S. persons were not available with HUDA | As already made clear, these are only promotional posts and no HUDA employee has qualified SAS examination. |
| 7. Clerk | 11 | Shortfall is due to the absorption of 49 Clerks from Census/Colonisation/Food & Supplies/Urban Estates etc. | No shortfall |

1	2	3
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- | | | |
|-------------------------|---|---|
| 8. Sub-Divisional Clerk | 7 Eligible S.C. persons are not available for promotion. Shortfall will be made good in future. | No shortfall. |
| 9. Tracer | 5 Shortfall will be made good early. | Shortfall already made good. |
| 10. Head Draftsman | 2 Eligible persons were not available. Shortfall will be made good in future. | Shortfall already made good. |
| 11. Assistant Draftsman | 1 Do | — |
| 12. Junior Draftsman | 2 Do | Previously, no ADM of S.C. category fulfils the condition of requisite experience of 3 years but now two incumbents have acquired the requisite experience. The matter has been taken up with the Govt. for filling up these two posts. The reply is still awaited. |

13. Driver	3 Shortfall will be made good early.
	51 (—) 8 (Dereserved) 43

After reviewing the position in respect of Class-II and III posts, as above the Committee noticed that there is a shortfall in these groups of service so far as Scheduled Castes and Scheduled Tribes are concerned. The Committee did not feel satisfy with the position explained by the departmental representatives. The Committee, therefore, recommend that in future to wipe off the shortfall, the vacancies should only be filled up by appointing/promoting Scheduled Castes and Scheduled Tribes employees. The Committee further 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 criteria for filling up the posts of various categories as per Regulations of HUDA is (1) by direct appointment as well as by promotion out of the existing employees and by transfer/deputation from other Deptts. The latest position of each category has been given against each.

The Committee would like to know the latest position.

THE HARYANA STATE FEDERATION OF CONSUMERS COOPERATIVE WHOLESALE STORES LTD.

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Implementation of Reservation Policy From these figures, the Committee noticed that the reservation policy laid down by Government is not being implemented in letter and spirits with the result that the shortfall in the category of Scheduled Castes/Scheduled Tribes exists in the Haryana State Federation of 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.	1 post of Assistant Manager and 1 post of Accountant "A" which were fallen vacant have been filled up from the persons of Scheduled Castes on 2-4-9-93 and 11-6-93 respectively.	The Committee would like to know the latest position.
Termination of Services During the oral examination, the Committee was informed by the departmental representative that on 3rd Feb., 1989, 592 employees of various categories who did not complete 240 days in service were terminated. Out of these 592 employees, 48 belonged to Scheduled Castes. The attention	The total sanctioned strength of Confed. is 1026 against which 1195 employees are working as on 31-3-94. There are 173 surplus employees and reserved posts have not been worked out against the surplus staff strength. The cadrewise (postwise) reserved posts in all categories (Class I, II, III & IV) as per sanctioned	The Committee would like to know the latest position.

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. 101 6/4 WGI-66 dated 16th February, 1966, regarding grant of protection to Scheduled Castes/Scheduled Tribes and other Backward Classes employees against the reduction/retrenchment in view of the lean representation in service the sub para (i) of which reads as under :—

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

In view of the above decision of the Government, the Committee recommended that to recoup the shortfall in various categories of posts in the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd., the Government should issue necessary direction in this regard and the Scheduled Castes employees who have been terminated by the Haryana State Federation of Consumers' Cooperative Wholesale Stores Ltd., may be reappointed on the posts on which they were working before their termination of services on 3rd Feb., 1989.

strength were filled as on 31-3-94. There is no shortfall in S.C. category within sanctioned strength.

POLICE DEPARTMENT

Recommendation of the Committee	Action taken, by the Government	Further observation of the Committee															
1	2	3															
The Department gave the following figures about the total number of employees as also about the total number of Scheduled Castes employees :— <table> <tr> <th>Cadre-wise strength/representation of Scheduled Castes</th><th>Total Number of Employees Scheduled Castes</th><th>Total Number of Employees</th></tr> <tr> <td>I</td><td>130</td><td>1</td></tr> <tr> <td>II</td><td>27</td><td>2</td></tr> <tr> <td>III</td><td>20,488</td><td>1,173</td></tr> <tr> <td>IV</td><td>1,185</td><td>412</td></tr> </table> The department informed the Committee	Cadre-wise strength/representation of Scheduled Castes	Total Number of Employees Scheduled Castes	Total Number of Employees	I	130	1	II	27	2	III	20,488	1,173	IV	1,185	412	No general recruitment during the period from 1-5-93 to 25-5-94 has made by Police Deptt. Still 156 vacancies of Cts. against ex-gratia scheme etc. were filled up. Out of these 22 candidates belongs to SCs/STs and 16 candidates belongs to BCs. This way percentage of SC candidates was reduced to 14.1% instead of 20% whereas quota of BCs was raised to 10.25% instead of 10%. Apart from above 158 vacancies of ASIs were filled up through S.S.S. Board of Haryana. Out of which 147 posts were for Distt./Units and 11 posts were against vacancies of Commando force, out of these 22 candidates belongs to SCs/STs and 21 candidates belongs to BCs. Thus the percentage of SCs was reduced to 13.92% instead of 20% whereas quota of BCs was raised to 13.3% instead of 10%. Above deficiency in recruitment in SC candidates was due to non-availability of suitable candidates with prescribed	The Committee have gone through the reply and recommends that the shortfall of the various posts may be made good and like to know the latest position.
Cadre-wise strength/representation of Scheduled Castes	Total Number of Employees Scheduled Castes	Total Number of Employees															
I	130	1															
II	27	2															
III	20,488	1,173															
IV	1,185	412															

that after the laying down of reservation policy by the Government with effect from 9th February, 1979, the following posts were credited/Filled up from 9th February, 1979 to 31st March, 1988 :—

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

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

qualification/physical measurements. All the Police Units have been directed/ instructed to meet the backlog of reserved categories in the future recruitment drives.

No recruitment by Board of officers to recruit the backlog in Commando force has been conducted till date and necessary information shall be passed on in due course of time.

Latest position as on 1-1-1994 is as under :—

Class	Total No. of Employees	Total No. of SCs	Total No. of BCs
I	113	16 (14.16%)	—
II	129	11 (8.53%)	10 (7.75%)
III	29945	4977 (16.35%)	2992 (9.9%)
IV	1439	423 (29.39%)	418 (29%)

Latest position of Class-IV employees as on 1-1-1994 is as under :—

Total No. of Class -IV employees	SCs	%age	Shortfall
1439	423	29.39	—
No. of Class IV employees after counting for jobs traditionally held by SCs	SCs	%age	Shortfall
971	164	16.9	3.1
No. of peons			
63	12	19.05	0.95

The shortfall of 0.95% will be made good shortly.

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

The Committee would like to know the latest position.

These instructions of the State Govt. have been brought to the notice of all concerned police units for meticulous future compliance and progress achieved in this regard shall be reported in due course of time.

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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 promotion and 50% by direct recruitment. These posts include Assistant Director (Technical), Assistant Apprenticeship Advisor/Principals I.T.I. (Technical), Assistant Director (V.E.) and Assistant Directors/Controller of Examination. With regard to Group 'B' posts, it was informed that there are 82 posts which are filled up 50% by promotion and 50% by direct recruitment except one post of Assistant Director (Women) which is filled up 100% by promotion.	There was a shortfall of 2 posts of S.C. category for which requisition was sent to the Haryana Public Service Commission in 1991. After recommendation of the Commission, the candidate relating to S.C. category namely sarv Shri Ramdhari and Raj Kumar have been appointed as Vice Principal w.e.f. 6-11-93 & 19-11-93 respectively. As such the shortfall has been recouped. There was a shortfall of 4 posts of Storekeeper of S.C. category out of which two cases are still pending in Supreme Court in which S.L.P. has been filed. For other two posts the requisition was sent to the S.S. Board and recommendations of S.C. candidates have been received from the S.S. Board vide their letter No. S.S.S. Board (Comfd-94) 563 dt. 20-6-94. The case of appointment is under consideration.	The Committee would like to know the latest position.
There was a shortfall of following 7 posts :— Social Study Instructor — 2 posts Stenography Instructor (English) — 1 post Stenography Instructor (Hindi) — 2 posts		

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

	No. of posts sanctioned on 9-2-1979	S.C. candidates in position as on 9-2-1979
GROUP 'A'	11	1
GROUP 'B'	27	1
GROUP 'C'	1611	90
GROUP 'D'	551	177

There is no S.T. in this Department.

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

Math Instructor

— 1 post

Wiremen Instructor

— 1 post

Two posts of S.S. Instructors could not be filled up due to stay given by the Hon'ble Punjab & Haryana High Court. The stay is still continuing.

One post of stenography Instructor (English) and two posts of Stenography Instructor (Hindi) were notified to the S.S.S. Board in November 1992 & December 1992. The S.S.S. Board have advertised these posts in August, 1993. The posts will be filled up from S.C. candidates and shortfall will be recouped as soon as the recommendations from S.S.S. Board is received.

The Posts of Math Instructors have been filled up from S.C. candidates in 9/93. The shortfall has been recouped.

The post of wireman Instructor has been filled up from S.C. candidate in 3/94 & the shortfall has been recouped. Actually there was no shortfall in Pattern Maker Trade.

There was a net shortfall of 30 posts as on 31-3-93. To recoup the shortfall of 8 posts of Language Teacher (E) requisition for 5 posts was sent in 9/91 and for 3 posts in July, 1992 to S.S.S. Board. The S.S.S. Board has interviewed the candidates on 21-6-94. The shortfall will be recouped on receipt of recommendations from S.S.S. Board.

GROUP 'A'	5	3	8	—
GROUP 'B'	55	14	19	2
GROUP 'C'	1265	1152	439	177
GROUP 'D'	360	487	—	138

It was informed that there is 20% reservation for Scheduled Castes in direct recruitment in Group 'A' posts, but no reservation exists in promotional posts. On 9th February 1979, the department had total 11 posts belonging to Group 'A' and during the period from 9th February, 1979 to 31st March 1989, 5 new posts were created in Group 'A' including the one post of Deputy Director which was 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 in pro- = 10
No. of motion posts
shortfall

One post of Principal Class III has been filled from S.C. candidate by promotion on 15-7-93.

One post of Headmistress has been filled up from S.C. candidate by promotion on 25-4-93.

For the remaining 20 posts the position is as under :—

Two & Three Wheeler Repairs	Instructor 2	Requisition has been sent to S.S.S. Board on 7-6-94 with revised qualifications. The shortfall will be recouped on receipt of recommendations from the SSSB
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Office Secretaryship (H) Instructor	2	Do
-------------------------------------	---	----

Office Secretaryship (E) Instructor	1	Do
-------------------------------------	---	----

Designer & Master Cutter Instructor	2	Do
-------------------------------------	---	----

Crop Production Instructor	1	Do
----------------------------	---	----

Accountancy & Auditing Instructor	3	Do
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Banking Assistant	1	Do
-------------------	---	----

1	2	3
(ii) Shortfall against recruitment posts direct =48	Drawing Master	3
The requisiton has been sent to the SSSB, & the shortfall will be recouped on receipt of recommendations from SSSB.		
2. The position regarding shortfall in case of promotional posts is explained as under :—		
(i) Total reserved for S.C. as per Roster	General Foundation course Instr, Language Teacher (Hindi)	3
(ii) Total filled out of reserved posts		1
(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	Hair & Skin care	1
(b) Promotion case for S.C. under consideration		1
3. The position regarding Shortfall in case of direct recruitment posts is explained as under :—		
(i) Total Reserved for S.C.		213

The requisiton has been sent to the SSSB, & the shortfall will be recouped on receipt of recommendations from SSSB.

No. post is lying vacant.

The SSSB has interviewed the candidates on 20-6-94 & the shortfall will be recouped on receipt of recommendation from the SSSB.

The requisiton has been sent to SSSB on 20-11-93. The shortfall will be made good on receipt of recommendations from the SSSB.

(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.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	<u>48</u>

Besides above figures, the department give the following figures Groupwise showing the number of posts carried forward

1	2	3
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 years 1986-87, 1987-88 and 1988-89 :—

	Total posts filled	Total posts filled by S.C.	Source	
			H.P.	S.C. Promotion
Group 'A'				
1986-87	4	—	2	2
1987-88	1	—	—	1
1988-89	1	—	—	1

Group 'B'

1986-87	6	—	4	2
1987-88	—	—	—	—
1988-89	—	—	—	—

S.S.S.B.	Promotion	Employment Exchange
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Group 'C'

1986-87	285	55	9	68	208
1987-88	260	35	1	63	196
1988-89	244	44	82	79	83

Employment Exchange

Group 'D'

1986-87	24	2	24
1987-88	33	10	33
1988-89	13	5	13

It will be seen from the above figures that no representation has been given to Scheduled Castes in Group 'A' posts as also the shortfall exists in other Groups. The Committee therefore, recommend that the department should give due representa-

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tion to the Scheduled Castes by implementing the reservation policy atleast while the posts are filled up by direct recruitment in order to safeguard the interests of the poorer sections of the society. The shortfall so recouped be intimated to the Committee.

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

Adhoc/Daily wages Appointments

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

Since no reply has been received from the department but the Committee recommends that while making the appointment on Ad-hoc/daily wages the quota of reservation be kept in view.

given to the Scheduled Castes by the department in the absence of instructions from the Government with regard to the enforcement of reservation policy at the time of such appointments. The Committee, therefore, recommend that Government should issue instructions enforcing reservation policy at the time of appointments on adhoc basis/daily wages.

Reservation for wards of teachers in service

The Department gave a list of the Industrial Training Institutes alongwith their location as also the names of the trades in

which the training was being imparted. It was also informed that the department has reserved 50% seats under the Craftsman Training Scheme and Vocational Education Scheme for various categories the details of which are given as under :—

Sr. No.	Category	Percentage
1.	Scheduled Castes/Scheduled Tribes	20%
2.	Ex-Serviceman/Their wards	16%
3.	Backward Classes	10%
4.	Backward Area	2%

No Change in the Previous Policy has been made. Hence no further action is required

The Committee would like to know the latest position

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

(i) No further action is required

(ii) Case was dismissed on 7-12-83 in favour of Sh. Pawan Kumar Jain. No action is required to be taken further.

The Committee would like to know the latest position

LABOUR DEPARTMENT

75

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Cadre-wise number of posts and representation of Scheduled Castes The department supplied lists of Cadre-wise details/breakup of the posts as on 9th February, 1979 as also 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 perusing the information supplied by the Department as also orally examining them, the Committee recommend that the various posts in different groups of services be filled up in such a way so that the rights of the Scheduled Castes are preserved in accordance with the instructions issued by the Government in the matter. The Committee further recommend that the shortfall in various group may be wiped off within six months and the Committee be also informed about the steps so taken.	Shortfall in respect of one Steno-typist for SC Category has already been completed. So far as shortfall of one Junior Scale Stenographer in SC Category is concerned. On the recommendation of S.S.S. Board, one Sh. Ram Singh had been offered appointment; he joined with Sr. Asstt. Director, Industrial Safety & Health on 19-4-94 but requested the concerned officer that he is working in the Police Deptt. and after being relieved from the Police Deptt. he will join the Labour Deptt. on regular basis. He has been directed to join the Deptt. immediately and on his joining shortfall will be completed. In case he does not join another SC Candidate from the S.S. Board will be requisitioned to complete the shortfall.	The Committee would like to know the latest position.
Payment of wages	Four posts of Labour Officers alongwith their supporting staff have been filled up in pursuance of the recommendation of the committee, positioning of the staff is by and large complete.	The Committee would like to know the latest position.

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, recommend that the department should be provided with adequate staff by the Government so that the inspections in various factories are carried out in a proper way, especially in view of the fact that four new Districts have been carved out where additional posts are required to be sanctioned by the Government.

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

Service Rules

satisfactory. However, efforts are on foot to get 2—3 more posts of Labour Officers sanctioned to further strengthen the staff position.

As already intimated the supporting staff with Labour Officer, Kurukshetra has been posted.

Similarly a stenotypist with Welfare Officer (W) Faridabad has also been posted.

Service Rules of Group 'A' and 'D' are in process at the final stage and are likely to be notified in the near future. 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
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1

Cadrewise strength of Board and representation of Scheduled Castes

After perusing the information supplied by the Board through the Government as also hearing the departmental/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 reserved various posts without obtaining the approval of the committee headed by the Chief Secretary. The Committee was sorry to know that the instructions

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The Board is making sincere efforts to recruit its own officers/officials on various posts as per the recommendations of the committee. No fresh officer/official has been taken on deputation since last one year. The up to date position of staff as on 15.9.94 showing the complete details such as total No. of posts, filled up posts, posts meant for SC/ST, posts filled up for SC/ST and shortfall if any along with reasons thereof is enclosed herewith. There is no shortfall of any category of post except for the post of Scientist-B & Assistant Environmental Engineer. Regarding shortfall in the category of Sc-B, it is intimated that suitable candidates were not available even after advertisement. Regarding shortfall in the category of Assistant Environmental Engineer it is intimated that the Board has already sent requirement for recruitment of Assistant Environmental Engineer of SC/ST category to the Employment Exchange and interview of the candidates recommended by Employment Exchange will be held on 22.9.94.

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The Committee would like to know the latest position.

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issued by the Government in September 1989 in this regard were not in the knowledge of the Board's representatives.

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

Further ob-
servation of
the Committee

Action taken by the Government

Recommendation of the Committee

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GROUP-B

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

The Department informed that the posts in Group 'A', 'B', 'C' and 'D' services are filled up by way of direct recruitment as also by promotion. The Department supplied information about the total strength of cadre and representation of Scheduled Castes as on 9th February 1979, the total number of posts created and filled in from 9th February, 1979 to 31st March, 1980.

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

The Commi-
tee would
like to know
the latest
position

A requisition of 39 posts was placed with HPSC as per details listed as under :—

G.C.	S.C.	B.C.	ESM	PH
24	8	4	2	1

On receipt of list of selected candidates from HPSC, 38 AEs have joined the department. One candidate of B. C. category has been recommended short by HPSC against the requisition for B.C. candidate. Govt. has requested HPSC to re-advertise the post to make available one more candidate of B. C. category to make up the shortfall as recommended by EICs letter No. 1622-EI/ dated 22-3-93. Latest reminder was issued on 2.5.94

J. E. (MECH)

On joining of two S.C. Candidates on 19.1.93 & 20.1.93, the shortfall has been made good and no further action is required to be taken.

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 the figures alongwith the steps taken to wipe off the shortfall.

J. E. (HORT.)

The Board has not yet recommended the candidates despite issue of D. O. reminder vide this office No. 3365/Eii dated 1.3.94 and subsequent reminders vide No. 5335 dt. 5.4.94, No. 7077/Eii dt. 6.5.94, though the Board Advised these post on 22.10.92, for 2 No. S. C. Candidates Board is being continuously reminded to recommend the candidates of reserved categories so that the shortfall could be wiped off

ADM (Civil)

The Board has not yet recommended the candidates despite issue of D. O. reminder vide No. 1262/Eii dt. 23.2.94 and subsequent reminders vide memo no. 1782/Eii dt. 18.3.94, 2873/Eii dt. 29.4.94. Board is being continuously reminded to recommend the S. C. Candidates so that the shortfall could be wiped off. The SSS Board has advertised these post on 7.4.92.

The Committee was pained to observe that at the time of framing the above referred to rules, cuttings made with lead pencil but without initials, were accepted which later on got the approval of Council of Ministers before publication on 28th August 1979. The representations were made by the employees in the year 1980 in this

Framing of
Haryana Public
Works Depart
ment (Building &
Roads Branch)
Headquarters
office Ministerial
(Group "C")
Rules, 1979.

The proposal for grant of 2 spl, increments to the six affected official has been received by the Govt. from Engineer-in-Chief, vide No. 107, dt. 29-6-94 and is under the consideration of Government

The Committee recommends that grant of two increments to the six affected employees which is under consideration of the Govt.

regard. The Committee was sorry to note the affairs of the department at the Government level when it was told that the file containing the papers on the subject is missing for the last more than a decade and for rendering justice to the Scheduled Castes employees so affected will have to be reconstructed. The Committee took a very dim view and observed that the cuttings appeared to have been made with ulterior motives just to put the employees of reserved categories in poor condition. The Committee, therefore, recommend that the Chief Secretary may go through the whole case personally and the facts after proper enquiry and fixing the responsibility for the lapse alongwith the steps to be taken to promote the officials who have been ignored/could not be considered because of the above cuttings, be informed to the Committee at the earliest.

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 years 1987-88, 1988-89 and 1989-90:—

	1987-88	1988-89	1989-90
Class-I	Nil	Nil	Nil
Class-II	Nil	Nil	Nil

vernment are not enough. The matter be reconsidered and they may be granted more compensation. The Committee would like to know the latest position.

J.E. (Civil)

On joining of 3 S.C. Candidates (J.E. Civil) the shortfall has been wiped off and as such no action is required.

J.E. (Mech.):—On joining of two S.C. candidates on 19-1-93 & 20-1-93 the shortfall has been made good and no further action is required to be taken.

A.D.M. (Civil)

The Board has not yet recommended the candidates despite issue of D.O. reminders

The Committee would like to know the latest position.

1 2 3

Class-III

vide No. 1262/Eii dt. 23-2-94 and subsequent reminders vide No. 1762/Eii dt 18-3-94 and 2873/Eii dt. 29-4-94. The Board is being continuously reminded to recommend the S. C. Candidates so that the shortfall could be wiped off.

(1987-88) (1988-89) (of 1989-90)

J.E. (Civil)	Nil	3	3
J.E. (Mech.)	3	3	2
J.E. (Elect.)	Nil	Nil	Nil
J.E. (Hott)	Nil	Nil	Nil
A.D.M. (C)	1	1	2
A.D.M. (E)	Nil	Nil	Nil
A.D.M. (M)	Nil	Nil	Nil

The backlog in Scheduled Castes categories carried forward during the above period in respect of posts filled by direct recruitment only is explained in the written reply.

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

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

Category	Advertisements made		
	1987-88	1988-89	1989-90
Class-I	Nil	Nil	Nil
Class-II			
Civil	15 (inc. 3 SCs),	11 (inc. 2 SCs)	Nil
Elect.	Nil	Nil	Nil
Mech.	Nil	1	Nil
Hort.	Nil	Nil	Nil
Class-III			
J.E. (C)	Nil	Nil	16
J.E. (M)	Nil	Nil	Nil
J.E. (E)	Nil	Nil	Nil
J.E. (H)	Nil	Nil	Nil
A.D.M. (C)	24	—	1
A.D.M. (M)	Nil	Nil	Nil
A.D.M. (E)	Nil	Nil	Nil

J.E. (Civil)

No action is required.

A.D.M. (Civil)

The Board has yet not recommended the candidates despite issue of D.O. reminder vide No. 1262/Eii dt. 23-2-94 and subsequent reminders vide No. 1762/Eii dt. 18-3-94 and 2873/Eii dt. 29-4-94. The Board is being continuously reminded to recommend the S.C. Candidates so that the shortfall could be wiped off,

The Committee would like to know the latest position.

1			2		3
Category	Persons recruited				
	1987-88	1988-89	1989-90		
Class-I	Nil	Nil	Nil		
Class-II					
Civil	15	1 ¹	—		
	(inc. 3 SCs.)	(inc. 2 S Cs.)			
Elect.	1	Nil	Nil		
	(Against requisition sent in 86/87)				
Mech.	2	Nil	Nil		
	(Against requisition sent in 86/87)				
Hort.	Nil	Nil	Nil		
Class-III					
J.Es. (C)	Nil	69	16		
	(Against requisition sent in 1982)				
J.Es. (M)	Nil	Nil	Nil		
J.Es. (E)	Nil	Nil	Nil		
J.Es. (H)	Nil	Nil	Nil		
A.D.M. (C)	—	32	—		
A.D.M. (M)	Nil	Nil	Nil		
A.D.M. (E)	Nil	Nil	Nil		

The Committee observed that the department made recruitment to the posts of J.E. (Civil) against the requisition sent to Subordinate Services Selection Board, Haryana in the year 1982. The Committee desired to have the date as to when the recommendations from the Subordinate Services Selection Board, Haryana were received which could not be supplied by the Govt. till the 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.

Relaxation	The Government informed the Committee that the qualifications already prescribed for the technical posts are the barest minimum. So as to guard against any serious mishap that may arise due to want of adequate knowledge or expertise. Therefore, no further relaxation can be considered. But at the time of oral examination, the departmental representative informed that although there is a provision for relaxation of qualifications yet there is no provision for the relaxation in experience.
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The Committee wanted to have some information on various other points in this regard which was promised to be sent.

There is no provision in the rules regarding relaxation of qualification. The Committee recommends that the relaxation may be given in experience for promotion.

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/Administrative set-up revised reply

The Government sent the reply to the questionnaire vide letter dated 19th October, 1990. Since the reply 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 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 re-

(a) Final decision is yet under consideration of the Govt. regarding action against Sh. S. C. Saluja.

(b) It has already been informed earlier that S/Sh. H. R. Gupta, Registrar and Sh. J. C. Chutani have retired from the Govt. service. Sh. O. P. Ahuja, Asstt. was cautioned for his lapse.

The Committee would like to know the latest position.

presentation 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.

Filling up of Vacant Posts

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

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

The requisition has been enhanced to 18 posts of A.E.S. and the same is under action by the Government.

The Committee would like to know the latest position.

To make available one more candidate of B.C. category & to make up the shortfall Govt. has requested the HPSC to re-advertise the post as recommended by Engineer-in-Chief vide his letter No. 1622 dated 22.3.93

No action is required to be taken as there is no shortfall now.

Junior Engineer (Mech.)

On joining of 3 S.C. candidates (J.E., Mech) the shortfall has been wiped off and as such no action is required.

A. D. M. (Civil) : The Board has yet not recommended the candidates despite issue of D.O. reminder No. 1262/Eii dt. 23.2.94 and subsequent reminders vide No. 1762/Eii dated 18.3.94 and 2873/Eii dated 29.4.94. The Board is being continuously reminded to recommend the S. C.

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candidates so that the shortfall could be wiped off.

Steno Typists : The S.S.S. Board Haryana vide letter No 4/519/Steno-3 RI/662 dated 5.4.94 asked the department to send the latest requisition in respect of Steno-typists. The requisition for recommending 5 Steno-typists (One for General category and 4 S.C. category) has been sent to Board vide No. 2938/Eii dated 3.5.94.

**THE HARYANA STATE COOPERATIVE SUPPLY AND
MARKETING FEDERATION LIMITED**

Recommendation of the Committee	Action by the Government	Further obser- vation 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 Ltd. 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' along with the steps taken to recoup the shortfall groupwise services have been given in the Annexure 'C'. The Department give 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

No recruitment in the cadre of Shift Chemist has been made. So far there is no demand of Shift Chemist.

The Committee would like to know the latest position.

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Scheduled Castes employees.

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 recruitment	By direct recruitment

7

1

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A	24	35	13	22	1	—
B	40	60	18	42	—	1
C	318	820	544	276	27	31
D	173	276	276	—	60	—

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

Group A	Cadre	%age for promotion	%age for direct recruitment	By deputation	Remarks
	Managing Director	—	—	100%	
	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	

1	2	3
Chief Audit Officer	(i) By direct recruitment (ii) By transfer on deputation from Finance Department	
Superintending Engineer	—	100%
Joint Manager	100%	—
Distt. Manager/Dy. Manager	50%	—
Mkg. Research Officer	—	100%
Executive Engineer	—	(i) By Promotion or transfer on deputation
Malster	—	100%
Cost Accounts Officer	—	100%
Mkg. Dev. Officer	—	100%
Mkg. Expert	—	100%
General Manager	—	100%
Establishment Officer	—	100%

Asstt. Distt. Attorney	—	—	100%	
Asstt. Secretary	100%	—	—	
Dy. Controller (C&B)	100%	—	—	
Sr. Accounts Officer				(i) By promotion (ii) By transfer on deputation from Finance Department
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%	—	

1	2	3
Sub-Divisional Engineer	50% 50% (w e.f. 13-12-91)	(i) By promotion (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%	—
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 atleast 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 Departmental representatives during the course of oral examination agreed with the contention of the Committee that there is shortfall in the various categories of posts. The Committee therefore, recommend that the Haryana State 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.

One post of Deputy Manager/Distt. Manager has been filled up from the candidate of S.C. category & as such the shortfall has been wiped out.

As explained earlier, this cadre has been frozen. No recruitment is to be made in future.

No recruitment on this post has been made so far. As and when the recruitment be made, the 4th post will be filled up from the candidate of S.C. category.

Clerks

To wipe out the shortfall in the cadre of Clerks the posts were advertised & type test/interview was held. 7 candidates of S. C. category were offered the appointment, but only 3 has joined in Hafed. Now, the case has been referred to Govt. for obtaining the approval of Hon'ble C.M. for filling up the posts. The back-log will be completed as and when the approval of the Govt. is received. Further now RCS has conveyed the approval of the Govt. to fill up the posts of clerks meant for S.C. category by absorption of retrenched clerks of Confed and has desired that the shortfall may be carried forward.

The Committee would like to know the latest position.

In order to clear the back-log in the cadre of Steno-typist, 3 posts were advertised. Now the approval of Govt. for filling up the posts of Steno-typists is still awaited. As and when the approval is received, the back-log will be completed.

Senior Scale Stenographer

At present, no post of Sr. Scale Stenographer is available. As and when the post is available, the back-log will be completed.

Field Inspector (Jr.)

The approval of Hon'ble C. M. to fill up 7 posts of Field Inspector (Jr) is still awaited. As and when the approval is received, the back-log will be completed.

S. O.

No eligible Accountant 'B' grade of S. C. category is available for promotion to the post of S. O. 6 posts of S. O. have been kept vacant and these will be filled up as and when Acctt. 'B' grade belonging to S. C. category become eligible for promotion.

Accountant 'B' Grade

No Accountant 'C' Grade belonging to SC category is available for promotion to the post of Accountant 'B' grade. Further, post have

been kept vacant. As and when eligible Accountant 'C' grade belonging to SC category, become available, these posts will be filled up by promotion.

Accountant 'C' Grade

To wipe out the back-log, 6 posts of the Accountant 'C' grade of SC category, were advertised. The matter was referred to the Govt. for seeking approval of the Hon'ble C.M. for filling up the posts. Now the RCS has conveyed the approval of Govt. to fill up 6 posts of Accts. 'C' grade from amongst the retrenched employees of Confed and that back-log may be carry forward which may be completed in the subsequent years.

Manager 'B' Grade

The enquiry pending against Sh. J. S. Bhonsle, Manager 'C' grade has not been finalised so far. The back-log will be completed by promotion as and when the disciplinary proceedings against Sh. Bhonsle, are finalised.

Manager Rice Mills

The recruitment to fill up the posts of Manager Rice Mills in the scale of Rs. 1600-2660/- was made in the year 1979. It has been decided to freeze the cadre of Manager, Rice Mills.

Store Keeper/Godown Keeper

The report of Committee constituted for the re-drafting of Common Cadre Rules, 1988 which includes the merger of various cadres, is still awaited. As and when the cadres are merged, the shortfall will be completed.

Head Mistri

Since against the sanctioned strength of 14 posts, 15 persons are already in position, no vacancy is available for making the shortfall good. As and when the vacancy is available, the shortfall will be completed.

Assistant Mistri

Since there is no demand of Assistant Mistri, the post can not be filled up. As and when there is demand the back-log will be completed.

Sep Operator

As the Plants are running in loss and due to under-utilisation of these plants, there is no demand to fill up this post.

Oil Mill Operator

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J.E.

The proposal for revival of three post of J.E. is under consideration. As and when the proposal is materialized and the approval from

Govt. is received, the back-log in the cadre of J.Es. will be completed.

Attendants

Due to non-availability of vacancy the short-fall could not be completed. It will be completed as and when the vacancy is available.

Electrician

At present, there is no demand for posting of Electrician. As and when there is demand the back-log will be completed.

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 promotions 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,

A Committee constituted for redrafting of Common Cadre Rules, 1988 which includes the promotional avenues of various cadres, is examining this point. As and when the matter is finalised, necessary action will be taken.

The Committee would like to know the latest position.

therefore, is of the view that Government should look into the Service Rules and create promotional avenues for the employees already working in the Haryana State Cooperative Supply and Marketing Federation Limited so that they can also be promoted with lesser qualifications/experience than that of a direct recruit. The Committee may also be informed about the action taken in this regard.

Abolition of posts

During the course of oral examination, the departmental representatives informed that the 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 posts will be covered under the above order. The Committee recommend that to recoup backlog the above referred order may not be implemented so far it relates to recouping the shortfall.

F I. (Jr.)

The matter has been referred to Govt. for obtaining the approval of Hon'ble C.M. for filing up the post.

Accountant 'C' grade

The matter has been referred to Govt. for approval of C.M. to fill up the posts. Further RCS has conveyed the approval of Govt. that the vacant posts of Acctis. 'C' gr. meant for S.C. Category be filled up from amongst the retrenched Confed employees and backlog may be carried forward in subsequent years.

Clerks

The matter has been referred to Govt. for seeking the approval of Hon'ble C.M. Haryana to fill up the posts. The RCS has conveyed the approval of Govt. to fill up vacant posts of Clerks from amongst the retrenched staff of Confed and that backlog may be carried out to the subsequent years.

The Committee would like to know the latest position.

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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.

The matter to revive three posts of JEs (Civil) which are lying vacant over three years, is under consideration of the Management. In the earlier report, it was inadvertently mentioned that the matter to get the posts of FI (Jr.) and Acotts. 'C' gr., revived has been referred to HBPE. Actually, Hafed has referred the matter in the above mentioned cases to Government. Further as and when posts which are lying vacant over three years, are required to be filled up from SC category, the matter will be referred to HBPE for revival of the posts.

The Committee would like to know the latest position.

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 alongwith the reasons for not following the Govt. instructions.

The matter has been referred to Govt. for the approval of Hon'ble C. M., Haryana for filling up the posts of Steno typists.

After the recommendations of Committee of Welfare of S.C. and S.T. contained in its 18th report, no post has been de-reserved.

The Committee is of the opinion that no post be de-reserved and the latest information be intimated to the Committee.

(i) STENO TYPISTS

GENERAL RECOMMENDATIONS

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

Reservation in promotion for Class I & II posts

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

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

Scheduled Castes and Scheduled Tribes is proposed to be accepted. The cases involving financial irregularities will invariably be decided in consultation with the Finance Department ;

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

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

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