

HARYANA VIDHAN SABHA
COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1995-96)

(EIGHTH VIDHAN SABHA)
TWENTY FIRST REPORT

ON

Reservation/Representation of Scheduled Castes in the
Education Department, Agriculture Department,
Animal Husbandry Department, Health Department &
Haryana Development Authority and the action
taken by the Government on the
recommendations contained in its
Twentieth Report



Presented to the House on 7th March, 1996

HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH

1996

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(iii)

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES FOR
THE YEAR 1995-96**

CHAIRMAN

Shri Lehri Singh

MEMBERS

1. Shri Ram Rattan
2. Shri Pir Chand
3. Shri Suraj Mal
4. Shri Mohan Lal Pippal
- *5. Shri Jai Pal Singh Arya
6. Shri Karan Singh Dalal
7. Shri Kitab Singh Malik
- **8. Shri Amar Singh Dhanday
- ***9. Shri Brij Anand
- ****10. Smt. Janki Devi Mann

SECRETARIAT

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

-
- * Shri Jai Pal Singh Arya, M.L.A. resigned from Membership of the Haryana Legislative Assembly w.e.f. 2nd Nov., 1995.
- ** Shri Amar Singh Dhanday, M.L.A. resigned from Membership of the Haryana Legislative Assembly w.e.f. 2nd Nov., 1995.
- *** Shri Brij Anand was nominated Member of the Committee w.e.f. 10th November, 1995 for the year 1995-96.
- **** Smt. Janki Devi Mann, M.L.A. was nominated Member of the Committee w.e.f. 10th November, 1995 for the year 1995-96.

(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 Education Department, Agriculture Department, Animal Husbandry Department, Health Department and Haryana Urban Development Authority and the action taken by the Government on recommendations/observations in the Twentieth 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 :
Dated the 26th February, 1996.

LEHRI SINGH
CHAIRMAN

REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes for the year 1995-96 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 7th March, 1995 authorising the Hon'ble Speaker to nominate the Members of the Committee and also appoint the Chairman of the said Committee.

Shri Lehri Singh, a Member of the Committee, was appointed Chairman of the Committee by the Hon'ble Speaker on 21st April, 1995.

The Committee held 43 sittings till to-date.

In its first meeting held on 9th May, 1995 the Under 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 1995-96 :—

1. Education Department
2. Agriculture Department
3. Animal Husbandry Department
4. Health Department
5. Haryana Urban Development Authority

EDUCATION DEPARTMENT

After selection of the Education Department by the Committee the Haryana Vidhan Sabha Secretariat vide letter dated 19th May, 1995 requested the Government for sending the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in the Education Department within a fortnight. The Government inspite of various reminders issued by the Haryana Vidhan Sabha Secretariat did not send the requisite material in time. The Department however, sent the material on the 22nd January, 1996. The same was placed before the Committee and the Committee could not proceed further due to paucity of time.

AGRICULTURE DEPARTMENT

The Agriculture Department Haryana was requested by the Haryana Vidhan Sabha Secretariat vide letter dated 19th May, 1995 to supply the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in Agriculture Department within a fortnight. The Government inspite of various reminders issued by the

Haryana Vidhan Sabha Secretariat could not supply the desired information in time. The Government, however, supplied the material on 24th August, 1995 and the same was scrutinised by the Committee in its meeting held on 31st October, 1995 and questionnaire was framed by the Committee thereon the very day. The said questionnaire was sent by the Haryana Vidhan Sabha Secretariat to the Financial Commissioner & Secretary to Government Haryana, Agriculture Department on 23rd November, 1995 for replying the same but the reply of the questionnaire is still awaited from the Government.

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

ANIMAL HUSBANDRY DEPARTMENT

The Animal Husbandry Department Haryana was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 19th May, 1995 to supply the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in Animal Husbandry Department within a fortnight. The said information has not yet been received from the Animal Husbandry Department Haryana in spite of issue of various reminders by the Haryana Vidhan Sabha Secretariat.

The Committee took a serious view of the indifferent attitude of the Department and thus recommended that the matter may be brought to the notice of the Chief Secretary for taking the suitable action against the delinquent Officers of the Department under intimation to the Committee.

HEALTH DEPARTMENT

The Health Department Haryana was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 19th May, 1995 to supply the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes of Health Department within a fortnight. The Government in spite of issue of reminders by the Haryana Vidhan Sabha Secretariat could not supply the desired information in time. However, the requisite information was supplied by the department direct to the Haryana Vidhan Sabha Secretariat on 19-12-95. The same was placed before the Committee but the Committee could not go through the reply due to the paucity of time.

TOWN AND COUNTRY PLANNING DEPARTMENT (HUDA)

The Haryana Vidhan Sabha Secretariat vide letter dated 19-5-95 requested the Department for supplying the material relating to reservation/representation of Scheduled Castes and Scheduled Tribes in the Haryana Urban Development Authority within a fortnight. After the issue of various reminders by the Haryana Vidhan Sabha Secretariat the Government has requested to give three months time for sending the requisite information which was not acceded to by the Committee and the Committee granted only one month time to supply the requisite information in its meeting held on 29-8-95. The requisite material has not yet been received from the Government even after the issue of various reminders.

The Committee took a serious view of it and strongly recommends that the matter may be brought to the notice of the Chief Secretary for taking the necessary action against the delinquent officers of the Department under intimation to the Committee.

STUDY TOUR

The Committee undertook a study tour to the States of Karnataka, Kerala and Tamil Nadu during the month of October, 1995. The Committee held discussions with the counter-part Committees of the Assemblies of the said States regarding matter of common interest and also have seen the development works in the said States. During the course of study tour, the Committee also held its own meeting at Mysore.

GENERAL RECOMMENDATION

During 1995-96, while examining various departments the Committee observed that the departments did not send information required by the Committee in spite of reminders issued by the Haryana Vidhan Sabha Secretariat with the result that 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 THE 20TH REPORT

The Committee considered/scrutinised the action taken by the Government on the recommendations/observations contained in its 20th Report. In the cases where the replies were not received from the Government, the Government was reminded by the Haryana Vidhan Sabha Secretariat. The Committee orally examined the representatives of the concerned Departments/Government for not supplying the information about the action taken on the recommendations of the Committee.

The Committee felt satisfied with the action taken by the Government on some of the recommendations/observations, dropped them. The recommendations/observations which are still outstanding are shown on the following pages alongwith further observations of the Committee.

TRANSPORT DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
The department supplied lists cadrewise position of all the posts as on 9-2-1979 (Annexure-I to VI) and on 31 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. Cadrewise number of posts and representation of Scheduled Castes	(i) Recommendations of the Committee have been noted and all possible efforts will be made that various posts in different groups are filled in such a way so that the rights of the Scheduled Castes candidates are preserved in accordance with Govt. instructions on the subject. (ii) Special efforts are being made to clear the shortfall if any, while filling the posts in various groups in future. Instructions have already been issued to all GMS, Haryana Roadways on 7-11-94 that in the case of shortfall, vacancies to be filled should be notified only for Scheduled Caste candidates.	The committee wants to know the efforts made to recoup the shortfall in various categories.
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	The Committee recommends that a copy of the Departmental Service Rules of group 'D' be supplied as soon as these are notified.
Departmental Service Rules of Group 'C' for Haryana Roadways employees have been notified by Govt. on 6-1-95 Departmental Rules governing service conditions of Group 'D' posts have also been drafted and sent to Govt. All efforts are being made to get these rules notified at the earliest possible.		

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.

The Committee also recommends that a copy of Departmental Service Rules of group 'C' be supplied to the Committee.

The Committee recommends that while recruiting the Ad-hoc and daily wages persons the government instructions should be followed strictly.

Relaxation of Experience in the matter of promotion for Scheduled Castes.

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 together with 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

Promotions are already been made in accordance with the provisions given in the Service Rules, lest any violation should create Legal problems. However, recommendations of the Committee have been noted and all possible efforts will be made to keep these recommendations in view while filling non-technical vacancies reserved for Scheduled caste persons, by promotion.

The Committee recommends that while filling non-technical posts reserved for Scheduled castes persons the relaxation in experience and academic qualification be given.

The solitary pending case of this type is still pending with the Civil Court at Mohundergarh. Action will be taken in accordance with the verdict of the Court as soon as it is announced by the Court.

The Committee recommends that it may be informed about the verdict of the Court as soon as it is announced and also the action taken on the verdict of the Court.

The Departmental Drivers Training Institute at Murthal is holding regular refresher courses of two week duration for the drivers of Haryana Roadways. All the

The Committee recommends that training should be imparted be-

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.

General Managers of Haryana Roadways have been strictly instructed to send at least two drivers in each course for the Training. As many as 2182 drivers have taken training upto 17-11-95. For fresh drivers Basic Training Course of 45 days is also organised occasionally in the Institute.

The Institute has also started Training to the drivers of goods vehicles transporting dangerous/hazardous materials. This training was started at the request of M/s IOC. The training is of 3 days duration and a fee of Rs. 200/- is charged from each driver. As many as 733 drivers were trained under this scheme upto 30-6-95.

It is also proposed that this Institute should start imparting training to the private heavy vehicles drivers before grant of licence.

fore the grant of licence to the private heavy vehicles drivers.

COOPERATION DEPARTMENT

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

Promotion Prospects

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

The 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 Institutions/Board working under Department and desire that 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.

According to the provision of service Rules 66½% Junior Auditors are being appointed by promotion among the Sub-Inspector (Audit) whereas 33½% posts of Junior Auditor are being filled by direct recruitment through the S. S. S. Board, Haryana.

The Committee recommends that the vacancies caused on account of promotion be filled according to roster register and the Committee be informed about it.

The State Govt. policy with regard to reservation is applicable in all the Co-operative Institutions, Central Coop. Banks, and Sugar Mills. The latest information of all Coop. Institutions as on 31-3-1995 is placed before the Committee for their consideration.

Sr Name Sanc. Filled. No of posts No. of S.C. Posts Short
No. of the tion up filled up employees actua- fall.
Cadre stren- posts after 9-2-79 to be recruit- lly
gth as on as per Roster ted after filled.
31-3-95 Register 9-2-79

1	2	3	4	5	6	7	8
1. HARCO BANK							
Class-I	44	41	—	—	—	—	100% by promotion
Class-II	162	153	69	14	7	7	
Class-III	269	268	319	49	28	21	
Class-V	135	146	149	30	30	8	
TOTAL:		610	608	537	93	65	36

2. H. S. L. D. B.

Class-I	17	15	—	—	—	—	—
Class-II	122	87	8	1	1	—	—
Class-III	1348	1184	881	174	90	84	—
Class-IV	160	158	109	22	10	12	—
TOTAL:		1647	1444	998	197	101	96

The Committee recommends that the action be taken against the person who is responsible for the said shortfall and the time by which the said shortfall will be recouped.

The Committee recommends that all the vacant posts of Class-III and IV be filled up from the candidates of Scheduled Castes by making recruitment by special drive and the responsibility be fixed against the person who is responsible for the said shortfall and the Committee be informed about it.

HARYANA DAIRY FEDN.

The Committee recommends that the responsibility be fixed regarding the shortfall of class III & IV employees in Dairy Development, Federation, and the time by which the said shortfall be met out.

1	2	3	4	5	6	7	8	9
	Class-I	33	30	18	—	—	—	—
	Class-II	36	38	35	6	1	5	
	Class-III	471	388	374	68	24	47	
	Class-IV	370	454	572	120	87	33	
	TOTAL:	910	910	999	194	109	85	

Reasons for Shortfall

(i) In 1979-80 daily wages staff was regularised which had been recruited much earlier to 1979.

(ii) Most of posts of different categories were filled in from amongst the existing staff by way of appointment/promotion in 1985 and onward on the basis of seniority-cum-merit-cum-selection.

(iii) Some dependents/widows of deceased employees were appointed on compassionate grounds as per State Govt. instructions.

(iv) Some management trainees were appointed/recruited from IRMA on the recommendations of NDDB.

(v) No recruitment has been made in Federation since Jan, 1989. Now we have surplus staff, as such it is not possible to recoup the shortfall at present. However, the Govt. policy will be kept in view as and when any recruitment is made.

CO-OPERATIVE BANKS

[illegible]

3

2

1

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

Ambala

1. Class-III 342 309 120 23 13 10

2. Class-IV 76 65 30 6 5 1

Total: 418 374 750 29 18 11

Sonepat

1. Class-III 299 277 217 42 15 27

2. Class-IV 56 56 37 7 7 —

Total: 355 333 254 49 22 27

Gurgaon

1. Class-III 298 290 139 59 38 21

2. Class-IV 63 62 26 12 10 2

Total: 361 352 165 71 48 23

Bhiwani

1. Class-III 314 300 240 46 17 29

2. Class-IV 60 55 41 8 7 1

Total: 374 355 281 54 24 30

Jind

1. Class-III 291 283 244 44 22 22

2. Class-IV 62 59 53 10 10 —

Total: 353 342 297 54 32 22

Rewari

1. Class-III	188	180	148	29	22	7
2. Class-IV	48	58	41	8	14	—
Total :	236	238	189	37	36	7

Faridabad

1. Class-III	262	236	185	35	19	16
2. Class-IV	53	52	48	8	5	3
Total :	315	288	233	43	24	19

Rohtak

1. Class-III	366	335	172	37	21	16	Shortfall due
2. Class-IV	96	83	54	9	15	2	to non-avail-
Total :	462	418	226	46	36	18	ability of eligible can- didates.

Hissar

1. Class-III	658	648	544	107	41	66	Two S.As
2. Class-IV	126	120	95	19	15	4	have been
Total :	784	768	639	126	56	70	tfd. from C.B. Bhiwani & two from H/B Chandigarh agt. vacant post.

1	2	3
	6 J. As. tfd. from C. B. Bhiwani due to transfer of Siwani, Miran & Saharwa branches.	
	16 Clerks posted on compassion- ate grounds agt. vacant. post, transfer from other C.Bs. & bi- furcation of the bank.	
	One driver tfd. from Harco Bank agt. vacant post.	
	11 Peons appointed on compassio- nate grounds agt. vacant posts and due to bifurcation of C.B.	

SUGAR FEDERATION

Recommendation of the Committee		Action taken by the Government				Further observation of the Committee		
1		2				3		
S. No. of the cadre	Name	Sanctioned posts	Filled up post on 31-3-95	No. of posts S.C. ally filled employees after to be 9-2-79 as per Ros-ter as per Registrar	Posts actually filled	Short-fall	Remarks	
1	2	3	4	5	6	7	8	9
Rohtak								
1.	Class-I	52	41	29	6	—	6	
	Class-II	45	29	13	3	—	3	
	Class-III	541	440	199	40	11	29	
	Class-IV	498	420	287	57	54	3	
Total :		1136	930	528	106	65	41	

The Committee recommends that the responsibility be fixed who have made excess appointments.

The Committee recommends that the responsibility be fixed who have made excess appointments.

1	2	3	4	5	6	7	8	9
2. Sonapat								
Class-I	4	4	—	—	—	—	—	—
Class-II	24	21	14	—	—	—	—	—
Class-III	281	258	137	9	14	5		
Class-IV	508	483	296	34	45	7		
Total :	817	766	447	43	59	12		

The Committee recommends that the shortfall be recouped immediately and the Committee be informed about it.

3. Shahabad

Class-I	5	5	5	—	—	—		
Class-II	46	39	39	—	—	—		
Class-III	271	219	219	20	13	18		
Class-IV	447	410	410	68	100	11		
Total :	769	673	673	88	113	29		

The Committee recommends that the shortfall be met out immediately and the Committee be informed about it.

4. Palwal

Class-I	1	1	9	—	—	—		
Class-II	8	8	16	—	—	—		
Class-III	178	158	227	11	4	7		
Class-IV	611	575	618	92	50	42		
Total:	798	742	870	103	54	49		

The Committee would like to know the latest position.

5. Meham

	1	1	1	—	—	The Committee recommends that the shortfall be recouped immediately.
Class-I	1	1	1	—	—	—
Class-II	9	7	13	—	—	—
Class-III	570	471	530	75	30	49
Class-IV	277	209	216	41	22	25
Total :	857	688	760	116	52	74

6. Bhuna

	3	3	3	—	—	The Committee recommends that the shortfall be met out immediately.
Class-I	3	3	3	—	—	—
Class-II	2	2	2	—	—	—
Class-III	170	80	87	6	2	7
Class-IV	456	184	189	30	21	16
Total :	631	269	281	36	23	23

EDUCATION DEPARTMENT

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

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

During 1993-94, no new school could be opened. However, 225 Govt. Girls primary schools have been opened during 1994-95 and there is a provision to open 200 more such schools during 1995-96.

So far as enrolment of children belonging to scheduled castes is concerned, there is an increase of 0.31 Lac students of this category during 1994-95 as compared to previous year. Position for the year 1994-95 is as under :

1994-95
(as on 30-9-94)

Boys	Girls	Total
12.69	10.75	23.44
Scheduled Castes		
2.58	2.25	4.83

The Committee would like to know the progress achieved for opening of new schools during the year 1994-95 and 1995-96 and also whether all the children of the group of 6 to 11 belonging to Scheduled Castes have been enrolled.

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

Representation of Scheduled Castes persons

Requisition for filling up of 5160 vacant posts of JBT teachers was sent to SSS Board Haryana on 12-12-94 and subsequently requisition for 1044 newly created posts of JBT teachers was also sent on 19-4-95. It includes 1528 vacant posts meant for scheduled castes category. As soon as the recommendations of SSS Board Haryana are received, the vacant posts including those of SC candidates would be filled up. Appointments are being made as per roster registers maintained by field offices.

The Committee recommends that keeping in view the reservation policy the S.S.S. Board be requested to recruit the J. B. T. teachers immediately and the Department may apprise the Committee as soon as the recruitment is made.

LOCAL BODIES

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

Regularisation of the service of Daily Wages Workers

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

As far as the regularisation of Safai Karamcharies employed in various municipalities in the State as on 31-3-95 is concerned in all the municipalities 7719 posts of Safai Karamcharies have been sanctioned against which 6800 are employed on regular basis 18 on Adhoc basis, 566 daily wages & the vacant posts in this regard are 335 as per Annexure 'A'. It is clear from Annexure 'A' that there is no Adhoc/Daily wages employee in the 45 Committees. As far as the position in remaining committees is concerned, total no. of Adhoc/Daily wages is 18 & 566 respectively in 35 Committees for which M.Cs. and D. Cs. have been reminded to do the needful. This is not to be considered a shortfall of Scheduled Castes in this category but simple vacancies only as these posts are filled up from S.Cs. only. The Deputy Commissioners could not supply the information as they were busy in unprecedented flood situations. Again the M.Cs./D.C's have been requested to supply the information about the remaining vacancies immediately.

The Committee recommends that the services of Daily wages workers be regularised and the Committee be informed in this regard.

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

According to the information received from Deputy Commissioners in other categories shortfall in reservation of Scheduled Castes is 54 as per Annexure 'B'. It is clear from Annexure 'B' that there is no shortfall of Scheduled Castes in 62 Committees. As far as the position of the remaining Committees are concerned there is a shortfall in 18 Committees for which DC's/M.C's have been reminded to make the shortfall good. The D.C's could not supply the information as they were busy in unprecedented flood situations. Again the M.Cs./D.Cs have been requested to make the shortfall good immediately.

The Committee recommends that the reservation policy be strictly implemented in all the Municipal Committees and the action be taken against those officials/officers who do not implement the same and the Committee be informed about the action taken against them.

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

Regarding shortfall in Cass III posts, the Committee was informed that Corporation had suffered heavy losses due to de-control 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 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 decided to fill up one post each of Stenographer and Steno-typist. In this respect Board of Director's approval has been sought and non-availability certificate for filling up

According to the Government Instructions the persons belonging to Scheduled Castes cannot be retrenched or declared surplus, so the Committee recommends that the persons belonging to Scheduled Castes should not be retrenched or declared surplus and if any persons of Scheduled Castes have been retrenched and declared surplus they should be taken back.

these posts from H.B.P.E. has been obtained but a clarification from the H.B.P.E. is still required to be given whether Chief Minister's approval for filling up these posts is required or not. However, the Corporation will make efforts to fill up aforementioned 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 representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted.

The backlog/shortfall in Class-III posts (Tech. & Non-Tech) is mainly due to imposition of ban on direct recruitment. Moreover, the SC candidates are not available in sufficient numbers in lower cadre posts for further promotion to the upper cadre posts due to non-qualifying the Departmental Ministerial Establishment Examination and lack of experience as per Service Rules of the Board. To minimise the existing backlog/shortfall of SC candidates in Class-III posts, the Board has revised the service condition of employees in respect of Class III posts thereby increasing the provision of direct recruitment in these categories the detail of which is available at Annexure-'A'. This will facilitate to provide more avenue/entry of SC candidates in direct recruitment as well as on promotion in upper cadre posts of all level and will help in minimising the shortfall of SC candidates.

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

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.

Besides this, the Board is also providing Training/refresher Course to SC employees in various Training Institutes i.e. at Panchkula, Panipat and Hisar to make them capable in appearing the prescribed Departmental Ministerial Establishment Examination for Store Keeper, Upper Divisional Clerks and Revenue Accountant. It is further pointed out that only 22 candidates belonging to SC/ST category applied for the training of Divnl. Acctt /Revenue Accountants, out of which only 10 candidates participated in the training held at Panchkula w.e.f. 14-11-94 to 9-12-94. But only 9 candidates appeared in the Examination and none could able to qualify the same. On the directions of the State Govt. the Board has taken concrete steps to recoup the shortfall of SC candidates through direct recruitment and lifted the ban vide its office memo. No. Ch. 11/NGE/G-1281/Ban-88 dated 29-10-91. As such the Board advertised the vacancies in different cadres as per Annexure-'B' but the appointments in these categories could not be finalised due to reimposition of ban on direct recruitment vide memo. No. Ch. 94/CRA-G/31/Vol. II dated 2-3-94. The position with regard to appointments made by the Board of SC candidates in other Class-III posts may be seen as under.

1		2		3	
Sr.	Cate- No. gories of posts	Total No. of candi- dates appoin- ted	No. of SC can- didates appoin- ted of Col. 3	No. of Remaining SC candi- dates against direct recruit- ment as on 31-12-94	
1.	Asstt. Lineman	1845	362	269 (By direct) (By promotion 63)	269 332
2.	Shift Attendant	504	109	74	
3.	Lab. Attendant (M&P)	89	14	2	
4.	Carrier Attendant	68	16	2	
5.	Pharmacist	3	1	1	
6.	Jr. Engineer	236	69	26 (By direct 26+5 by promotion)	
7.	Meter Reader	385	99	34	
8.	B.Ed. Teacher	7	1	3	
9.	J.B.T. Teacher	5	4	5	
		3142	675	416	

It is assured that sincere efforts will be made to recoup the shortfall of SC candidate as shown in Annexure-'C' in the above cadres as and when the ban is lifted by the Board.

Latest position in respect of Class-III posts is noted as under ;

(a) Over representation of SC employees in Class-III posts under the Govt. as on 31.12-94.

1. Cadre Strength	=41469
2. Working position as on 31-12-94	=34888
3. Due representation i.e. 20% meant for SC employees (out of Col. 2)	=6978
4. Representation of SC candidates as on 31-12-94	=5109
5. Less representation of SC employees (Col. 3-4)	=1869
6. %age of SC employees	=14.64%

As desired by the Committee the detail of actual shortfall/backlog of SC candidates as on 31-12-94 is available at Annexure 'C' for reference and information please.

1

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

2

In this category of UDCs 1128 posts/vacancies have been filled up w.e.f. 9-2-79 to 31-12-94. Out of which 226 posts come to the share of SC candidates as per Roster System. But only 110 posts have been filled up by the persons of SC Category thereby leaving the shortfall of 116 posts of SC candidates.

The main reason of shortfall/backlog in this category is that there was a complete ban in HSEB on direct recruitments w.e.f. 1982 to 1991 and all the posts of U.D.Cs. were filled up by way of promotion from amongst the L.D.Cs. who qualified the prescribed Deptl A/cs. examination meant for Ministerial. Estt. But it is generally seen that the most of the candidates belonging to S.C. community, do not take interest to qualify the said examination despite giving/providing training/refresher course to them. It is further stated that at present there is not even a single person belonging to SC category who have qualified the Departmental Accounts Examination and are not promoted to the post of U.D.C. Keeping in view the shortfall of SC candidates in this category and under

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The Committee is of the view that sincere efforts be made by the Electricity Board to recoup the shortfall at the time of recruitment of U.D.C. and the Committee be apprised of it.

the advice of the Committee, the Board revised the Recruitment and Promotion Policy of this cadre and decided that 75% posts of U.D.C. are to be filled up by way of promotion and 25% posts from open market through press. Accordingly the Board advertised 150 posts of U.D.C. against CRA-139 but due to reimposition of ban on recruitment/appointments vide memo. No. Ch.94/CRA/G-31/Vol. II dated 2-3-94. These posts could not be filled up.

It is assured that sincere efforts would be made to minimise the maximum backlog of SC category in the cadre of U.D.C. against the existing vacancies out of the eligible applicants who have applied against CRA-139 as and when the ban is lifted and the selections are made.

Store Keepers The Department in its latest written reply stated that 34 posts of Store-Keepers have been filled up, out of which the quota of Scheduled Castes candidates come to 7, whereas only 2 posts have been filled up from amongst the Scheduled castes candidates thus there is a shortfall of Scheduled Castes persons

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

The Committee recommends that at lower cadres the persons belonging to Scheduled Castes be recruited so that at the time of promotion to the upper posts such as Store-Keeper, the persons belonging to Scheduled Castes are available.

In the category of Store-Keeper, 80 posts have been filled up w.e.f. 9-2-79 to 31-12-94 and as per Roster System 10 posts go to the share of Scheduled Caste. But out of these 10 posts 5 posts have been filled up by the persons belonging to Scheduled Caste community, thereby leaving the shortfall of 5 Nos. SC candidates.

The main reason of shortfall of SC candidates in the category of Store-Keeper is that qualified persons belonging to SC category are not available in lower cadre. Actually, the post of Store-Keeper is a pro-

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within six months.

motional post and is filled up amongst the Asstt. Store-Keeper who qualify the prescribed Deptt. Accounts Examination and have 4 years experience as Asstt. Store-Keeper.

It is assured that the shortfall to the cadre of Store-Keeper will be recouped immediately by way of promotion as and when the eligible candidates belonging to SC/ST category are available in lower cadres. Necessary instructions have already been issued to the Chief Engineer 'OP' Zone-I, HSEB, Panchkula and the Controller of Stores, HSEB, Hisar vide Board Memo No. Ch. 18/SC/BC/W-226 dt. 30-5-92 and Ch. 19/SC/BC/W-226 dated 30-5-95 to consider promotion cases of Scheduled Caste employees on priority basis to the post of Asstt. Store-Keepers and Store-Keepers as and when they become eligible for promotion to recoup the existing backlog. The progress made by the Board in this regard will be intimated to the Committee later on.

The Department/Board has stated in its latest written reply that 2353 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

As per Recruitment and Promotion Policy of the Board 80% posts of L.D.C. are filled up from open market/through press under direct quota and 20% posts are filled up amongst the serving Class-IV employees

The Committee recommends that sincere efforts be made by the Electricity Board to recoup

Scheduled Castes candidates. The reasons for the shortfall of 238 posts as stated by the Department/Board were that there is a ban on fresh recruitment for the last seven years and shortfall can only be removed after the ban is lifted.

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

by way of promotion. From 9-2-79 to 31-12-94, 1654 posts/vacancies occurred in this cadre. Out of which 331 posts fell to the share of Scheduled Caste candidates as per Roster System. But 154 posts have been filled up by persons belonging to Scheduled Caste categories, thereby leaving the shortfall of 177 posts.

The main reason of shortfall is that there was a complete ban on direct recruitment in HSEB since 1982. Due to this fact all the posts of L. D. Cs were filled up from serving workcharged/Daily wage employees/against Ex-gratia Scheme or by way of promotion from Class-IV employees having the prescribed qualification. But due to non-availability of Scheduled Castes in sufficient number amongst serving workcharged/daily wage employees this shortfall in the cadre of LDC could not be made up so far. As per directions of the State Govt., the Board lifted the ban on direct recruitment of staff vide its memo No. Ch. 11/NGE/G-1281/Ban 88 dated 29-12-91 and advertised 299 posts (199 + 100) of LDC against advertisement No. CRA-131 and 138. Out of which 180 posts have been earmarked to the candidates belonging to Scheduled Caste community. The Selection Committee(s) of the Board

the shortfall of L.D-C. at the earliest and Committee be apprised of it.

were going to finalise the selection of L.D.C but in the meantime the Board imposed the ban on direct recruitment vide its memo No. Ch. 94/CRA/G-31/Vol. II dated 2-3-94 till further orders so the selection of LDC could not be finalised.

It is assured that sincere efforts would be made by the Board to wipe off the maximum backlog of Scheduled Caste against existing vacancies in the cadre of LDC as and when the ban is lifted by the Board.

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.

The Committee recommends as the Driver belonging to Scheduled Castes are available in great number so their shortfall be recouped immediately.

The posts of Driver are filled up from amongst the serving cleaners and other Class-IV staff who are eligible for appointment as per conditions laid down in the Recruitment and Promotion Policy issued vide Board memo No. Ch. 93/REG-119 dated 9-3-1993.

From 9-2-79 to 31-12-94, 480 posts/vacancies of Drivers occurred/filled in this cadre. Out of these 480 posts 96 posts goes to share of Scheduled Caste employees. As per Roster 48 Nos. posts have been filled up by persons belonging to the Scheduled Castes thereby leaving a shortfall of 48 Nos. The backlog of 48 Nos. Scheduled Caste candidates could not be covered up due to non-availability of number of eligible Scheduled

Caste candidates amongst the serving Cleaners/Class-IV staff at the time of selection.

It is, however, pointed out that the backlog/shortfall in the case of Driver will be recouped as and when eligible candidates are available in serving Cleaner and other Class-IV staff.

Technical posts

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

The actual backlog in respect of Technical posts as on 31-12-94 is as under:—

The Committee recommends that the candidates belonging to Scheduled Castes be given training so that they may be appointed on the technical posts and they may also be given relaxation in experience.

Sr. No.	Category of posts	Total No. of posts	Posts meant for SC candidates	Nos. of SC candidates	Net Short-fall of SC as on 11-12-94	Col. (Col. 3-4)
			vacancies filled up	according to Roster	apportioned (out of total Col. 3-4)	
			w.e.f. 9-2-79	Col. (3)	of Col. (4)	
						31-12-94

1 2 3 4 5 6

1. Junior	346	69	39	30
Engineer-I(F)				

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

- (i) Qualified persons were not available in general for Technical posts at the time of recruitment.
- (ii) In promotional cadre posts, no Scheduled Castes employees were available in the lower rank.

The Committee while sharing the difficulty of the

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

2. Junior Engineer	1237	247	216	31*
3. Divisional Head Drafts-men	103	20	20	—
4. Foreman Grade-I	164	33	17	16
5. Junior Engineer/Civil	132	26	8	18
6. Draftsman	315	63	26	37
7. Sub-Station Attendant	1013	202	114	88
8. Asstt. Sub-Station Attendant	865	173	118	55
9. Shift Attendant	1208	242	167	75

10. Asstt.

Foreman 2082 416 337 79

7495 1491 1062 429

*By direct =26
By promotion=5

As already pointed out under Class-III posts, the main reason of shortfall of S.C. category in technical posts is that eligible/qualified persons belonging to S.C. category were not available in sufficient number at the time of recruitment. Similarly in promotional cadre posts, the eligible SCs employees were not available for promotion to the higher posts due to lack of qualification/experience. Keeping in view this fact the Board has revised the Recruitment and Promotion Policy of various Technical posts thereby increasing the ratio in direct recruitment quota in initial cadre posts as per Annexure-'A' which would certainly help in minimising the backlog of SC category in upper cadre posts.

With a view to bring sufficient number of S.C. candidates in the initial cadre posts such as ALM, Shift Attendant, Carrier Attendant, Lab. Attendant, Junior Draftsman the Board has lifted the ban on direct recruitment of staff against regular post vide its Memo. No. Ch. 11/NGE/G-1281/Ban-88

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, 1983. As per the statement of the Board there is adequate shortfall on the following posts :—

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

The reason for the shortfall have not been explained by the Department/Board in its latest written reply

dated 29-10-91 and advertised vacancies in different initial technical cadres. However, in order to recoup the shortfall of SC candidates necessary efforts will be made as and when ban on direct recruitment is lifted by the Board.

As already stated in Board's replies, the reservation to Scheduled Caste employees is to be given against posts/vacancies as per Govt. Instructions.

The actual shortfall/backlog of Scheduled Caste employees as on 31-12-1994 in the following Class-IV categories is as under :—

Sr. Category No. of posts.	Posts/ vacan- cies	Posts meant for SC filled	Nos. of SC emp- loyees	Net Short- fall of SC as prom- oted/	31-12-94 (Col. 4-5)
		up w.e.f.	9-2-79 to	31-12-94	
			31-12-94	Ros. appoi- nted	(out of (Col. 4) Col. 3)

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.

1	2	3	4	5	6
1.	Havildar/ Daftri	117	23	20	3
2.	Store Atten- dant	523	104	80	24
	Store Mate	77	15	5	10
3.	Bill Distri- butor	445	89	60	29
4.	Peon	944	189	127	62
5.	Mali/ Gardner	279	56	33	23
6.	Cleaner/ Oilier/ Greaser	184	37	10	27
7.	Asstt. Pump Driver	73	14	7	7

Havildar/Daftri

It is stated that there is shortfall of 3 Nos. Scheduled Caste employees in the cadre of Havildar/Daftri which is very negligible and will be recouped in near future

The Committee would like to know the latest position in regard to Havildar/Daftri.

Store Mate/Store Attendant

As per Recruitment & promotion policy of the Board, the post of store Attendant is filled up from amongst the

The Committee is of the view that the candidates be-

serving Workcharged/Contingent and Daily Wage Staff working under store organisation.

From 9-2-79 to 31-12-94, 600 Posts/vacancies have been filled up in this cadre, out of these 600 posts, 119 posts fell to the share of Scheduled Caste candidates. As per Roster 85 posts have been filled up by eligible persons belonging to Scheduled caste category, thereby leaving a shortfall of 34 Nos. posts. This is only due to non-availability of eligible Scheduled Caste candidates at the time of appointment from the serving workcharged/Contingent and Daily Wage Staff of Store organisation. But at present no vacant post of Store Attendant is available. Further appointments of Scheduled Caste candidates to the post of Store Attendant will be considered as and when the vacancies in this cadre are arrived and the Board lift the ban on direct recruitment.

Bill Distributor

As per Recruitment & Promotion Policy the post of Bill Distributor is filled up either from the workcharged staff or by promotion from regular Class-IV staff having Matriculation qualification. As per Annexure-'C'

longing to Scheduled Caste be recruited at initial stage such as in class-IV so that at the time of promotion to the post of Store Mate/Store Attendant they are available. The Committee would also like to know the latest position in this regard.

The Committee is of the view that the shortfall in case of Bill Distributor be recouped

immediately.

there is shortfall of 15 Nos. Scheduled Caste employees in the cadre of Bill Distributor as on 1.1.88 and up to 31-12-94, 190 Nos. vacancies of Bill Distributor were filled up out of these 24 Nos. eligible candidates belonging to Scheduled Caste category were also appointed. Thus the shortfall of 29 Nos. posts could not be covered up due to non-availability in sufficient number of Scheduled Caste candidates in the serving work-charged and from regular Class-IV establishment viz. Peon, Mali Chowkidar etc. The shortfall of SC candidates in this cadre will be kept in view and sincere efforts to minimise the backlog of Scheduled Caste employees will be made as far as possible at the time of appointment of the candidates and when the ban is lifted by the Board in near future.

Peon, Mali, Chowkidar, Cleaner & Asstt. Pump Driver.

As regards the shortfall of Scheduled Caste candidates in the cadre of Peon, Mali, Chowkidar, Cleaner & Asstt. Pump Driver, it is stated that these posts were filled up previously from amongst the serving work-charged, Contingent and Daily wage staff and against ex-gratia scheme. But due to non-availability in sufficient number of Scheduled Caste candidates their shortfall could not be recouped. The Board was considering to fill up the vacant posts of these category either from amongst the work-charged/contingent/Daily wage staff

The Committee would like to know the time by which the shortfall in case of Peon, Mali, Chowkidar, Cleaner and Assistant Pump Driver will be recouped.

serving in the Board or through Employment Exchange specially (To recoup the backlog of Scheduled Caste employees) in the said Class-IV cadre viz. Peon, Chowkidar, Mali, Cleaner & Asstt. Pump Driver on priority basis but due to reimposition of ban on direct recruitment this could not be finalised.

The Scheduled Caste candidates in the cadre of Peon, Mali, Chowkidar, Cleaner & Asstt. Pump Driver will be kept in view by the Board while filling up the vacant post of Class-IV employees and efforts to minimise their backlog will be made as and when the decision is taken by the Board as well as when the ban is lifted.

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
25/12/73 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 :	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. E.A-1-94/8442 dt. 6.5.94. The sponsoring agencies have sponsored the names of candidates but the details of their experience have not been mentioned which has been asked for. Reminder has been issued to Director, Employment Exchange & the Secretary, Rajya Sainik Board on 15-5-1995.	The Committee recommends that after filling the two posts of Accounts Assistant, the remaining posts be advertised.
Sr. Category Shortfall No.	Remarks	
1. Accounts Assistant	8 Eligible S.C. persons were not available from Employment through Advertisement. Hence these posts are dereserved as per Govt. policy.	
2. Jr. Scale Stenographer	2 Eligible S.C. persons were not available from Employment	The Committee recommends that after taking the

Exchange, Being advertised shortly through press.

response has been received from H.B.P.E. The demand will be sent to Employment Exchange/Deptt. In case no candidates are recommended.

N.O.C. from Bureau the posts of Jr. Scale Stenographer be advertised and a copy of the advertisement be supplied to the Committee.

3: Steno-typist

Eligible S.C. persons were not available from Employment Exchange being advertised shortly through press.

A requisition was sent to the Employment Exchange and candidates were sponsored by the Deptt. The Steno Test of these candidates was held on 13-11-1994, but no candidate qualified the prescribed test. The requisition was again sent to Employment Deptt. on dated 13-1-1995 and the Deptt. has sponsored the names of candidates. The test/interview will be held shortly to make the shortfall good.

The Committee recommends that a copy of the result of the test be supplied to the Committee as soon as the test be held.

4. 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.

The Committee recommends that as soon as any employee of Scheduled caste qualify SAS test, they may be appointed as an Accountant.

1 Eligible persons were not available. Shortfall will be made good in future.

**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 to avoid increase in shortfall of Scheduled Castes candidates.

The matter regarding promotion of S.C. category employee against this post is under consideration. The shortfall will be made good shortly after completion of records and other required formalities.

The shortfall in most of the categories of the posts have been made good and whenever it exists, efforts are being made to clear the backlog as explained in above paras.

The Committee recommends that after promotion the name of S.C. Category employee be supplied to the Committee.

The Committee recommends that government instructions be strictly followed and the action be taken against the person who violated the said instructions and the Committee may be informed about the action taken in this regard.

POLICE DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
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The Committee recommends that the time be intimated by which the shortfall of Sub-Inspectors, Assistant Sub-Inspectors, Head constables and constables be recouped by the department and the Committee would also like to know the latest position in regard to Sub-Inspectors, Assistant Sub-Inspectors, Head constables and constables.

No general recruitment has been made as yet due to ban. However, 75 vacancies of ASIs were filled up by direct recruitment through SSS Board, Haryana, out of which 14 candidates belongs to SC.

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

Cadre-wise strength/representation of Scheduled Castes

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

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

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

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

The requisition for ASI has been sent to S.S.S. Board, Haryana for special recruitment drive of 14 SCs Candidates.

Commando force is a specialised and it is not appropriate to amend the rules in this respect.

Latest position as on 1-1-1995 is as under :—

Class	Total No. of employees	Total No. of SCs	Total No. of BCs.
I	104	16 (15.9%)	—
II	127	19 (14.17%)	6 (4.72%)
III	29496	4773 (16.18%)	2750 (9.32%)
IV	1312	435 (33.15%)	398 (30.3%)

The latest position of Class-IV employees as on 1-1-1995 is as under :—

Total No. of employees.	Class-IV SCs%	Shortfall
1312	435 (33.15)	—

B-I List

The Committee was informed by the Department that there is no provision for reservation while preparing list for B-I, according to Punjab Police Rule 13.7 and High Court rulings. The Committee, therefore, observed that to protect the rights of Scheduled Castes for promotion to B-I, there should be some reservation. The Committee, therefore, recommend that the Department should take effective steps either to amend the above referred 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 latest position regarding Class-IV employees already intimated holds good as no recruitment has been made. The recommendations/observations made by the Committee will be kept in view at the time of recruitment.

In order to ensure the desired representation of reserved category candidates in all ranks provision for reservation was made in promotion courses in 1992. The Govt. instruction dated 18-9-92 in this regard have already been circulated to all subordinate police units for strict compliance vide endst. No. 7334-71/T-2 dated 7-10-92. In this way effective steps to safeguard the interest of reserved category candidates have been taken by the deptt. According to existing rule 13.7 of P.P.R. 1934, the selection of constables for promotion course is made by the departmental promotional Committee on the basis of tests in (i) Parade (ii) Written test in General Law (Indian Penal code) Criminal procedure Code, Indian Evidence Act and such other local and special Laws as may be specified and (iii) Examination of service record. Thus existing rules some-times acted as hurdle in giving due reservation in promotion courses due to non availability of qualified candidates. In order to ensure

The Committee would like to know the latest position.

that adequate number of candidates of reserved category to go for promotion courses a proposal for amendment of rule 13.7 of P.P.R. 1934 has also been sent to the Govt. vide this office UO No. 158/T-2 dated 16-3-95 After notification of proposed amendment, constables will be deputed for promotion course as per their seniority instead of written test etc. This amendment will also go a long way in providing due reservation and in bringing the representations of reserved categories in all ranks in Police Department to the desired level.

INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1 The Department informed that the 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.	2 There was shortfall of 4 posts of Store keeper of S. C. Category. Two candidates of S.C. category Sarvshri Ram Kumai and Ram Phal have been appointed as Store-keepers w.e.f. 29-7-94 and 19-7-94 respectively. For the remaining 2 posts the requisition has been sent to S. S. S. Board vide Directorate letter No. TE/148/22/1250 dated 25-1-95 The services of the incumbents have been regularised as per decision given by the Honble Punjab and Haryana High Court. The shortfall will be recouped as and when vacancy arises.	3 The Committee recommended that the responsibility be fixed against the person who has not recruited the Scheduled Castes candidates at the time of recruitment The Committee recommends that the action be taken against the person who have recruited non-scheduled candidates on Adhoc basis and later on whose services were regularised as per decision given by the
The Department give the following information about the Groupwise strength of staff as it stood on 9th February, 1979 as under :-		

The Committee would like to know the latest position in regard to Stenography to Hindi Instructor.

The Committee would like to know the latest position in regard to 6 teachers.

The Committee would like to know the latest position regarding two three Wheeler Instructors.

The Committee would like to know the latest position regarding Office Secretary.

The candidate relating to S.C. category, namely Sh. Surinder Kumar has been appointed as Steno-Graphy Instructor (Eng.) w.e.f. 3.3.95 Shortfall in Steno Instructor (Eng.) has been recouped. Smt. Om Wati belonging to S.C. Category has been appointed as Steno Instructor Hindi on 6.3.95. One post of Stenography Instructor Hindi is still vacant & demand for this post has been sent to S.S.S.B. on 30.11.93.

The S.S.S.B. recommended only two candidates of S.C. category namely Sh. Ram Chander & Krishna Bai who have been appointed w.e.f. 3.8.94 & 5.8.94. For remaining 6 posts the requisition has been sent to SSS Board vide Directorate letter No. MEC/153/2/12684 dated 26-8-94. Recommendations from S.S.S.B. is still awaited.

Recommendation from S.S.S.B. is still awaited.

	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.

This Department give 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 Promotion	Direct Promotion
GROUP 'A'	5	3
GROUP 'B'	55	14
GROUP 'C'	1265	1152
GROUP 'D'	360	487

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 posts 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 promotion posts = 10
No. of

Shortfall

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

2. The position regarding shortfall in case of promotional posts is explained as under :—

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

(ii) Total filled out of reserved posts 74

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

taryship (H) Instructor.

Recommendation from S.S.S.B. is still awaited.

The Committee would like to know the latest position regarding Office Secretary ship (E) Instructor.

Recommendation from S.S.S.B. is still awaited.

The Committee would like to know the latest position regarding Designer & Master Cutter Instructor.

Recommendation from S.S.S.B. is still awaited.

The Committee would like to know the latest position regarding Crop Production Instruction Instructor.

Recommendation from S.S.S.B. has been received & case for appointment is under consideration.

The Committee would like to know the latest

position regarding Accounting & Auditing Inspector.

The Committee would like to know the latest position regarding Banking Assistant.

(iv) Reserved posts not filled (Details as under)	10	
(a) Eligible S. C. persons not available and filled up by other candidates	9	
(b) Promotion case for S.C. under consideration	1	Recommendation from S.S.S.B. is still awaited.
3. The position regarding Shortfall in case of direct recruitment posts is explained as under :—		
(i) Total Reserved for S. C.	213	
(ii) Total filled out of reserved posts	165	
(iii) Extra posts filled from S. C.	12	
(iv) Reserved posts not filled	48	
(v) Details of efforts are under :—		
(a) Through S. S. S. B.	14	
(b) Through Employment Exchange	6	
(c) On transfer basis	1	
(d) Direct advertisement	9	
(e) Left inadvertently and to be filled in future upon a vacancy becoming available	1	
(f) Cannot be filled up on account of stay in court cases	17	
Total	48	

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Besides above figures, the department give the following figures Groupwise showing the number of posts carried forward during the last 3 year:—

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
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In addition, the Department gave the following figures as also the source of recruitment to various posts in Group 'A' 'B' 'C' during the year 1986-87, 1987-88 and 1988-89:—

	Total posts filled	Total posts filled by S. C.	Source		
			H. P	Pro- motion	
Group 'A'					
1986-87	4	—	2	2	
1987-88	1	—	—	1	
1988-89	1	—	—	1	
Group 'B'					
1986-87	6	—	4	2	
1987-88	—	—	—	—	
1988-89	—	—	—	—	
S. S. S. B.	Promotion		Employment Exchange		
Group 'C'					
1986-87	285	55	3	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

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

Reservation for wards of teachers in service

The Department gave a list of the Industrial Training Institutes along with 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%
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%

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

The Committee recommends that the reservation be made for the wards of teachers in service.

- | | |
|--------------------------------------|-----|
| 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.

Recommendation of the Committee

Action taken by the Government

Further observation of the Committee

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

In terms of the observations/recommendations of the Committee, steps were required to be taken to make good the shortfall of the Scheduled Caste candidates in the respective categories. Since shortfall was reported only in respect of Assistant Director, Industrial Safety & Health, Sr. Scale Stenographer, Junior Scale Stenographer and Steno-typist, following steps were taken by the Department to make good the shortfall : —

1. Assistant Director, Industrial Safety & Health

At present there is no shortfall in the category of Assistant Directors, Industrial Safety & Health as out of 14 sanctioned posts of Assistant Directors only 13 stand filled up and only two posts are reserved for Scheduled Castes Candidates and two officers belonging to this category are already working i.e. Sarvshri

The Committee would like to know the latest position regarding filling up the 14th post of the Assistant Director, Industrial Safety and Health.

Jamit Singh and Ishwar Singh. Requisition for filling up the 14th post from a Scheduled Caste Candidate is under consideration of Government.

2. Senior Scale Stenographer

There is a shortfall of one post of Senior Scale Stenographer. To make good this shortfall, a requisition was sent to the S.S. Board vide Office Memo No. 7136 dated 16-2-90 for recommending candidate belonging to Scheduled Castes. Enquiry at personal level has revealed that the Board had advertised the post but no Scheduled Caste candidate was available.

The Committee recommended that the post be advertised and test be held immediately and the Committee be informed about 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 labour-

With the increased pace of industrialisation, the Labour Department has been continuously reviewing the requirement of additional staff in the respective districts to ensure effective implementation of labour laws. This is an on going process. At present following cases for creation of posts/offices are under consideration of the Government. —

1. For creation of 4th circle of Labour Officer-cum-Conciliation Officer at Faridabad.
2. For creation of two more circles of Labour Officers-cum-Conciliation Officers at Jind and Narnaul

The Committee recommends that case regarding creation of 4th circle of Labour Officer-cum-Conciliation Officer at Faridabad and creation of two more circles of Labour Officers-cum-Conciliation Officers at Jind and Narnaul be pursued at personal level.

1 2 3

rers, 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 perused with the Government so that these are finalised within two months as assured by the departmental representatives, under intimation to the Committee.

In this connection, it is stated that Service Rules in respect of Group 'D' are likely to be notified in the near future. However, Service Rules in respect of Group 'A' Services are being re-examined in the light of observations received from the Haryana Public Service Commission. Efforts will be made to have it expedited.

The Committee would like to know the latest position and also recommends that a copy of service Rules of group 'A' and 'D' be supplied to the Committee after their notification.

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

Further observation of the Committee

Action taken by the Government

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

The reply submitted by the Board was discussed by the Committee in its last Meeting held on 27-9-1994, in detail. After detailed discussion, it was desired by the Committee that relaxation in the qualification and experience be given for the post of Sc. 'B' of S-C category.

As per draft service regulations of the Board, the following qualification and experience have been prescribed for the post of Sc. 'B', for direct recruitment;

1) M. Sc. 1st Class

or

(11) Phd. with M. Sc. 1Ind Class without any experience.

On the recommendations of the Committee, the Board has taken up the matter with the State Govt. for giving relaxation

The Committee would like to know the latest position in regard to Scientist 'B', 'C' and Assistant Environment Engineer.

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.

in qualification and experience for the post of Sc. 'B' of S.C. category for direct recruitment as below:

M. Sc. 2nd class with 4 years experience out of which 2 years experience should be in pollution control activities.

The Govt. has given relaxation as proposed by the Board. Necessary steps to fill up the posts have already been taken by the Board. Further it is submitted that one post of Asstt. Env. Engineer of S. C. category has been filled up through Employment Exchange, Haryana.

The up-to-date position of staff as on 15-6-1995 showing the complete details such as total No. of posts, filled up posts, meant for S.C./S.T., posts filled up of S.C./S.T. & shortfall if any along with reason thereof is enclosed.

PUBLIC WORKS (B & R) DEPARTMENT

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Cadrewise Position of Employees/Representation of Scheduled Castes The Department informed that the posts in Group 'A', 'B', 'C' and 'D' services are filled up by way of direct recruitment as also by promotion. The Department supplied information about the total strength of cadre and representation of Scheduled Castes as on 9th February, 1979, the total number of posts created and filled in from 9th February, 1979 to 31st March, 1990. The Committee after orally examining the departmental representatives, have come to the conclusion that the position with regard to the representation of Scheduled Castes in various Groups of services require review as the Government could not convince the Committee which is also apparent from the fact that the Government revised the whole reply to the questionnaire which involved a lot of labour and burden on the State exchequer. Even after the supply of revised answers, there were factual errors as also difference of opinion. This itself speaks about the functioning of the department. The Committee, therefore, recommend that the facts after proper verification about the representation of Scheduled Castes be furnished to the Committee with up to date figures alongwith the steps taken to wipe off	The Govt. vide E.I.C.'s office memo No. 2300/EI dated 24-3-95 has since been informed that the Roster checking party checked roster register of E.I.C.'s office on 13-12-94 and has recommended that there is no short fall in the backward category. J. E. (Hort.) Despite issue of 8 reminders since 30-6-92, the S.S.S. Board has not recommended any candidate belonging to reserved category, so that the shortfall in the cadre of J.B. (Hort.) could be wiped off. A.D.M. (Civil) The Board has not yet recommended the candidates despite issue of reminders vide No. 3997/EII dated 25-5-93, No. 5948/EII dt. 1-7-93, No. 6346/EII dt. 21-7-93, No. 942/EII dt. 8-2-94, No. 1262/EII dt. 23-2-94, No. 1762/EII dt. 18-3-94, No. 2873/EII dt. 29-4-94, No. 4701/EII dt. 12-7-94, D.O. No. 6324/EII dt. 14-9-94.	The Committee would like to know the latest position.

the shortfall.

The Board has advertised the post of ADM on 7-4-92.

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

The Committee recommends that in addition to two advance increments to the six effected employees, they may also be given maximum relief by the department because they have already suffered a lot without any of their fault and the Committee be informed about it.

Recruitment

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

	1987-88	1988-89	1989-90
--	---------	---------	---------

Class-I

Nil Nil Nil

Class-II

Nil Nil Nil

Class-III

J.E. (Civil) Nil 3 3

J.E. (Mech.) 3 3 2

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

J.E. (Elect.)

Nil Nil Nil

J.E. (Hort.)

Nil Nil Nil

A.D.M. (C)

1 1 2

A.D.M. (E)

Nil Nil Nil

A.D.M. (M)

Nil Nil Nil

A.D.M. (CIVIL)

The Board has not yet recommended the candidates despite issue of reminders vide No. 3997/EII dated 25-5-93, No. 5948/EII dt. 1-7-93, No. 6346/EII dt. 21-7-93, No. 942/EII dt. 8-2-94, No. 1262/EII dt. 23-2-94, No. 1762/EII dt. 18-3-94, No. 2873/EII dt. 29-4-94, No. 4701/EII dt. 12-7-94, No. 6324/EII dt. 14-9-94. The Board had advertised the post of ADMs on 7-4-92.

The Board is being continuously recommended to recommend the S.C. candidates so that the shortfall could be wiped off.

The Committee recommends that the department follow up the matter with the S.S.S.B. personally and the Committee may be informed about the latest position.

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.

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

After thorough examination of the matter it was recommended to Govt. vide memo No- 9381/EI dated 18-11-93, that the matter regarding action against Shri S.C. Saluja, the then DRD may be dropped. Govt. decision is still awaited

The Committee is of the view that the action be taken against Shri S.C. Saluja and the Committee be informed about it.

he is only the negligent officer who is responsible for not implementing the Government instructions with regard to the representation of Schedule 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.

A requisition for recruitment to 18 posts of A.E.Es. is still pending with the Govt.

The Govt. vide E.I.C's office memo No. 2300/EI dated 24-3-95 has since been informed that the Roster Registrar checking party checked roster registers of E.I.C.s office on 13-12-94 and has recommended that there is no shortfall in the backward category.

A.D.M. (Civil)

The Board has not yet recommended the candidates despite issue of reminders vide No. 3997/EII dt. 25-5-93, No. 5948/EII dt. 1-7-93, No. 6347/EII dt. 21-7-93, No. 942/EII dt. 8-2-94, No. 1262/EII dt. 23-2-94, No. 1762/EII dt. 18-3-94, No. 2873/EII dt. 29-4-94, No. 4701/EII dt. 12-7-94, D.O. No. 6323/EII dt. 14-9-94. The Board has advertised the posts of A.D.Ms on 7-4-92.

The board is being continuously re-

The Committee would like to know, the latest position.

The Committee wants to know the action taken by the Department after 14-9-94 and recommends that the post be filled up immediately.

minded to recommend the S-C candidates so that the shortfall could be wiped off

Steno-Typists :—The Secretary, SSS Board, Haryana Chandigarh vide t/o memo No. 7241/EII dt 28-10-94 was requested to arrange a meeting with Chairman, SSS Board, for discussing the matter regarding recruitment of 4 candidates belonging to SC category to the posts of steno-typist (English) No reply/response was received from Secy SSS Board on this request. The SSS Board vide letter No. 4/519/Steno/IRI/2411 dt 28-11-94, however desired to know the latest demand for the post of steno typists. The demand was sent to Board vide memo No. 9791/EII dt. 19-12-94. The Board vide letter No. SSSB (Conf.) 95/646 dt 20-3-95 again desired to know the latest demand for steno typist. The following requisition has again been placed with SSS Board vide memo No 2384/EII dt. 19.4.95:—

General category	=3
S C category	=4
Total	7

The S.S.S. Board has, however, yet to recommend candidates for the post of steno typist (English).

The Committee recommends that these posts be filled up immediately and the Committee may be informed about it.

THE HARYANA STATE COOPERATIVE SUPPLY AND MARKETING FEDERATION LIMITED

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

Cadrewise position of Employees/Representation of Scheduled Castes

The Government informed that posts in Group 'A', 'B', 'C' and 'D' services in the Haryana State Co-operative Supply and Marketing Federation 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 re-presentation 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 Scheduled Castes employees.

The Government policy regarding reservation is being implemented.

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

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Group	No. of posts created from 9-2-79 to 31-3-91	Total No. of posts filled up from 9-2-79 to 31-3-1991	Representations to Scheduled Castes	By direct recruitment	By direct promotion	By direct recruitment	By promotion
I	2	3	4	5	6	7	
A	24	35	13	22	1	-	
B	40	60	18	42	-	1	
C	318	820	544	276	27	31	
D	173	276	276	-	60	-	

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

Group A Cadre	%age for promotion	%age for direct recruitment	By deputation	Re-marks
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	

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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 or on deputation
Master	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 or on deputation from Finance Department
Manager 'A' grade Accounts Officer	100%	—	—
			(i) By promotion
			(ii) By transfer or on deputation from Finance Department

	1	2	3
Sr. Sales Officer	— 100%	—	
Asstt. Project Manager	— 100%	—	
Sub-Divisional Engineer	50% 50%	(i) By promotion (ii) By direct recruitment or by transfer on deputation.	
	(w.e.f. 13-12-91)		
Asstt. Engineer (Mech.)	— 100%	—	
Asstt. Engineer (Elec.)	— 100%	—	
Sales Executive	— 100%	—	
Purchase Officer	— 100%	—	
Manager Cotton	— 100%	—	
Production Engineer	— 100%	—	
Manager (Rice Mills)	— 100%	—	

Shift Chemist	—	100%	—
Quality Control Officer	—	100%	—
Asstt. Engineer (Auto)	—	100%	—
Asstt. Project Engineer	100%	—	—
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 and Marketing Federation Limited should made 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.

S.D.O.

No direct recruitment has been made in the cadre of S.D.O. since 1980. As such there is no shortfall.

The Committee would like to know the latest position.

Clerks

To clear the backlog, 4 posts of S. C. categories were notified. Only 4 candidates appeared for interview on 8-5-95. Out of 4, only 3 candidates clear the type test and they have been appointed.

The Committee recommended that the posts of Clerks be advertised and a copy of the advertisement be supplied to the Committee.

To clear the backlog of remaining 6 posts, the posts are being notified to Employment Exchange.

Steno Typist

4 posts of Steno typist for S.C. categories were notified to the employment exchange. Only 3 candidates appeared in the test on 3-5-95. Out of 3, only 2 qualified the test and they have been appointed. The third candidate has been given a chance again for test on 29-5-95.

The Committee would like to know the latest position.

Sr. Scale Stenographer

No post of Sr. Scale Stenographer is available at present. As and when 5th post as per Roster is filled backlog will be completed only after qualifying the test by eligible steno typist of S.C. categories.

The Committee would like to know the latest position in this regard and the time by which the said post will be filled up.

Field Inspector (Jr.)

Approval of Hon'ble C.M. for filling up of 7 posts of Field Inspector (Jr.) for S.C. categories has been received. These posts were notified to the employment in December, 1994. Response from the Employment Exchange is still awaited.

S.O.

The post of S.O. is to be filled up by promotion amongst Acctt. 'B' grade. Only 2 Acctt. 'B' grade of S.C. categories will be some eligible for promotion after December, 1996. The remaining back log can not be wiped out due to the non availability of S.C. categories, Acctt 'B' grade.

Accountant 'B' grade

No Accountant 'C' grade of S.C. categories is available for promotion as Accountant 'A' grade. Only 3 Accountant 'C' grade of S.C. categories will become eligible for promotion in the year 1998.

Accountant 'C' grade

The approval of Hon'ble C. M. to fill up 19 posts of Acctt. 'C' grade including 6 for S.C. categories is still awaited as and when the approval of Hon'ble C.M. is received the back-log will be made good.

Manager 'B' grade

The Departmental enquiry proceedings against Sh. J. S. Bhonsle have not been finalised.

The Committee Recommended that after taking N.A.C. from the Employment Exchange the posts be advertised.

The Committee would like to know the latest position and the time by which the backlog will be completed.

The Committee would like to know the latest position.

The Committee would like to know the latest position.

The Committee recommended that the Departmental enquiry proceedings against Shri J. C. Bhonsle be finalised immediately and the Committee be informed about the latest position

Store Keeper/Godown Keeper

The recruitment in these cadres was made in the year 1981-82. At that time eligible candidates of S.C. categories were not available. At present no post is vacant. Final report of the Committee constituted for re-drafting of Common Cadre Rules, 1988 which includes merger of various cadres is still awaited.

Head Mistri

No post of Head Mistri is available at present. The backlog will be made good on the availability of post.

Assistant Mistri

These posts are meant for Ding, & Ratia Plants. The plants are running in loss and due to under utilisation of these plants, there is no demand to fill up these posts.

The Committee recommended that the common cadre rules be re-drafted immediately and a copy of the redrafted rules be supplied to the Committee.

The Committee recommended that responsibility be fixed against the person who is responsible for the said shortfall.

The Committee recommended that the responsibility be fixed against the person who is responsible for the said shortfall.

J.E.

The matter regarding revival of 6 posts of Junior Engineer has been referred to the Govt. The back-log will be made good after revival of the posts.

Electrician

The matter regarding revival of 6 posts of Electrician have been referred to the Govt. The backlog will be made good after the revival of the posts.

The Committee have observed after perusing the Common Cadre Rules, 1988, of the Haryana State Cooperative Supply & Marketing Federation Limited that there are a number of categories for which no promotional avenues exist either for the reserved categories or general categories. As per the Govt. instructions issued from time to time and the courts rulings, it has been settled that if a person at the time of promotion does not possess the qualification prescribed for direct recruits but possess sufficient experience, he can be considered for promotion provided the mode of filling up the required posts is by promotion also. The Committee, therefore, is of the view that Government should look 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.

Promotional Avenues

The Committee recommended that the matter be pursued and the Committee be informed about it.

The Committee would like to know the latest position.

The Committee would like to know the latest position and is of the view that the Hafed common cadre rules be redrafted immediately and the committee be informed about it.

Final report of the Committee constituted for redrafting of Hafed Common Cadre Rules, 1988 which includes the promotion avenues is still awaited.

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.

The approval of Hon'ble C.M. for filling up of 7 posts of F.I. (Jr.) meant for S.C. Category has been received. Posts were notified to the Employment Exchange in Dec., 94. Response from the Employment Exchange is still awaited.

The approval of Hon'ble C.M. for filling up 19 posts of Acctt. 'C' Gr. including 6 posts for S.C. Category is still awaited.

The Committee would like to know the latest position in regard to filling up 7 posts of F.I. (Jr.)

The Committee would like to know the latest position regarding the 19 posts of Accountant 'C' grade.

To clear the backlog 4 posts of Clerks meant for S.C. Category were notified to the Employment Exchange. Only 4 candidates appeared in the test on 8.5.95 out of 4, 3 candidates cleared the type test and they have been appointed. The remaining posts are being notified to the Employment Exchange.

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

Advertisement 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 posts of JEs and Electricians will be advertised after the approval for revival of posts is received from the HBPE. In the Cadre of Clerks, the posts are being notified to the Employment Exchange.

The Committee would like to know the latest position in regard to the advertisement of posts of J.Es. & Electricians and the date on which

the posts of Clerks are to be notified to the Employment Exchange.

The Committee would like to know the latest position in regard to Steno Typist and also the date on which the posts are advertised.

In the case of Steno typists one candidate has been asked to appear for test on 29.5.95.

GENERAL RECOMMENDATIONS

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
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Reservation in promotion in 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 matter was again referred to Chief Secretary, Haryana who has stated vide his letter No. 22/17/94-3GS-II, dt. 24-1-95 that the Hon'ble Supreme Court of India has given the decision on 16-11-92 in writ petition (Civil writ No. 933 of 1990) Indira Sahani V/S Union of India and others. Since there was no provision for reservation in promotion to Class I & II posts prior to this judgement, provision to this effect cannot be made now. Therefore the recommendation of the Committee on the Welfare of Scheduled Castes & Scheduled Tribes cannot be implemented in view of the Supreme Court judgement.

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 Caste and Scheduled Tribes, a copy of the letter being endorsed to the Head of Department concerned simultaneously, General recommendations will be dealt within the Welfare of Scheduled Castes and Backward Classes Department ;
- (c) The Heads of Department concerned shall furnish their comments on the recommendations of the Committee on the Welfare of Scheduled castes and scheduled Tribes to the Administrative Secretary concerned on receipt of the Report of the Committee ;
- (d) The Administrative Department concerned will then take immediate steps for the implementation of the recommendations of the Committee concerning it. It will take the case to the Minister Incharge of the Department or the Council of Ministers as the case may be;
- (e) The cases in which the Administrative Department does not agree with the recommendations of the Committee will be forwarded to the Secretary, Haryana Vidhan Sabha, with detailed reasons for comments. Then Secretary, Haryana Vidhan Sabha will forward these comments to the Department of Welfare of Scheduled Castes and Backward Classes to examine such cases and offer their comments ;
- (f) The Administrative Department will then take immediate steps for arriving at a decision in such cases. It would take such cases to the Minister Incharge of the Department or to the Council of Ministers, if necessary, for incorporating in the Memorandum for the Council, the view 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 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 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 recommendation 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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