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HARYANA VIDHAN SABHA
COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1996-97)

(NINTH VIDHAN SABHA)
TWENTY SECOND REPORT
ON

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



Presented to the House on **21st** March 1997

HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
1997



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THE YEAR 1996 97

CHAIRMAN

- *1 Ch Narain Singh (from 24 5 1996 to 11 8 1996)
- **2 Shri Kapoor Chand (from 6 9 1996 onwards)

MEMBERS

- ***3 Shri Krishan Pal Gujjar
- ****4 Shri Ram Sarup Bajigar
- 5 Shri Bhagi Ram
- 6 Shri Banta Ram Balmiki
- 7 Shri Azad Mohd
- 8 Shri Nafe Singh Balmiki
- 9 Shri Bhim Sam Mehta
- 10 Smt Kartar Devi
- *****11 Shri Jagdish Nayar
- *****12 Shri Dev Raj Diwan

SECRETARIAT

- 1 Shri P Raghavendra Rao I A S Secretary
- 2 Shri Kanwal Mohan Sud Under Secretary

* Ch Narain Singh M L A resigned from the Chairmanship and Membership of the Committee w e f 11 8 1996 on his appointment as Minister

** Shri Kapoor Chand M L A nominated as Member to serve on the Committee w e f 6 9 1996 and appointed as its Chairman

*** Shri Krishan Pal Gujjar M L A resigned from the Membership of the Committee w e f 14th January 1997 on his appointment as Minister

**** Shri Ram Sarup Bajigar M L A resigned from the Membership of the Committee w e f 14th January 1997 on his appointment as State Minister

***** Shri Jagdish Nayar M L A nominated as member to serve on the Committee w e f 29th January 1997 for remaining period of the year 1996 97

***** Shri Dev Raj Diwan M L A nominated as Member to serve on the Committee w e f 29th January 1997 for the remaining period of the year 1996 97



INTRODUCTION

I Kapoor Chand 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 Urbana Development Authority and the action taken by the Government on recommendations/observations in the Twenty First Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. The report is based on the replies furnished by the department/autonomous bodies 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 Department 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 25th February 1997

KAPOOR CHAND
CHAIRMAN

REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes for the year 1996-97 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 24th May 1996 authorising the Hon'ble Speaker to nominate the Members of the Committee and also appoint the Chairman of the said Committee.

Shri Narain Singh, a Member of the Committee, was appointed Chairman of the Committee by the Hon'ble Speaker on 24th May 1996 and on his appointment as a Minister Shri Kapoor Chand, M.L.A., was appointed as Chairman of the Committee by the Hon'ble Speaker on 6th September 1996.

The Committee held 33 sittings till to date.

In its first meeting held on 24th June 1996 the Secretary Haryana Vidhan Sabha addressed the Committee on behalf of the Hon'ble Speaker and explained the scope and functions of the Committee in detail. The Chairman while thanking the Hon'ble Speaker for nomination assured that the Committee will work for improving the lot of down-trodden sections of the society as also for the implementation of various rules/regulations/instructions issued by the Government from time to time for their implementation so far as the Scheduled Castes and Scheduled Tribes are concerned.

The Committee selected the following departments/autonomous bodies for examination during the year 1996-97 —

- 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 10.7.96 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 in spite of various reminders issued by the Haryana Vidhan Sabha Secretariat send only one copy of the reply on 21.11.96. The Department was asked to supply 35 copies of the reply vide this office letter No. 27131 dated 12.12.96 and reminder No. 1045 dated 20.1.97 but the same has not been received.

The Committee took a very 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 suitable action against the delinquent officers of the Department under intimation to the Committee.

AGRICULTURE DEPARTMENT

The Agriculture Department Haryana was requested by the Haryana Vidhan Sabha Secretariat vide letter dated 9 7 96 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. However the Government supplied the material on 18th September 1996 which was not according to the required information. Again several reminders were sent to Commissioner & Secretary to Government, Haryana Agriculture Department. The Government however supplied the material on 8th November 1996 but the information supplied by the Government was up to 31st March 1995 whereas vide this office letter No. 26 Wel Sch/1996 97/11043 dated 9th July 1996 the department was asked to send the reply up to 31 3 1996. The department was again requested on 9th January 1997 and 20 1 97 to send the information but the same has not been received yet.

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 necessary action against the delinquent officers of the Department under intimation to the Committee.

ANIMAL HUSBANDRY DEPARTMENT

The Animal Husbandry Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 8 7 96 to supply the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes in Animal Husbandry 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 6th November 1996 and the same was scrutinised by the Committee in its meeting held on 12th November 1996 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 and Secretary to Government Haryana Animal Husbandry Department on 9 1 97 for replying the same but the reply of the questionnaire is still awaited from the Government. The last reminder is sent to Financial Commissioner & Secretary to Govt Haryana Animal Husbandry Department on 20 1 97 for replying the same but the reply of the questionnaire is still awaited from the Government.

HEALTH DEPARTMENT

The Health Department Haryana was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 9 7 1996 to supply the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes of Health Department within a fortnight. The Government inspite of issue of various reminders by the Haryana Vidhan Sabha Secretariat could not supply the desired information.

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.

TOWN & COUNTRY PLANNING DEPARTMENT

The Haryana Vidhan Sabha vide letter dated 9 7 1996 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 reminder by the Haryana Vidhan Sabha Secretariat the Government has requested to give three months time for sending the requisite information. The required material was received on 9 10 1996 and the same was scrutinised by the Committee in its meeting held on 15 10 1996 and a questionnaire was framed. The same was sent by the Haryana Vidhan Sabha Secretariat to Commissioner HUDA on 5 12 1996 for replying the same within a fortnight. 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.

GENERAL RECOMMENDATION

During 1996 97 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 21ST REPORT

The Committee considered/scrutinised the action taken by the Government on the recommendations/observations contained in its 21st 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

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

Cadrewise number of posts and representation of Scheduled Castes

The department supplied lists cadrewise position of all the posts as on 9 12 1979 (Annexure I to VI) and on 31st March 1994 Besides it the Department also supplied a statement showing the position regarding representation of Scheduled Castes in Group A B C and D services as it stood on 9 12 1979 and on 31 3 1994

There remained 155 post of different categories as given in the Annexure A for which short fall was to be cleared Instructions have been issued to all the General Managers on 9 1 1996 that in future all posts for which short fall exist should be filled from the candidates of scheduled castes category till the backlog is cleared

The Committee recommended that short fall of different posts except S As mentioned at Annexure A be cleared and the Committee be informed about the latest position

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

There have been virtually no increase in fleet strength of the depots for the last 3 years whereas the posts in the depots are created against the prescribed norm viz 1 4 norm fixed for driver/conductor posts 1 3 for work shop posts and 4 for Ministerial posts However backlog for the following posts have been cleared —

Painter	1 Post
Helper	1 Post
TSI	1 Post
Head Mech	2 Posts
Total	5 Posts

In addition to above for clearing backlog of one post of Statistical Assistant Show

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

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

The Committee feel that these Rules should have been framed/finalised much earlier as non framing of Rules create a 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.

Cause Notices have been served to 3 Statistical Assistants for reversion. This back log will be cleared shortly. Reg. backlog of 3 posts of Accountants the case is almost at a final stage. The backlog will be cleared shortly. Backlog of 2 posts of Section Officer is to be cleared by Finance Deptt.

Draft Service Rules of Group C employees of the office of the Transport Commissioner Haryana and draft service rules of Group D employees of both Haryana Roadways and Transport Commissioner's office have been sent to Govt. for approval thereof. Copy of each rules will be provided to the Committee after these are notified.

Copy of Service Rules of Class C be provided to the Committee

The recommendations of the Committee have been noted for compliance.

The Committee would like to know the date on which the said recommendations will be complied with.

Non observance of Instructions

The Committee feels that the instructions issued by State Government in regard to recruitment of adhoc and daily wages are not being observed properly by the Department and 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

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

Though the recommendations of the Committee have been noted and are being examined but it does not appear possible to implement these recommendations for the reasons that posts are always filled as per provisions given in the notified rules

The Committee recommends that copy of the order of the Court may be supplied to the Committee

Training Centre at Murthal

During the course of oral examination the Departmental representative informed the Committee that in the training centre at Murthal training is imparted to the Drivers who are in the State service. In the beginning the response was very poor. The Drivers did not show much interest for the said training. To ensure usefulness of training being imparted in the training centre Government has issued strict instructions to all the General Managers to sponsor two drivers from their Depots for each course. The departmental representatives has also informed the Committee that the Government is of the view that the 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.

The department has reduced the training fee from Rs. 2500/- to Rs. 1000/- and driver training duration from 60 days to 30 days. The minimum actual driving hours are fixed as 15. This is the minimum limit prescribed under the M V Act 1988. In addition to the drivers Training School at Murthal such training is also being started at Central Workshops at Karnal and Hissar and also at workshops of Gurgaon & Rohtak depots. This training at Central workshop at Hissar & Driver's Training Centre has been started.

The Committee recommend that concession in fee be granted to the Scheduled Castes category Candidates.

COOPERATION DEPARTMENT

Recommendations 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.

Position of Scheduled Castes in Cooperative Institutions The Committee recommended that the Chief Secretary to Government 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.

The vacancies caused on account of promotion since 9.2.79 to date are being filled according to the roster register. As many as 123 Sub-Inspectors (Audit) have been promoted to the post of Junior Auditors out of them 24 belong to Scheduled Castes Category. Total number of Junior Auditor of promotion quota is 43 at present Junior Auditor are 5.

The Committee recommends that it may be ensured that in future no such action may be taken by the M.D. and the Committee may be informed about the latest position of recruitment of Scheduled Castes candidates to recoup the short fall.

Sr. No.	Name of the Cadr	Sanctioned since 31.3.95	Filled posts as on 31.3.95	No. of posts filled up after 9.2.79	No. of S.C. employees recruited after Roster Register 9.2.79	Posts actually filled	Shortfall
1	2	3	4	5	6	7	8
1	HARCO BANK Class I	44	41	—	—	—	100% by promotion

The Committee recommends that the time by which the short fall in class I II & III be recouped

Class II	162	153	69	14	7	7
Class III	269	268	319	49	28	21
Class IV	135	146	149	30	30	8
Total	610	608	537	93	65	36

2 HSLDB

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

3 HARYANA DAIRY FEDERATION

Class I	33	30	18			
Class II	36	38	35	6	1	5
Class III	471	380	374	68	21	47
Class IV	370	454	572	120	87	33
Total	910	910	999	194	109	85

Reasons for Shortfall

- (i) In 1979 80 duly wages staff was regularised which had been recruited much earlier to 1979
- (ii) Most of the 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

The Committee recommends that it may be informed about the action taken by the Government against such Managing Director and also the time by Which the said shortfall will be recouped

The Committee recommends that at time of retrenchment of surplus staff no Scheduled Castes Candidate be retrenched The Committee also recommends that at the time of recruitment only the Candidates of Scheduled Castes category be recruited

1	2	3
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(iv) Some management trainees were appointed/recruited from IRMA on the recommendations of NDDB

(v) No recruitment has been made in Federal 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

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

Sr No of the Cadre	Name	San ction Stre ngth	Filled upPosts as on 31 3 95	No of Posts filled up after 9 2 79	No of S C employ ees to be recr uited after 9 2 79 as per Roster	Posts Actua lly filled	Short fall
1	2	3	4	5	6	7	8
1	SIRSA						
	Class III	368	357	229	45	17	28
	Class IV	75	68	38	7	9	2
	Total	443	425	267	52	26	26
2	AMBALA						
	Class III	342	309	120	23	13	10
	Class IV	76	65	30	6	5	1
	Total	418	374	150	29	18	11
3	SONEPAT						
	Class III	299	277	217	43	19	24
	Class IV	56	56	37	7	4	3
	Total	355	333	254	50	23	27

The Committee recommends that the decision of the High Court be communicated to it as and when the same is pronounced

The Committee recommends that the instructions be issued to all places that at the time of new recruitment first of all the shortfall of Scheduled Castes be recouped

The Committee recommends that the instructions be issued to all places that at the time of new recruitment first of all the shortfall of Scheduled Castes be recouped

8 FARIDABAD

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

The Committee recommends that the instructions be issued to all places that at the time of new recruitment first of all the shortfall of Scheduled Castes be recouped

9 ROHTAK

Class III	366	335	172	37	21	16
Class IV	96	83	54	9	15	2
Total	462	418	226	46	36	18

The Committee recommends that the instructions be issued to all places that at the time of new recruitment first of all the shortfall of Scheduled Castes be recouped

10 HISSAR

Class III	658	648	544	107	41	66
Class IV	126	120	95	19	15	4
Total	784	768	639	126	56	70

The Committee recommends that the instructions be issued to all places that at the time of new recruitment first of all the shortfall of Scheduled Castes be recouped

SUGAR FEDERATION

Recommendations of the Committee

Action taken by the Government

Further observation
of the Committee

1

2

3

Sr No of the Cadre	Name	San ction Stre ngth	Filled up as on 31 3 95	No of Posts fill d up after 9 2 79	No of S C employ ees to be re cuit ed after Roster 9 2 79 as per Roster Register	Posts Act u ally fill ed	Shor fall
1	2	3	4	5	6	7	8
1	ROHTAK						
	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
2	SONEPAT						
	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
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 at the time of retrenchment of surplus staff no candidate of Scheduled Caste and Backward Classes be retrenched

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

The Committee recommends that at the time of retrenchment of surplus staff no candidate of Scheduled Caste and Backward Classes be retrenched

5	MEHAM	1	1	1	1
	Class I	9	7	13	
	Class II	570	471	530	30
	Class III	277	209	216	41
	Class IV				22
	Total	857	688	760	116
					52
					74

The Committee recommends that at the time of retrenchment of surplus staff no candidate of Scheduled Caste and Backward Classes be retrenched

6 BHUNA					
Class I	3	3			
Class II	2	2			
Class III	170	80	6	2	7
Class IV	456	184	189	30	21
Total	631	269	281	36	23

The Committee recommends that at the time of retrenchment of surplus staff no candidate of Scheduled Caste and Backward Classes be retrenched

EDUCATION DEPARTMENT

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee										
1	2	3										
Educational Facilities in Rural Inhabitations 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 form such inhabitations could be enrolled in these schools	225 new Govt. P. Schools for girls were opened during 1994-95 and 201 more Govt. P. Schools have been opened during 1995-96 For enrolling all children in the age group of 6-11 years, gross enrolment ratio of 12% is required to be achieved. Gross enrolment ratio of 123.44% in respect of boys belonging to scheduled castes has been achieved up to 1994-95 against 115.36% for boys of all categories. This ratio for girls belonging to scheduled castes is 117.80% against 107.17 for girls of all categories	The Committee would like to know whether all the Children of the age group of 6-11 belonging to Scheduled Castes have been enrolled										
Representation of Scheduled Caste person Therefore, the Committee recommends that the Chief Secretary to Government Haryana may take up the matter with the D.P.I.s, 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 Caste employees in the Education Department could receive immediate attention	Category wise breakup of 6204 vacant posts is as follows <table><tr><td>Gen.</td><td>S.C.</td><td>B.C.</td><td>ESM.</td><td>Total</td></tr><tr><td>2846</td><td>1528</td><td>687</td><td>1143</td><td>6204</td></tr></table> Recommendations from the SSS Board Haryana were received in 1995-96. Names of 5475 candidates recommended by the SSS Board Haryana were sent to the District Primary Education officers for filling up the vacant posts. Category wise break up of these candidates is as under:	Gen.	S.C.	B.C.	ESM.	Total	2846	1528	687	1143	6204	The Committee recommends that keeping in view the reservation policy the SSS 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
Gen.	S.C.	B.C.	ESM.	Total								
2846	1528	687	1143	6204								

Gen S C	B C	Ex	Man Total
2839 1066	684	886	5475

It may be mentioned here that candidates belonging to Scheduled Castes and Ex service men categories were not recommended by the SSS Board in required numbers due to non availability of adequate number of J B T /B Ed trained candidates

LOCAL BODIES DEPARTMENT

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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	It is mentioned that reservation policy of the State Govt. & Municipal Corporation is being implemented in all the Municipal Councils/Committees. The total numbers of posts of all categories other than the Safai Karamcharies in the Municipal Committees and Municipal Councils are 6671 against which 5130 employees are working on regular basis. 92 on adhoc basis and 120 on daily wages basis. Out of the total of 5342 employees working in the Municipal Councils/Committees including those working on adhoc/daily wages there are 1171 employees who belong to the Schedule Castes out of these to total number of 5342 posts. 346 in the Municipal Councils are of the state cadre posts. The break up of the 346 State cadre posts is that there are 20 posts of Executive Officer, 79 posts of Secretaries, 17 of Municipal Engineers, 61 of Junior Engineer, 39 of Accountants, 85 of Superintendents, 19 of Chief Sanitary Inspectors, 8 of Medical Health Officers, 18 of Fire Officers. The position about the representations of the SC as in the above mentioned 346 State cadre posts is that there is no E.O. belonging	The Committee would like to know the latest position regarding the shortfall in reservation at the District and State Level in Municipal Council/Committees and the time by which the said shortfall be completed

to the S C Only three persons belong to S/C is working as Municipal Engineers There are 8 Junior Engineers belonging to S/C s Further no one belonging to the Scheduled Castes is in the cadre of Accountants There are six persons belonging to the Schedule Caste in the cadre of Superintendents There is one person belonging to the Schedule Castes in the cadre of Chief Sanitary Inspector No one belonging to the Schedule Castes is in the cadre of the Medical Health Officers and Fire Officers Station Officers

From above it works out to that there is shortfall of 18 posts in all the ten categories of the state cadre posts

The remaining 6325 posts are the District Cadre posts The number of cadrewise posts which come to the share of Scheduled Castes have been shown in the attached Annexure B from which it works out there is a shortfall of 95 posts in all the District cadre posts The sanctioned strength of all the posts in Municipal Corporation Fardabad is 1927 Against these 1772 persons are in position Out of the 1772 employees in working position 313 employees belonging to the Scheduled Castes There is shortfall of 55 posts Which are reserved for the Scheduled Castes

HARYANA STATE ELECTRICITY BOARD

Recommendations 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 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.	As already stated earlier in the Board's reply submitted to the Committee in response to its observations/recommendations contained in the 20th report that the backlog/shortfall in Class III (Technical & Non-Technical) cadre is mainly existing from the very beginning i.e. 1982 due to complete ban on direct recruitment in HSEB upto 1991 which was further extended/reimposed by the Board vide Memo No. Ch 94/CRA G 31/Vol II dated 23.3.1994 till further orders under the directions of the State Govt. Moreover the Scheduled Caste candidates are not available in sufficient Nos. for promotion to higher ranks which could reduce the shortfall/backlog. Non-passing of Departmental Accounts Examination and lack of experience by SC candidates is another cause of shortfall and backlog. To reduce the existing shortfall the Board has already relaxed its Recruitment and Promotion Policy in respect of Class III posts. It will be worth while to mention here that the Board is making sincere efforts to minimise	The Committee recommends that the training centres be opened in Rohtak and Hissar also to impart training and the duration of the training courses be increased. The Committee also recommends that only those persons be appointed for imparting training who are willing to it.

the backlog/shortfall as the training to Scheduled Caste candidates has been imparted/being imparted in various centres located in Haryana i.e. Panchkula Panipat Hisar & Ambala etc to make them eligible/capable to complete the Departmental Accounts Examination for the post of Store Keepers Divisional Accountant & Asstt Lineman etc Year wise detail to Divisional/Revenue Accountant who were imparted training is noted as under

YEAR WISE DETAILS
1990 1992 1994

(a) Total No of Scheduled Caste Employees applied for training	27	18	22
(b) No of Scheduled Caste imparted training (attend d)	13	8	10
(c) No of Scheduled Caste Employees appeared in the Divisional/Revenue Accountant Examination	13	8	10
(d) No of Scheduled Caste candidates qualified the Exam			
(e) No of Scheduled Caste Employees promoted Divisional/Revenue Acctt.			

Note One Scheduled Caste candidate has obtained Exemption from Paper II in the year 1992

(ii) One candidate has obtained exemption from Paper I in the Exam held in January

ary 1995 and Paper II & III in the Exam held in May 1995

Keeping in view the above position it may be seen that Scheduled Caste candidates are not interested to qualify the Departmental Accounts Examination which is essential as per Rules & Regulations of the Board for further promotion

Despite above the Board also made efforts in the past when the ban on direct recruitment was lifted for a short while during the year 1991 and advertised the posts as per existing vacancies but in certain categories i.e. L D C U D C & J D M the posts could not be filled up due to re imposition of ban as stated above

As per observations of the Committee in respect of Class III posts the latest position in this regard is noted as under

(A) Overall representation of Scheduled

Caste Employees in Class III posts under Board's services as on 31.12.1995

(i) Cadre Strength 41639

(ii) Working position as on

31.12.95 34820

(iii) Due representation i.e. 20% meant for Scheduled Caste/

Tribes employees (Out of Col

(ii) 6964

(iv) Representation of S C employees (Out of Col iii)	5114
(v) Less representation of S C employees (Col iii iv)	1850
(vi) Percentage of S C employees	14.69%
(vii) Vacancy position as on 31.12.95 (Col i ii)	6819

(B) Position regarding net shortfall of S C employees in Class III posts (Technical & Non Technical) as on 31.12.95

(i) Total No. of posts/vacancies filled up w.e.f. 9.2.79 to 31.12.95	35742
(ii) Posts/vacancies meant for S C according to Roster points (Out of Col (i))	7149
(iii) No. of S C candidates promoted/appointed (Out of Col (ii))	5388
(iv) Net shortfall of S C employees as on 31.12.95 (Out of Col i ii iii)	1761

It is assured to the Committee on the welfare of Scheduled Caste/Scheduled Tribes that sincere efforts will be made to minimise the maximum backlog of Scheduled Caste candidates in Class III (Technical and Non Technical) categories as and when the ban is lifted in the Board

UDCs

The Board has stated in its latest written reply that 1796 posts of UDCs 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 required strength.

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

As per Recruitment & Promotion policy of UDC cadre 75% posts are filled up by way of promotion from amongst the LDCs who qualify the Departmental Accounts Examination meant for Ministerial Estt and 25% posts are filled up from open market through direct recruitment.

At present 51 UDCs belonging to Scheduled Caste categories are working in this cadre out of 1553. The shortfall/backlog in this cadre is 73 under direct recruitment and 55 in promotion upto 31.12.95. The main reason of shortfall in this cadre is due to the following facts:

(i) There is not a single person belonging to SC community in the cadre of LDC who has qualified the Departmental Accounts Examination for promotion to the post of UDC. Although the SC candidates are provided training refresher course to qualify the said exam but they do not take interest to pass the same as already stated.

(ii) There was complete ban in HSEB on direct recruitment since 1982. As per directions of the State Govt the Board lifted the ban on direct recruitment vide memo No. Ch 11/NGE/G 1281/Ban 88 dt 29.12.91 and accordingly 150 posts of UDCs were advertised.

The Committee recommends that whenever ban is lifted against direct quota posts first of all the Scheduled Caste Candidates be appointed to complete the backlog.

used against advertisement No CRA 139 out of which 30 posts were earmarked for the candidates belonging to Scheduled Caste community. As the Board was going to finalise the selection of UDC but in the mean time the Board re imposed the ban on direct recruitment vide its memo Ch 94/CRA/G 31/Vol II dated 23 1994 till further orders

It is assured that the sincere efforts will be made to recoup the maximum backlog as and when the qualified persons belonging to Scheduled Caste categories become available in the cadre of Lower Division Clerks as well as ban is lifted by the Board against direct quota posts

Store Keeper 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 of 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 with six months

As already stated in the Board's reply to the 20th report of the committee the post of Store Keeper is filled up by way of promotion from amongst the Asstt Store Keepers who have passed the prescribed Departmental Accounts Examination. There is no direct recruitment for the posts. At present no such candidate belonging to Scheduled Caste category are available in the cadre posts of Asstt Store Keeper who have qualified the prescribed Departmental Examination and may be considered for promotion to the post of Store Keeper

The Committee recommends that some relaxation may be given in experience etc for promotion to the Scheduled Castes

L D Cs

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

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

The existing backlog of 5 Nos of Scheduled Caste candidates in the cadre of Store Keeper will be recouped as and when the qualified persons belonging to Scheduled Caste Category become available in the cadre of Asstt Store Keeper.

As already stated in the Board's reply to the 20th report of the Committee that there was a complete ban in HSEB on direct recruitment since 1982. On the directions of the State Govt the Board lifted the ban on direct recruitment vide memo No Ch 11/NGE/G 1281/Ban 88 dated 29.12.91 and advertised 299 posts of L D C against Advertisement No 1 CRA 131 and 138 out of which 180 posts have been earmarked to the candidates belonging to the Scheduled Caste Communities. As the Board was going to finalise the selection of L D Cs but in the mean time the ban on direct recruitment was re-imposed by the Board vide its letter No Ch 93/CRA G 31/Vol II dated 23.3.94 till further orders.

According to Roster points there is net shortfall of 182 Nos of Scheduled Caste employees in the cadre of L D C as indicated in Annexure A. It is assured that as and when the ban is lifted by the Board due care will be

The Committee would like to know the latest position

Drivers

In its latest written reply the Board has stated that out of 538 sanctioned posts of Drivers as on 31st March 1987 484 posts were filled up out of which 97 posts were meant for Scheduled Castes candidates while only 27 posts were held by Scheduled Castes candidates resulting in a shortfall of 70 persons. The reasons of shortfall as stated by the Board were that the fresh recruitment was generally banned and the men from Scheduled Castes category were not available in the work charged/daily wages cadre from where these have been appointed.

The Committee feel greatly distressed to find the short fall 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.

taken to recoup the shortfall of Scheduled Caste candidates as desired by the Committee

As already stated in the Board's reply to the 20th report of the committee the posts of Drivers are filled up from amongst the serving cleaners and other Class IV employees who are eligible for appointment (i.e. who can read and write as well as possesses five years experience with valid heavy/L.T. driving licence). There is existing backlog of 51 Nos. S.C. candidates as indicated in the attached statement (Annexure A) which could not be covered up due to non availability of eligible S.C. candidates from amongst the serving cleaners and other Class IV employees.

To bridge the gap of Short fall in the cadre of drivers the Committee has recommended as the drivers belonging to Scheduled Caste are available in great number so the shortfall be recouped immediately.

The recommendations of the Committee for recouping the shortfall of S.C. candidates from the open market to direct recruitment will be kept in view and considered whenever it is feasible. At present there is complete ban on direct recruitment in HSEB. The progress

The Committee recommends that the posts be advertised for the direct recruitment of drivers of the reserve category separately and they may be given training for two months

Technical posts

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

As per 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 Asst)
- (5) Drafts Sub
- (6) Sub Stn Attendant
- (7) S S A
- (8) Shift Attendant and
- (9) Assistant Foreman

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

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

made in this regard will be intimated to the committee in due course

The Board deals with execution of lines/Sub Stns and supply of Electricity to various types of consumers. The Machinery installed in Thermal plants & Sub Stns is very sophisticated and costly. It is necessary that persons with long experience and sound background of Technical qualification are posted against such posts to handle such sophisticated equipments. In case the persons without any technical qualification and experience are allowed to handle the equipment, it will not only damage the equipment but their own life will be exposed to danger.

Further there are many institutions opened by the Govt to impart training for technical posts where due representation is being given to the S C & other reserved categories as such the candidates belonging to S C can apply for these posts as and when the same are advertised.

As per Annexure A' the latest position of backlog of Scheduled Caste employees in respect of Technical posts as on 31.12.95 is under

The Committee would like to know the latest position and is also of the view that the candidates belonging to Scheduled Castes be given training so that they may be appointed on the Technical posts

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 post

Sr No	Name of Category	Shortfall
1	Junior Engineer I (Field)	34
2	Junior Engineer	51
3	Head Draftsman	1
4	Foreman Grade I	16
5	Junior Engineer (Civil)	18
6	Draftsman	37
7	Sub Station Attendant	91
8	Asstt Sub Station Attendant	44
9	Shift Attendant	77
10	Asstt Foreman	72
11	Asstt Lineman	332

The posts of Junior Engineer I Asstt Foreman Divisional Head Draftsman Sub Station Attendant, Asstt Sub Station Attendant Draftsman are promotional posts and adequate representation is being given to the S C employees as required under the existing instructions of the Govt. It is assured that the shortfall in the Cadre of Technical posts will recouped gradually by way of promotion as and when the eligible employees belonging to Scheduled Caste category are available in lower cadre posts

It has already been stated in the Board's reply of the committee that there is no vacancy of Junior Engineer (Civil) in this cadre. Besides the Junior Engineer/Civil are already

surplus and they are charged to other cadre posts like Junior Engineer/Electrical/Mechanical etc

The cadre of Foreman Grade I is promotional as well as direct recruitment. As per Recruitment & Promotion policy of Foreman Grade I 90% posts are filled up by way of promotion from amongst the Foreman Grade II having experience of 4 years and 10% posts from open market by direct recruitment. The shortfall of S C candidates in this cadre as per Roster is 16 Nos. out of which 11 posts are meant for promotional quota which are to be filled up from amongst the existing Foreman Grade II and 5 posts are to be filled up by direct recruitment from the YMCA, Faridabad for which Advertisements were notified twice but no candidate applied in response to those Advertisements. These posts have been kept reserved for S C candidates which shall be filled up as and when ban for direct recruitment is lifted by the Board. As regards filling up the backlog of promotion at present no Foreman II belonging to S C category fulfills the required condition of four years experience. The backlog shall be filled up when the officials belonging to S C categories possessing the requisite experience are available.

The post of Junior Engineers 60% Shift Attendant 100% and Asstt Lineman 50% are filled up by way of direct recruitment. It is assured that as and when the ban is lifted by the Board, sincere efforts would be made to recoup the maximum backlog of Scheduled Caste employees existing in the cadre of Junior Engineer Shift Attendant & Asstt Lineman by way of direct recruitment.

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

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

The reason for the shortfall have not been explained by the Department/Board in its latest written reply and it has also not mentioned the mode of promotion appointment.

The Committee are surprised to note as to why the Board had not mentioned the reasons of shortfall as well

The Committee recommends that the backlog of Scheduled Castes in class IV be completed immediately and also recommends that some what relaxation be given to complete the backlog.

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

There is backlog of 34 Nos posts in the cadre of Store Attendant. It is mainly due to non availability of eligible persons belonging to scheduled caste communities at the time of appointment i.e. in the seniority list of serving Workcharged staff of Store Organisation. Now the practice of recruitment of workcharged staff has been dispensed with by the Board. The shortfall of 34 Nos Scheduled Caste candidates in this cadre has been kept in view by the Board and will be wiped off through direct recruitment as and when the ban is imposed by the Board on fresh recruitment vide its order dated 2.3.94 is lifted.

As per Recruitment and Promotion Policy of the Board, the post of Bill distributor is filled up either from the serving Work charged staff or by promotion from regular Class IV staff i.e. Peon, Mali, Chowkidar etc. having Minimum qualification. From 9.2.79 to 31.12.95 204 posts had been filled up and out of which 27 Scheduled Caste candidates were appointed by the Board. The shortfall of 28 Scheduled Caste candidates as on 31.12.95 would be recouped on the availability of eligible SC candidates in lower cadre as far as possible or when the direct appointments are made. At present there is complete ban in Haryana State Electricity Board against direct recruitment.

As per Recruitment & Promotion Policy of the Board the posts of Peon Malt & Chowkidar are filled up from amongst the serving workchaged, Contingent Daily Wages 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 practice of recruitment of workchaged/daily wage staff has since been dispensed with by the Board The Board has now been considering to fill up the vacant posts of these categories amongst the serving Class IV staff viz Store Mate or Work Mate or through Employment Exchange separately to minimise the maximum backlog of Scheduled Caste candidates existing in Class IV cadre from the very beginning on priority basis

It is further stated that the recruitment Agency of the Board finalised the vacancy position but in the mean time the Board imposed the ban on direct recruitment vide its Memo No Ch 93/CRA/G 31/Vol II dated 23 94 till further orders

It is assured to the committee on the Welfare of Scheduled Caste/Tribes that as and when the ban is lifted by the Board the backlog of Scheduled Caste candidates in Class IV categories will be recouped by direct recruitment through Employment Exchange

SHORTFALL OF SCHEDULED CASTES AS ON 31 12 1995

Sr No	Name of the category	Shortfall of SC candidates as on 31 12 1987	Posts/ Vacancies filled up w e f 1 1 88	Posts ment for SC candidates according to 31 12 95 Roster	Total Nos of SC employees promoted/ appointed (out of Col 5)	Net Short fall as on 31 1 95 (Col 3+5)- (6)
1	2	3	4	5	6	7
CLASS III (NON TECHNICAL)						
1	Divisional/Revenue Accountant	18	64	13	1	30
2	Upper Divisional Clerk	56	523	104	35	125
3	Lower Divisional Clerk	124	512	102	44	182
4	Meter Reader	37	512	102	105	34
5	Store Keeper	4	24	5	4	5
6	Asstt Store Keeper	5	18	4	6	3
7	Jr Scale Stenographer	16	63	12	9	19
8	Steno Typist	10	44	9	14	5
9	Pharmacist	1	23	4	4	1
CLASS III (TECHNICAL POSTS)						
10	Jr Engineer I/Field	18	295	59	43	34
11	Jr Engineer (Field Sub Stn & Test)	72	657	131	152	51
12	Foreman Grade I	10	104	21	15	16
13	Divisional Head Draftsman I	1	28	6	6	1
14	Jr Engineer (Civil)	18	1			18

15	Assistant Foreman	19	2111	422	369	72
16	Sub Station Attendant	33	450	90	32	91
17	Asstt Sub Station Attendant	28	251	50	34	44
18	Shift Attendant	42	618	124	89	77
19	Draftsman	26	103	20	9	37
20	Lab Attendant	10	110	22	29	3
21	Carrier Attendant		145	29	27	2
22	Asstt Lineman	254	2929	586	508	332
23	Driver	49	176	35	33	51
CLASS IV POSTS						
24	Havildar/Daftn/Record Lifter	3	28	6	6	3
25	Store Attendant/Store Mite	4	198	79	49	34
26	Bill Distributor	15	204	40	27	28
27	Cleaner/Oiler/Greaser	8	150	10	10	28
28	Peon	44	299	59	41	62
29	Malt/Gardner	22	78	15	9	28
30	Asstt Pump Driver	5	39	7	5	7
31	Chowkidar	21	253	51	35	37

HARYANA URBAN DEVELOPMENT AUTHORITY

Recommendations of the Committee		Action taken by the Government	Further observation of the Committee
1		2	3
CLASS III The Department while sending written reply about the shortfall in Class III informed that because of the fact that 130 retrenched employees from different departments had been absorbed in Haryana Urban Development Authority under the order of government irrespective of their Caste Out of 130 such employees only 3 persons belonged to Scheduled Castes. The department gave the latest figures of shortfall in Class III as follows		After obtaining the NAC from Employment Exchange these posts were advertised in the leading newspapers and the persons who had applied for the post of Accounts Assistant were not found suitable for want of requisite experience. However one candidate was offered for the assignment vide No. EA 1 93/26018 dated 23 8 93 but he has not joined this organisation despite giving him extensions. The requisition for filling up these posts have again been sent to the Employment Exchange vide No. EA 1 94/8442 dated 6 5 94. The sponsoring agencies have sponsored the names of candidates as already intimated in the oral examination held on 12 7 95. On the basis of list of candidates a written test was held on 16 10 95. Out of them only one candidate of S.C. category could have qualified the said test and had been offered appointment on 20 12 95. He had joined on 6 1 96. Therefore the shortfall of the posts of Accounts Assistant could have been covered for one post only. The case is being taken up for taking further steps to fill up these posts through open market.	The Committee recommends that the Department may request the Government to lift the ban on recruitment and peruse the matter of amending Rules for recruitment of accounts Assistant.
Sr No	Category	Shortfall	Remarks
1	Accounts Assistant	8	Eligible S.C. persons were not available from Employment through Advertisement. Hence these posts are reserved as per Govt policy.

2 Jr Scale Stenographer
 2 Eligible S C persons were not available from Employment Exchange Being advertised shortly through press

A reference has been made to HBPE for no objection certificate on dated 22.2.94. The HBPE had issued NOC vide their Memo No 23/27/84 dated 1.8.95. Thereafter the requisition for sponsoring the names of candidates for the posts of Jr Scale Stenographer was sent from the Employment Exchange. The list of candidates and test was held on 11.5.96 but non of Candidate of S C category could have qualified the test. Requisition is being sent to Employment Exchange shortly & also advertisement in the news paper will be published to make the shortfall good.

The Committee recommends that the advertisement may be made and copy of the same be supplied to the Committee

3 Steno typist

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

During the course of oral examination it was stated that the test of steno typist will be held on 30.7.95. On the basis of list sponsored by the Employment Exchange the said test was held on appointed date. But non of candidates of S C category could qualified the test. Thereafter the Employment Exchange was again requested for sponsoring the names of Steno typist. The list of candidates was also received from Employment Exchange. The test was again held on 11.5.96 but non of candidates of S C category could have qualified the test.

The Committee recommends that the efforts be made by the Department to fill the said posts and also to advertise the post and a copy of the advertisement be supplied to the Committee for its information.

Requisition is being sent again to Employment Exchange shortly & also advertisement in the news paper will also be published to make the shortfall good.

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. However as recommended by the Committee if an employee of S C category of HUDA is soon as qualifies SAS examination will be appointed as Accountant	The Committee recommends that as soon as any person of Scheduled Caste of Haryana Urban Development Authority qualifies SAS examination he may be appointed as Accountant and the Committee may be informed about it	
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 recommends that in future the Government instructions on the subject may be adhered to to avoid increase in shortfall of Scheduled Castes candidates			The Committee recommends that after the ban is lifted on the recruitment these posts be filled from reserved category or these may be carry forward
			The shortfall in most of the categories of the posts have been made good whenever it exists efforts are being made to clear the backlog as explained in above paras and the posts reserved for S C category are not being filled up from candidates of other categories. The Govt. instructions are being strictly obeyed in this regard		

POLICE DEPARTMENT

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee															
1	2	3															
Cadre wise strength/representation of Scheduled Castes employees The Department gave the following figures about the total number of employees as also about the total number of Scheduled Castes employees <table><tr><th>Class</th><th>Total Number of Employees</th><th>Total Number of Scheduled Castes employees</th></tr><tr><td>I</td><td>130</td><td>1</td></tr><tr><td>II</td><td>27</td><td>2</td></tr><tr><td>III</td><td>20 488</td><td>1 173</td></tr><tr><td>IV</td><td>1 185</td><td>412</td></tr></table> The department informed the Committee 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	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	Recruitment of Constables has been made by the Department from 1 1 95 to 6 7 95 under ex gratia Scheme sports basis and under courts order etc During this period total 77 constables were recruited apart from this general recruitment in the rank of constables has been made by the department from 7 7 95 to 31 12 95 to fill up the vacancies in the various districts and HAP Bns fallen vacant due to creating of new posts retirement death and pre mature pension cases in which as many as 1814 constables have been recruited Thus to total 1891 (77+1814) candidates were recruited as Constables Out of these 307 candidates belonged to S C category and 532 candidates belonged to B C category As a result of CWP No 13942/95 filed by Balbir Singh the Hon ble High Court vide its judgement dated 16 2 96 has quashed the recruitment shown ibid SLP No 6221 23 of 1996 etc filed by various recruits (Constables) against the order dated 16 2 96 of Hon ble Punjab and Haryana High Court is still pending in the Hon ble Supreme Court of India	The Committee recommends that the Roaster procedure be implemented on the total sanctioned posts since the Haryana came into existence from 1966 and the backlog be completed The Committee would also like to know the latest position
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															



3

2

1

There is a backlog of 471 SCs candidates is the rank of constable as on 30 6 96. When ever the department takes up new general recruitment proposal for increasing the quota of SC candidates from the present 20 percent to a suitable percentage shall be sent to the Govt and after the decision of the Govt the recruitment shall be made to clear up the backlog.

Under the existing rules it is impossible to clear the backlog in the rank of Head Constable as the benefit of reservation in promotion course has been given w.e.f. 18 9 92 by the State Govt and the backlog is due to non implementation of Govt instructions in past. As on 30 6 96 there is a backlog of 303 SC candidates in the rank of Head Constables. A proposal shall be sent to the Govt for approval for taking up the steps for clearing the backlog in the rank of Head Constable after legally examining it in due course.

As on 30 6 96 there is a backlog of 136 SC Candidates in the rank of ASI. Department had sent a requisition of 24 SC Candidates to S S Board but S S Board Haryana for reasons best known to it recommended only 10 candidates of SC Category. Department has again taken up the matter with the S S Board recently to recommend 14 candidates.

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

In view of the above figures, the Committee observed that there is shortfall in the department in different cadre 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.

at the earliest 75% vacancies in the rank of A S I are filled up by promotion and as in the case of Head Constable a proposal for filling up the shortfall in promotion quota shall be sent to the Govt for approval in due course

There is a backlog of 66 S C Candidates in the rank of S I as on 30 6 96 All these posts are filled up by promotion and a proposal for clearing the backlog shall be sent to the Govt

Similarly a backlog in the rank of Inspector is of 21 S C candidates At present there is no vacancy of direct recruitment quota As the case of H C ASI and S I a proposal for the clearing the backlog shall be sent to the Govt

No recruitment of Class IV employees except under ex gratia scheme has been made by the department The recommendations/observations made by the Committee will be kept in view at the time of recruitment

B I List

The Committee was informed by the Department that there is no provision for reservation while preparing for list 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

PPR 13 7 stands amended vide Gazette Notification No GS/CA 5/1861 2ND 7/95 dated 29 9 95 As per the amended procedure selection of candidates for list B I shall be made strictly on the basis of seniority length of service and the age for admission to List B I has also been enhanced to 50 years instead of 40 years

As regards latest position the same is ap

The Committee recommends that the shortfall in B I list be recouped immediately by making special drive

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

pended as under

Rank	Posted strength	SC	BC	Shortfall SC BC
Inspr	219	23	38	21
Slis	665	67	151	66
ASIs	1723	209	348	136
HCS	4100	517	899	303
UGC/				
CA	21869	3903	4795	471

INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION DEPARTMENT

Recommendations of the Committee

Action taken by the Government

Further observation
of the Committee

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**Cadrewise position
of employee/representation of Scheduled Castes**

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 Apprentice Advisor/Principals I T I (Technical) Assistant Director (V.E.) and Assistant Directors/ Controller of Examination. With regard to Group B posts it was informed that there are 82 posts which are filled up 50% by promotion and 50% by direct recruitment except one post of assistant Director (Women) which is filled up 100% by promotion.

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

Position regarding store Keeper has been explained in the Annexure A enclosed

Position regarding Social Study Instructor has been explained in Annexure B enclosed

Store Keeper
The Committee would like to know the latest position of shortfall and the time by which the same will be recouped

Social Study Instructor
The Committee would like to know the latest position of shortfall of Social Study Instructor and time by which the same will be recouped

Requisition for 13 posts (for S C Candidates) for Language Teacher (E) which includes six posts mentioned in para (3) was sent to SSS Board on 26.8.94. The recommendation of SSS Board have not been received so far. Secretary SSS Board has been requested to demit officially on 14.11.96 to send the rec

Language Teacher
The Committee recommends that the Department may supply the names of candidates who were selected after interview and whether they belong to the reserve category or not

Two Wheeler Repair Instructor

for

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

ommendation at the earliest

Requestion for three posts (for S C candidates) of Two and Three Wheeler Repair Instructor which includes two posts mentioned in para (3) was sent to SSS Board on 3 6 94 These posts have been advertised by the Board on 22 9 94 However recommendations of the Board have not been received so far Secretary SSS Board has been requested demially on 14 11 96 to send the recommendation at the earliest

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	Direct Promotion
GROUP A	5	3	8	
GROUP B	55	14	19	2 1
GROUP C	1265	1152	439	177 76
GROUP D	360	487		138

Office Secretaryship Hindi

The Committee would like to know the latest position and also whether these posts were advertised if advertised a copy of the advertisement be supplied to the Committee

Requestion for 7 posts (for S C candidates) of office Secretaryship Hindi which includes 2 posts mentioned in para 3 was sent to SSS Board on 7 6 94 Board advertised these posts in 8/94 The recommendations of SSS Board have not been received so far Secretary SSS Board has been requested demially on 14 11 96 to send recommendations at the earliest

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

(ii) Shortfall against recruitment 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

(iv) Reserved posts not filled (Details as under) 10

(a) Eligible S C persons not available and filled up by other candidates 9

Requisition for 2 posts of (S C Candidates) for office Secretaryship (Eng) Instructor which includes one post mentioned in para (3) was sent to SSS Board on 7 6 94. Board advertised these posts in 8/94. The recommendations of the SSS Board have not been received so far. Secretary SSS Board has been requested demeritally on 14 11 96 to send the recommendations at the earliest.

Requisition for 9 posts of Designer & Master Cutter Instructor which includes two posts of S C were sent to SSS Board on 3 6 94. SSS Board advertised these posts on 22 9 94. Recommendations from SSS Board are still awaited. D O letter has been issued on 14 11 96.

Requisition for one post of S C category of Crop Production and Cultivation Instructor was sent to SSS Board on 7 6 94. Board advertised this post in 8/94. Recommendations are still awaited. Secy SSS Board has been requested demeritally on 14 11 96 to send recommendation at the earliest.

Office Secretaryship English Instructor

The Committee recommends that the Department may peruse the matter and inform the Committee about it.

Designer and Master Cutter Instructor

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

Crop Production and Cultivation Instructor

The Committee recommends that the Department may peruse the matter and the Committee may be informed the time by which the shortfall recouped regard and also the time by which the said shortfall be recouped.

1	2	3
(b) Promotion case for S C under consideration	1	Accountancy and Auditing Instructor
3 The position regarding Shortfall in case of direct recruitment posts is explained as under	Position regarding Accountancy & Auditing Instructor has been explained in enclosure Annexure C	The Committee would like to know the latest position in this regard and also the time by which the said shortfall be recouped
(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 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	

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 SC	No of posts carried forward in 1987 88 SC	No of posts carried inward in 1988 89 SC
Group A	1	1	1
Group B			
Group C	40	40	40

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

	Total posts filled	Total posts filled by SC	Source		
			I P	SC	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					

1				2		3
S S B	Promotion	Employment	Exchange			
Group C						
1986 87	286	55	3	68	208	
1987 88	260	35	1	63	196	
1988 89	244	44	82	79	83	
Group D						
1986 87	24	2		24		
1987 88	33	10		33		
1988 89	13	5		13		

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

ANNEXURE A

On Creation of Haryana 17 posts of Storekeepers allotted to Haryana out of 17 posts 13 were filled up and 4 were vacant One Sh Madan Lal belonged to S C out of 13 Storekeepers one vacancy of Storekeeper became vacant on appointment of Sh Joginder Pal Bakshi as D/inan Civil All these five vacancies were filled up on the basis of Board's letter SSS Board (Confid 74)/23 85 dated 1 7-74 Out of these one post was filled up by S C candidate Sh Chandgi Ram After this two vacancies came into existence due to resignation of one Sh Madan Lal S C on 5 11 76 and second on the dismissal of services of Sh Shanti Lal in May 1976 After this some new posts were created on opening of new institutes During 1985 86 ten posts of Storekeeper were filled up on adhoc basis through Employment Exchange Out of these two S C candidates S/Shri Raghubir Singh and Puran Singh were appointed on 6 7 85 and 28 8 85 respectively because no recommendation were received from the Board Twelve appointments letters were issued on receiving the recommendation from Board on 18 3 88 to fill up the posts of Storekeeper Out of which two S C candidates S/Shri Sewa Dass and Dhan Singh were given appointments on 25 3 88 Both these points were reserved for S C at roster points 4 and 8 Both these S C candidate did not joined their duties after given reminder Later on their appointments were cancelled and Board was again requested on 26 7 88 to send candidates against these posts Reminders were also issued to Board During this period two adhoc S C candidates filed writ petitions in the Hon ble Punjab and Haryana High Court Due to this reason , the Board was informed on 12 6 89 not to sponsor candidates against these vacancies till the decision of the case The decision of the Hon ble Punjab and Haryana High Court went in favour of the adhoc employees and the Department filed S L P in the Hon ble Supreme Court of India Out of these cases in one case the decision of the court received on 9/93 According to this decision the respondent was not to be given appointment Decision in other case has not yet been received on 9/93 the demand of one post of Storekeeper reserve for S C was sent to Board and later on the demand for two more reserve posts for S C were sent to Board on 5/94 In this way Board had three vacancies Board recommended two S C candidates vide letter 20 6 94 and on the basis which both were appointed in July 1994 There was a short fall of one post earlier and demand for two reserved posts was sent to the Board vide letter date 25 1 95 Reserved roster point at Sr No 4 & 8 for S C came into existence in 1986 Sr No 14 in 1994 and Sr No 18 in 1995 Roster point at Sr No 4 and 8 were filled up in 1994 and demand for roster point 14 & 18 is still lying pending with the Board and Department have written several D O s and reminder letter to the Board to fill up these posts It has also been requested to the Board that in case he is unable to recommend suitable candidates NOC be issued Sternous efforts are being made by the Department to recoup the short fall of two storekeepers and none of the official/officer is hold responsible for this delay in the circumstances explained above

**ANNEXURE B**

During the year 1983-84 posts of social study Instructors have been created. The requisition is sent to Employment Exchange for filling the post on adhoc basis out of which 13 posts were reserved for SC candidate but no candidate was sponsored by the Employment Exchange. In the interest of training the 13 SC posts were filled from General Category candidate with the condition when ever that qualified SC category candidate was available their services will be terminated. The interview date was again fixed on 16.8.83. On this date one candidate was sponsored by the Employment Exchange. This candidate was belonged to U.P. and he was not found fit for this post. After that again interview date was fixed on 11.1.84. The Employment Exchange sponsored three SC candidate and all were selected/appointed.

As explained above the requisition was sent to Employment Exchange time & again but the Employment Exchange failed to sponsor qualified SC candidate so the posts were filled from General Category candidate in the interest of training. As such no action was required against any officials/officers of the Department.

It is made clear that against the sanction seats (256) One social study Instructor was appointed. Now as per revised norms of DGE&T one Social Study Instructor is appointed against 1000 sanction seats. At present 17 Social Study Instructors are required out of which 15 posts are filled. One SC candidate is appointed when 3 SC candidates are required. The requisition is being sent to S.S.S. Board Haryana for filling the 2 posts from SC candidate.

ANNEXURE C**ACCOUNTANCY AND AUDITING INSTRUCTION**

There was a short fall of 3 posts of S C category in the vocation of Accountancy and Auditing. A requisition for 11 posts was sent to the board vide letter dated 6 9 91 in which the demand of 5 posts meant for SC category was also included. The board vide their letter No SSSB (Confid) 92/83 dated 7 2 92 sent the list to the department in which the names of two candidates belonging to S C category were also included but the board did not send the application forms of these candidates. As such the Board was requested vide directorate letter No TE/153/11/27/91 dated 14 8 92 to send the application forms so that the appointments could be made. Thereafter Govt was requested to extend the validity of the list of Board after 6-2 93 vide letter NO Te/153/19/20102 dated 22 10 93. However the Board did not send the application forms of candidates relating to S C category and in the mean time the demand of S C category increased as a result of which a requisition for 6 posts of S C category in which a short fall of 3 posts was also included was sent to the Board vide letter No TE/111/12371 dated 7 6 94. The Board advertised the posts on 22 9 94 but no recommendations have so far been received.

LABOUR DEPARTMENT

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
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Cadre wise number of posts and representation of Scheduled Castes

The Department supplied lists of cadrewise details/breakup of the posts as on 9th February 1979 as also with effect from 9th February 1979 to 31st March 1989

Besides the Department also supplied a Statement showing the position regarding representation of Scheduled Caste 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 recommended that the various posts in different groups of services be filled up in such a way so that the rights of the Scheduled Castes are preserved in accordance with the instructions issued by the Government in the matter. The Committee further recommended that the shortfall in various groups may be wiped off within six months and the Committee be also informed about the steps so taken

Requisition for filling up the 14th post of Assistant Director Industrial safety and Health from the Scheduled Castes Candidates is under active consideration of the Govt

The Committee would like to know the latest position in this regard and also the date by which the post of Assistant Director Industrial safety and Health be filled up

Payment of wages

During the oral examination it was pointed out by the Committee that the workers in various factories are getting their full wages. The Departmental representatives informed that it is one of the functions of the Labour Inspectors/Labour Officers/Labour Commissioner to see that no discrimination is made amongst the employees with regard to the payment of wages and also that full wages are paid to the worker. It was also informed that on the pay day factories are also being checked by the inspectorate staff. It was further informed by the Departmental representatives that according to the norms fixed by the Government they have not been sanctioned the required number of posts in different cadres. The Committee observes that in view of the industrialisation in the state as also the increase in the number of industries along with the labour, the problem of labourers, have increased manifold. The Committee, therefore, recommends that the Department should be provided with the 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.

Service Rules

The Committee recommends 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.

The State Government in principle has approved a proposal for the creation of 4th circle of labour officer-cum Conciliation officers at Faridabad and immediate further necessary action is being taken to post a Labour officer cum Conciliation officers in the said circle.

For creation of two more circles of Labour Officers cum Conciliation Officers at Jind and Narnaul the matter is under active consideration of the Government.

The Committee recommends that the vacant posts of labour officers be filled up immediately. The Committee also recommends that all the posts of labour welfare Inspectors at Narnaul and Jind be filled up as all the posts have been sanctioned and the Committee be intimated about it.

Group D Rules have been published (copy enclosed). For Draft group A Service rules have been got vetted from law Department and are now proposed to be placed before the Council of Ministers for approval.

The Committee would like to know the latest position in regard to Service Rules of group A and recommends that a copy of these Rules be supplied to the Committee.

HARYANA STATE BOARD FOR THE PREVENTION AND CONTROL OF WATER POLLUTION

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
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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 ob

served that almost all the posts in the Board have been filled up by officers/officials who have been taken on deputation either from the Public Health Department or from other Departments. A much less number of posts of various Cadres have been filled up by the Board by appointing its own employees directly. All this has resulted in the shortfall in the reserved categories of Scheduled Castes whereas the instructions issued by the Government on the subject are very clear. The Committee have also observed that the Board have filled up reserved posts by appointing persons of general categories and have 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.

In view of the above observations the Committee recommend that the various posts in different cadres should be filled up by the Board by employing its own officers/officials in

As desired by the Committee the detailed position in respect of Scientist B Scientist C and asstt Environmental Engineer is given as under

I. Scientist B There are 19 sanctioned posts of Scientist B in the Haryana Pollution Control Board. As per the Draft service Rules 50% posts are to be filled up by the direct recruitment and 50% by promotion so out of 19 posts 10 posts are meant for direct recruitment and out of which 2 posts are reserved for S C category as per Govt instructions. The Board has taken up the matter with the member Secretary Haryana Bureau of Public Enterprises for sponsoring the names of suitable candidates for the two posts of Scientist B of S C category with the proposed relaxed qualifications and experience which is M Sc IInd Division with 4 years experience out of which 2 years experience should be in pollution Control activities against the original qualification of M Sc I Divn or PhD with

The Committee recommends that the Department may write to the government to lift the ban on recruitment of scheduled caste candidates so that their shortfall be completed

stead 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

M Sc II Division The Member Secretary Bureau of public Enterprises sponsored only one candidate of Haryana Harjan Kalyan Nigam and also issued N A C for one post of Scientist B But on examination it was found that the candidate sponsored by HBPE was from the general category and was also under suspension The Board brought the above facts in the notice of the Bureau and requested them for issuance of N A C On the request of the Board the Bureau has also issued NAC for the remaining one post of Scientist B vide their memo NO 27/4/90 Asstt HBPE dated 25/26 3 1996 The advertisement for filling up these posts was ready to be published in the Newspapers but in the meantime the state Govt vide its letter No 5/6/92-IB&C dated 5 7 96 imposed the ban on filling up the vacant posts with effect from 1 7 1996 Accordingly the Board referred the matter to the Govt for the relaxation of ban for filling up of posts of Scientist B from the S C category The case of relaxation of ban has been referred to the Finance Deptt vide U O No 6/7/94-Env dated 22 10 96 and likely to be approved shortly IN the meantime Board has sent the necessary advertisement for two posts of Scientist B from the S C category with the



relaxed qualification for publishing the same in the leading newspapers to the Director public Relation Haryana Chandigarh vide Board's letter NO HSPCB/Estt/96/9145 dated 31 10 96 and also sent requisition to the Employment Exchange vide Board's letter No HSPCB Estt /96/9144 dated 31 10 96 to sponsor suitable candidates Appointment letters to the selected candidates will be offered only when the relaxation in ban is received

2. Asstt. Environmental Engineers

There are 22 sanctioned posts of Asstt. Environmental Engineers in the Board. The Board has filled up only two Assistant Environmental Engineers through direct recruitment out of which one officer belongs to the S C Category as such there is no shortfall in reservation in this Category

The Committee recommends that at the time of filling the remaining posts the quota of reserved category must be kept in view



PUBLIC WORKS (B&R) DEPARTMENT

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1 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 in formation about the total strength of cadre and representation of Scheduled Caste as on 9th February 1979 the total number of Posts created and filled in from 9th February 1979 to 31st March 1990 Cadrewise Position of Employees/Representation of Scheduled Caste The Department 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 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 error as also difference of opinion This itself speaks about the functioning of the department The Committee, therefore, recommend that the facts after proper verification about the representation of Scheduled Castes be furnished to the Committee with up to date figures alongwith the steps taken to wipe off the shortfall	2 As there is no short fall in the backward category no action is required to be taken in the matter <u>I E. (Hort).</u> In order to wipe off the shortfall in the cadre of J Es (Hort) 12 reminders have been issued vide this office Nos 14433 dt 25 9 92 1796 dt 2 2 94 3365 dt 1 3 94 5335 dt 5 4 94 7077 dt 6 5 94 10849 dt 29 6 94 14488 dt 7 9 94 2831 dt 6 3 95 mD O No 12358 dt 3 8 95 15384 dt 26 9 95 1806 dt 9 2 96 and No 6266/ElII dt 17-4 96 to S S Board Haryana Chandigarh but the Board has not yet recommended the candidates belonging to reserve categories The posts were advertised by the Board on 22 10 92 <u>ADM (Civil).</u> The Board has not yet recommended the candidates despite issue of 2 Nos more D O reminders vide NO 11544/ElI dt 28 8 95 and No 709/ElI dt 23 1 96 The matter was also taken up with the Board	3 The Committee would like to know the latest position in regard to scheduled Castes <u>I E. (Hort).</u> The Committee would like to know the latest position <u>ADM (Civil)</u> The Committee would like to know the latest position



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at personal level to recommend the candidates but the Board has not yet recommended any candidate. The Board is being continuously reminded to recommend the candidates so that the shortfall could be wiped off.

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 be 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 recommends that the Chief Secretary may go through the whole case personally and the facts after proper enquiry and fixing the responsibility for the lapse along with the steps to be taken to promote the officials who have been ignored/could not be considered because of the above cuttings be informed to the Committee at the earliest.

Farming of Harvana Public Works Department (Building & Roads Branch) Headquarters office Ministerial (Group 'C') Rules, 1979

The proposal has already been sent to Govt vide this office NO 91/EI/dt 18 7 95 and the matter is under consideration with the Government.

The Committee recommends that the matter be perused at personal level and the Committee be intimated about the action taken in the matter.

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	3
	(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

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 Gov

The Committee would like to know the latest position in regard to A D M (Civil)

A D M (CIVIL)

The Board has not yet recommended the candidates despite issue of 2 NOs more D O reminders vide No 11544/EII dt 28.8.95 and No 709/EII Dt 23.1.96. The matter was also taken up with the Board at personal level to recommend the candidates but the Board has not yet recommended the candidates. The Board is being continuously reminded to recommend the candidates so that the shortfall could be wiped off.

ernment 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 setup revised reply

The Government sent the reply to the questionnaire vide letter dated 19th October 1990. Since the reply were not correct the Government

revised the replies and sent the same on 27th December 1990 before the first meeting of the Committee with the Department of oral examination. As observed in one of the preceding paragraphs, the Committee found that the revised replies were not factually correct. Besides the Chairman asked the Commissioner who further asked the Director, Research and Design to prepare a chart of the administrative set up of the Department for supplying the same to the Committee. The Director, Research and Design, badly failed in his duty not only to this extent but the committee feel that he is only the negligent officer who is responsible for not implementing the Government instructions with regard to the 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 intimated against the erring officer for non compliance

Action is being taken separately

The Committee would like to know the action taken in this regard by the Department up till now

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 number intimation to the Committee

Matter is under consideration with the Govt

As there is no shortfall in backward Category no further action is required to be taken

ADP (Civil)

The Board has not yet recommended the candidates despite issue of 2 Nos more DO reminders vide NO 11544/EII dt 28 8 95 and No 709/EII dt 23 1 96 The matter was also taken up with the Board at personal level to recommend the candidates but the Board has not yet recommended any candidate The Board is being continuously reminded to recommend the candidates so that the shortfall could be wiped off

The Committee would like to know the latest position in regard to A E Es

The Committee recommends that the Department may pursue the matter and take action to fill up the posts immediately

The S S S Board vide letter No SSSB (confd) 96/270 dated 25 3 96 has recommended the names of 4 candidates of S C category for recruitment to the post of steno typist (English) All the 4 candidates have been issued offer of appointment on 4 4 96 and out of these four candidates three have joined the duties on 10 4 96 12-4 96 & 15 4 96

The Committee would like to know the latest position about the 4th post and the action taken by the Department in this regard uptill now



THE HARYANA STATE COOPERATIVE SUPPLY AND MARKETING FEDERATION LIMITED

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Cadrewise position of Employees/Representation of Scheduled Caste The Government informed that posts in Group A B C and D services in the Haryana State Cooperative 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 Cooperative Supply and Marketing Federation Limited about the total strength of cadre and representation of Scheduled Castes as on 9th February 1979 and the total number of posts created and filled in from 9th February 1979 to 31st March 1991 (Annexure B). The reasons for shortfall in Group A B C and D along with the steps taken to recoup the shortfall groupwise services have been given in the Annexure C. The Department give the following figures regarding the number of posts created and filled up in group A B C and D Services from 9th February 1979 to 31 March 1991 through direct recruitment by promotion and also with regard to the representation Scheduled Castes employees	The Government policy regarding reservation is being implemented	The Committee would like to know the latest position in this regard and also the reasons for which the shortfall has not been recouped when the Government policy regarding reservation is being implemented

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 Castes	Represent Scheduled to Scheduled
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	By direct recruitment	By promotion	By direct recruitment	By promotion		
1	2	3	4	5	6	7
A	24	35	13	22	1	
B	40	60	18	42		1
C	318	820	544	276	27	31
D	173	276	276		60	

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

Group A Cadre	%age for promotion	%age for recruitment	By deput ation	Remarks
Managing Director			100%	
Secretary			100%	
Enquiry Officer			100%	



1	2	3
Law Officer Financial Controller	100% (i) By promotion (ii) By transfer on deputation from Finance Department	
Chief Accounts Officer	(i) By direct re cruitment (ii) By transfer on deputation from Finance Department (i) By direct re cruitment (ii) By transfer on deputation from Finance Department	
Chief Audit Officer	(i) By direct re cruitment (ii) By transfer on deputation from Finance Department	
Superintending Engineer	100%	
Joint Manager	100%	
Distt Manager/ Dy Manager	50%	
Mkg Research Officer	50% (i) By promotion or transfer or on deputation	

Malster 100%
 Cost Accounts Officer 100%
 Mkg Dev Officer 100%
 Mkg Expert 100%

General Manager
 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 100%
 Accounts Officer

(i) By promotion
 (ii) By transfer or
 on deputation
 from Finance
 Department

Sr Sales Officer 100%
 Asstt Project Manager 100%
 Sub Divisional Engineer 50%

(i) By promotion
 (ii) By direct
 recruitment or
 by transfer on
 deputation

(wef 13 12 91)

1	2	3
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

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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

Clerk

13 S C candidates as per details gives below have been appointed after 31 3 1995

In May 1995	=	4
In Oct 1995	=	5
In Feb 1996	=	4

Now there is no shortfall

Field Inspector (Jr)

9 S C candidates appointed after 31 3 1995 i.e. in March 1996 as such the earlier backlog has been completed

S.O.

The post of S C (Accounts) is to be filled up by promotion amongst Acctt B Grade Only 2 Acctt B grade would become eligible for promotion after Dec 1996. The remaining backlog cannot 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 category is available for promotion as Accountant B Grade Only 3 Accountant C Grade of S C category will become eligible for promotion in the year 1998

Clerks

The Committee would like to know the names and addresses of the 13 candidates who had been appointed as Clerks

Field Inspector (Jr)

The Committee would like to know the latest position

S.O.

The Committee would like to know the latest position

Accountant B Grade

The Committee would like to know the time by which the shortfall will be completed

Accountant C Grade Post reserved

3 S C candidate appointed in March 1996 19 mposts have been revived byt eh Govt to fill up these posts As per Roster there is backlog of only 8 posts in S C category

Accountant C Grade

The Committee would like to know the latest position

Manager B Grade

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

Manager B Grade

The Committee recom mends that the Departmental enquiry against Shri J S Bhorsle be finalised immedi ately and the Committee may be informed about it

Store Keeper/Godown Keeper 5

3 candidates of S C category appointed in March 1996 The remaining backlog will be made good on the availability of post

Store Keeper/Godown Keeper

The Committee recom mends that the common cadre rules be drafted immediately and a copy therefore be sup plied to the Committee

Head Mistri

No post of Head Mistri is required at present

Head Mistri

The Committee recom mends that responsibility be fixed against the person who is responsible for the said short fall

Asstt. Mistri

No post of asstt Mistri is required at present

3 The proposal for revival of 6 posts is under consideration of the Govt

The approval of revival of 6 posts of Electrician is under consideration of the Govt

Assistant Mistri

The Committee recommends that responsibility be fixed against the person who is responsible for the said short-fall

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Final report of the Committee constituted for redrafting of Hafed Common Cadre Rules 1988 which includes the promotion avenues is under process

The Committee would like to know the latest position and the time by which the redrafting of Hafed common cadre Rules be completed

Promotional Avenues The Committee have observed after perusing the Common Cadre Rules 1988 of the Haryana State Cooperative Supply & Marketing Federation Limited that there are a number of categories for which no promotional avenues exist either for the reserved categories or general categories. As per the Govt instructions issued from time to time and the courts rulings It has been settled that if a person at the time of 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 em**

ployees 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 recruitee. The Committee may also be informed about the action taken in this regard.

Abolition of posts

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

(J.L.S.)

9 S C candidates appointed after 31.3.1995. As such the earlier backlog has been completed.

The Committee would like to know the latest position

Accountant C Grade

10 posts of Account C grade have been revived by the State govt. Now the request has been made to Govt. through RCS to allow Hfied to fill up these posts as the Govt. has again banned further recruitment without approval of the Govt. The matter is under consideration of Govt.

The Committee would like to know the latest position

Clerk

13 S C Candidates as per details given below have been appointed after 31.3.1995

In May 1995 = 4

In Oct 1995 = 5

In Feb 1996 = 4

Now there is no shortfall

The Committee would like to know the names and addresses of the appointed candidates

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 readvertised under intimation to the Committee.

The approval of Govt. for revival of 6 posts of J Es and 6 posts of Electrician is under consideration of the Govt.

The Committee recommends that after the revival of the posts of J Es and Electrician the same may be advertised and a copy of advertisement may be supplied to the Committee.

GENERAL RECOMMENDATION

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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	The matter regarding reservation in promotion to Scheduled Castes in Class I & II posts is under consideration with Govt as informed by The Chief Secretary vide his letter No 22/45/96 3GS III dated 8 7 96 (Copy enclosed)	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 case 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 cases and offer their comments
- (f) The Administrative Department will then take immediate steps for arriving at a decision in 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 Class
- (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 31 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.

1997

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