

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1997-98)**

**(NINTH VIDHAN SABHA)
TWENTY THIRD REPORT
ON**

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



Presented to the House on 28th January 1998

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
1998**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES
FOR THE YEAR 1997 98**

CHAIRMAN

1 Shri Kapoor Chand

MEMBERS

*2 Shri Jaswant Singh (Narnaund)

**3 Smt Kanta

4 Shri Azad Mohammed

5 Shri Virender Pal Ahlawat

6 Ch Risal Singh

7 Shri Dillu Ram

8 Shri Narender Sharma

9 Shri Randeep Singh Surjewala

***10 Shri Anand Kumar Sharma

****11 Shri Bijender Singh Kadiyan

SECRETARIAT

1 Shri Sumit Kumar, Secretary

2 Shri Kanwal Mohan Sud Under Secretary

* Shri Jaswanrt Singh (Narnaund) M L A resigned from Membership of the Committee w e f 3 9 97 on his appointment as Minister

** Smt Kanta M L A resigned from the Membership of the Committee w e f 3 9 97 on his appointment as State Minister

*** Shri Anand Kumar Sharma M L A nominated as member to serve on the Committee w e f 15th October, 1997 for the remaining period of the year 1997 98

**** Shri Bijender Singh Kadiyan M L A nominated as member to serve on the Committee w e f 15th October 1997 for the remaining period of the year 1997 98

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 Animal Husbandry Department Health Department and Haryana Urban Development Authority and the action taken by the Government on recommendations/observations in the twenty Second 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 deliberations and further observations/recommendations by the Committee in this behalf

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

A brief record of the proceeding of each meeting has been kept separately in the Haryana Vidhan Sabha Secretariat

The Committee wish to express their thanks to the Administrative Secretaries of various Department 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 the 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 13th January 1998

KAPOOR CHAND
CHAIRMAN

REPORT

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes for the year 1997 98 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 11th March 1997 authorising the Hon ble Speaker to nominate the Members of the Committee and also appoint the Chairman of the said Committee

Shri Kapoor Chand a Member of the Committee, was appointed Chairman of the Committee by the Hon ble Speaker on 1st April 1997

The Committee held 52 sittings till to date

In its first meeting held on 24th April 1997 the Under Secretary Haryana Vidhan Sabha addressed the Committee on behalf of the Hon ble Speaker and explained the scope and functions of the Committee in detail The Chairman while thanking the Hon ble Speaker for nomination assured that the committee will work for improving the lot of down trodden sections of the society as also for the implementation of various rules/regulations/instructions issued by the Government from time to time for their implementation so far as the Scheduled Castes and Scheduled Tribes are concerned

The Committee selected the following departments/autonomous bodies for examination during the year 1997 98

- 1 Animal Husbandry Department
- 2 Health Department
- 3 Haryana Urban Development Authority

ANIMAL HUSBANDRY DEPARTMENT

The Animal Husbandry Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 1 5-97 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 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

HEALTH DEPARTMENT

The Health Department Haryana was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 2 5 97 to supply the material relating to the reservation/representation of Scheduled Castes and Scheduled Tribes of Health Department within fortnight. The Government supplied the material on 2 6 97 and the same was scrutinised by the Committee in its meeting held on 3rd June 1997 and the questionnaire was framed by the Committee thereon the very day. The said questionnaire was sent by the Haryana Vidhan Sabha Secretariat to Commissioner and Secretary to Government Haryana Health Department Haryana Chandigarh on 30 7 97 for replying the same but the reply of the questionnaire is still awaited from the Government. A reminder has been issued to the Commissioner and Secretary to Govt Haryana Health Department on 27 11 97 for replying the same but the reply of the questionnaire is still awaited from the Government.

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 AND COUNTRY PLANNING DEPARTMENT

The Haryana Vidhan Sabha vide letter dated 1 5 97 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 two reminders dated 28 5 97 and 19 7 97 respectively the Department supplied the material on 29 7 97 but the same was upto 31 3 96 whereas the information asked for was upto 31 3 97. The Department was again requested by this office letter No 28 Wel Sch / 1997 98/16231 dated 4 8 97 and reminder dated 27 11 97 but the information was not supplied yet.

Since the Government did not respond in the matter the Committee felt sorry about it and did not proceed further. The Committee observed that the action be taken against the delinquent officers under intimation to this Committee.

STUDY TOUR

The Committee visited Shimla (H P) on the 11th & 12th November 1997 for its own meetings.

GENERAL RECOMMENDATION

During 1997 98 while examining various departments the Committee observed that the departments did not send information required by the Committee.

mittee inspite 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 22ND REPORT

The Committee considered scrutinised the action taken by the Government on the recommendations/observations contained in its 22nd 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.

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.

On rechecking of roster register by the Social Welfare Department it was observed that there was no shortfall of one post of Statistical Assistant and three posts of Accountant in the case of Scheduled Castes Category. As regards clearing of short fall in the remaining posts there is a total ban on the recruitment. Besides posts in the Haryana Roadways are created against the fleet strength. Because of privatisation of routes virtually there has been no increase in the fleet strength for the last five years and this is why the backlog could not be cleared for want of new posts. The backlog can be cleared after the ban is lifted by the Government and posts in the cases of retirement/death become available. However keeping in view the recommendations of the committee the instructions have been issued to all General Managers to ensure that while making any fresh recruitment the backlog in the respective category of posts is cleared first.

The Committee recommends that shortfall of different posts be cleared and the Committee be informed about the latest position.

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.

2 The draft service Rules of Group C employee of the Office of Transport Commissioner Haryana were received back from Law Department for some corrections and these have again been sent for vetting to the Legal Remembrancer and Secy to Govt Haryana Law and legislative Department. These Rules will be got notified by Govt immediately after these are vetted by the Law Department. As regards service rules of Group D employees of Haryana Roadways the Law Department made some observations. Action is being taken in the matter.

Copy of service Rules of class C employees of Haryana Roadways had been provided to the committee at the time of oral examination.

The date on which the Service Rules of Class D has been received back from the Law Department and whether the same have been sent back. The copy of Service Rules of Class D be provided to the Committee.

Non observation 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

Instructions have already been issued to the Field Officers that while making adhoc/daily wages recruitment Government instructions in the case of reserved quota should be followed in letter and spirit It is however mentioned that there is total ban on all kinds of recruitment

The Committee is not satisfied with the reply of the Department and like to know the exact date on which the said instructions have been complied with and if they have not complied uptill now the action taken against the persons who have not complied the said Government 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

A copy of the decision dated 13 3 92 of the Hon'ble Court of Shri Saush Ahlawat, HCS Sub Judicial Magistrate Mahendargarh has already sent to Secretary Haryana Vidhan Sabha vide this office letter 715/CA5/C dated 6 2 97 However a copy of the said order is also again sent herewith as required

The Committee would like to know the latest position regarding the relaxation of experience

COOPERATION DEPARTMENT

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

THE HARYANA STATE COOPERATIVE APEX BANK LTD, CHANDIGARH

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.

(i) Whether the Class III posts reserved for members of the Scheduled Castes and which are lying vacant at present would be filled up only on creation of extra vacancies or

Whether the Bank would fill up the vacancies reserved for members of the Scheduled Castes on lifting of ban on recruitments ?

(ii) What is the position of vacancies that are arising on account of retirement/death/promotion of Class III employees ?

As on date there is following short fall of Scheduled Castes and Scheduled Tribes categories in Class III

Accountant	2
Jr Accountant/ Stenographer	4
Clerks	14
Steno Typist	<u>1</u>
	<u>21</u>

Against the above short fall of two Accountants presently one vacancy of Accountant has become available on 14 7 97 due to promotion. No vacancy against the post of Jr Accountant/Stenographer is available. 3 vacancies are available for the posts of clerk and one vacancy of Steno Typist is also available.

The Bank has started the process of making good the short fall against the available vacancies viz that of 1 Accountant 1 Steno Typist and 3 Clerks. For this purpose a request for giving relaxation in ban on direct recruitment is also being made to the State Government.

The Committee observed that these 21 posts be filled up as per the reservation policy which was enforced on that date when these posts became available and not as per the reservation policy that exists today or on any future day when the vacancies would be filled up.

The Committee further recommend that it may be informed whenever any of the said post is filled.

1	2	3
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Since the submission of Bank's information for the 22nd Report only one vacancy of Accountant (Class III) has arisen due to the expiry of Sh Jhab Ram Accountant on 25.5.97. This vacancy was absorbed due to one Accountant already being in excess of the sanctioned strength. However, with the promotion of one Accountant as Assistant Manager, one post of Accountant has now become available. No vacancy has arisen in Class III category on account of retirement.

Position of Scheduled Castes in Cooperative Institutions

The Committee recommended that the Chief Secretary to Govt Haryana may look into the matter and direct the co-operation Department to make up the reservation quota in all the 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 Committee noted with concern the shortfall in class III posts which is stated to be as much as 84 Vacancies

On perusal of the reply it seems that the Managing Director of the Bank had wrongfully filled up posts meant for members of Scheduled Castes by appointing general quota candidates. If that is the position would the Bank remove after granting due opportunity those members of the general category who have been appointed against the posts meant for members of the Scheduled Castes. This Committee is prima facie of the opinion that position of those Class III employees who have been appointed against reserved quota is that of usurper of public office

The Bank should explain its position in writing to this Committee within a period of two weeks from the receipt of copy of these observations

In this regard, it is submitted that in the month of May 1996 165 appointments were made of Class III employees out of which 24 persons belonging to the Scheduled Caste were appointed. The appointments were made on the basis of advertisement appeared in the National Herald dated 21.1.1996. The details of advertisement and post filled against the advertisement is given as under

Sl. No.	Name of Post	Post advertised				Post filled			
		Gen	SC	BC	ESM	PH	To Gen	SC	BC/ESM/PH
1	L.V.O.	24	10	13	2	1	50	58	15 21 6 1 101
2	Clerks	16	6	7	1	1	30	34	8 12 1 2 57
3	Typist	4	1	1	1	1	6	5	1 1 7

It is further stated that all the recruited above persons were terminated by this Bank after giving them one month salary in lieu of the one month notice. Most of the employees challenged their termination in the Hon'ble High Court through various writ petitions. The Hon'ble High Court passed following orders on 8.4.1997

Resultantly the impugned decision of the Board of Directors to annul the selection and appointment of the petitioners is set aside. Since the petitioners have continued in service

The Committee recommends that the inquiry against Shri M K Sharma former M D or any other official charged sheeted be completed within a period of three months and a compliance report be sent to the Committee

The Committee recommends that strict action be taken against the persons who have not supplied the information as promised by them

on account of the interim orders passed by the Motion Bench the necessity for passing an consequential orders is obviated. However the petitioners would be entitled their costs.

In pursuance of the above decision all the Officials were taken back in the service and they are continuing. However L P A is being filed in the Hon ble High Court against the judgement orders dated 8 4 1997.

For not making up the short fall the State Government had issued a charge sheet to the then Managing Director levelling one of the charge of non advertising the posts for filling up of the short fall of reserved vacancy vide memo No 3993 C I 96/17018 dated 22 7 1996. His reply of charge sheet is under consideration by the State Government.

In view of the above background of the case it is very difficult to remove these employees in the above mentioned circumstances.

However it is assured that in future when ever any direct recruitment is made that will be made from the Scheduled caste categories to make up the short fall.

HARYANA DAIRY DEVELOPMENT CO OPERATIVE FEDERATION LTD CHANDIGARH

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1		
The Committee has perused with serious concern and anguish the cursory nature of information supplied by the Federation with regard to backlog of Scheduled Castes vacancies as also the reasons for shortfall. The Committee noted with concern the backlog of 47 Scheduled Castes vacancies in Class III posts and 33 vacancies meant for Scheduled Castes in Class IV posts. The Committee has also noted with concern the reasoning given for shortfall of vacancies.	2	
The first reason given by the Federation is that on account of regularisation of daily wages staff in 1979 80 vacancies meant for Scheduled Castes were filled from amongst the general category candidates. This Committee is of the opinion that regularisation policy instructions issued by the State Govt. of Haryana from time to time did not permit the Federation for filling up the vacancies meant for members of the Scheduled Castes from amongst the general category candidates. Therefore this reason seems prima facie non feasible to us.	3	
Another reason given is that most of the posts of different categories were filled in by promotion of the existing staff. We fail to understand the reasoning as there is no cadre below the Class IV cadre out of which promotions could be made. In any eventuality rules of reservation had to be followed while making promotions and could never be given gone by	The Committee observe that Federation should conduct preliminary inquiry within a period of two months from today fixing responsibility of persons who were responsible for regularisation the general category employee against the vacancies meant for Scheduled Castes. After fixing the responsibility the Federation should take a decision to chargesheet and take disciplinary action against such persons. This information should be sent to the Committee within a period of a week from today	

Third reasoning given by the Federation is that some vacancies were filled up on compassionate grounds as per State Government instructions. Instructions issued by the State Government for making compassionate appointment nowhere provide that vacancies meant for members of the Scheduled Castes are to be utilised for giving compassionate appointments. Similarly this Committee is of the opinion that recommendations of any authority/body including the National Dairy Development Board could not be a justification for giving appointment to a candidate without the candidate having gone through the selection procedure.

The Committee has noted with serious concern the sorry nature of reply. The Committee would like to fix the responsibility

Castes. However as already stated under para I above an enquiry for fixing the responsibility of the defaulters has already been ordered.

It is also agreed that the instructions relating to the reservation for Scheduled Castes is a statutory requirement and non-compliance thereof is a matter of concern. But the lapse in question has taken place during the years 1979 to 1987. Now at this stage there is hardly any other alternative except to conduct an enquiry in the matter which has already been ordered.

It is however relevant to mention over here that the Federation has not resorted to any fresh recruitment since 1988 because the Federation is already having surplus staff & secondly the financial position of the Federation is not permitting to make any further recruitment. However it is assured that every effort will be made to clear the backlog in future recruitments. Such an assurance had already been given by the then M D Sh. P. K. Gupta before the members of the Scheduled Castes/Backward Class Welfare Committee of Haryana Vidhan Sabha in its meeting held on 23.7.96.

The Committee further observed that if it is found that general category employee was wrongly appointed against a vacancy meant for reserved category his services would be dispensed with. This process would be completed within a period of 10 weeks and in continuation to this effect should be sent by the Federation to this Committee.

The Committee recommends that strict action be taken against the persons as the information asked for has not been supplied to the Committee as promised by them.

EDUCATION DEPARTMENT

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

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

The Committee want to know the steps being taken by the Government for enrolment of more children

For enrolling all children in the age group of 6 11 years in schools gross enrolment ratio of 120/ (to cover children enrolled in classes 1 V beyond the age group of 6 11 years) is required The latest position of children in the age group 6 11 years belonging to Scheduled Castes enrolled in classes I V as per the latest available figure is as under

Estimated Projected Population of SC children in the age group 6 11 as on 1 3 1996 (based on 1991 census figures)	Boys	Girls	Total
Enrolment (provisional) of children belonging to Scheduled Castes in the age group of 6 11 years as on 30 9 96 (exclusive of enrolment in un recognised schools)	277153	239987	517140
Gross Enrolment ratio of SC children	123 3%	119 3%	121 4%

Representation of Scheduled Castes person

Therefore the Committee recommend that the Chief Secretary to Government Haryana may take up the matter with the D P Is Schools and Higher Education to investigate in to the working of the service safe guard as also the nature of the representations received from the persons belonging to Scheduled castes so that a positive impact on the implementation of the reservation policy be emphasised and the problems of the Scheduled Castes employees in the Education Department could receive immediate attention

The Committee would like to know the latest position

There are 1118 vacant posts of JBT teachers meant for SC category Out of them 592 posts are vacant due to backlog due to non availability of eligible candidates and rest 526 are fresh vacancies The Govt has filled 769 posts of SC category on 89 days contractual basis Rest of the posts of SC category could not be filled up due to non availability of eligible candidates In order to fill these vacancies on regular basis the Govt advertised through SSS Board, Haryana on 7 11 96 and these are likely to be filled up shortly The category wise No of vacant posts are as follows

SC Block	A	296	Backlog
SC	B	296	
SC Block	A	263	Fresh vacancies
SC Block	B	263	
BC Block	A	316	
BC Block	B	184	
ESM General		105	
ESM BC	A	79	
ESM BC	B	79	
General		1267	
PH		78	
Total		3226	

LOCAL BODIES DEPARTMENT

15

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	After the observation of the Committee passed on 28th Jan 1997 in its 31st meeting the department had issued necessary instructions on 13.9.97 to all the Deputy Commissioners in the State that they should fill up all the vacant posts from members of Scheduled Castes only so that shortfall lying with them may be completed. They have also been advised that Roster registers of the employees for which they are the appointing authorities may also be prepared and the posts reserved for Scheduled castes categories may be filled from that category only. A copy of the instructions was also endorsed to all the Municipal Committees for strict compliance. The Deputy Commissioners were reminded on 22.7.97 by demerit officially with the request that the posts reserved for SCs may be filled and send the requisite information in the prescribed proforma A and B within 15 days. Similarly the defaulting Municipal Committees were reminded on 10.4.97, 28.5.97, 10.8.97 and 1.10.97 to send the requisite information through special messenger immediately.	The Committee would like to know the latest position and further recommends that the shortfall be completed immediately to safeguard the rights of the Scheduled Castes.

1	2	3
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As per information received from various municipalities in the State we have been able to reduce the shortfall from 18 to 12 in the State Cadre and from 95 to 53 in the Distt Cadre posts. The impediment in completing the shortfall is due to the fact that the Govt have banned the direct recruitment. Any how efforts are being made to complete the short fall as early as possible



HARYANA STATE ELECTRICITY BOARD

17

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 in Board's previous replies that the shortfall in the Class III Technical & Non-Technical posts is mainly due to the facts that the SC employees are not available in sufficient numbers in the lower cadre posts for further promotion to the Upper cadre posts. Keeping in view the above facts, the Board overhauled the service rules (Recruitment & Promotion Policies) in respect of Class III posts thereby increasing the quota of direct recruitment in initial cadre posts as well as on promotion to the upper cadre posts so as to provide more entry of the candidates belonging to SC community for recouping the backlog of SC candidates. Further on the recommendations of the committee as well as on the directions of the State Government, the Board lifted the ban on direct recruitment vide its Memo No. Ch 11/NGE/G 1281/Ban 88 dt 29.10.91 after 10 years and advertised the vacancies in different cadres as per Annexure A, but the appointments in these categories could not be finalised due to the imposition of the ban on direct recruitment vide memo No. Ch 94/CRA G/31/Vol II dt 23.94.	The Committee want to know whether the ban has been lifted on direct recruitment and what is the latest position in regard to Scheduled Castes.

1	2	3
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2 The main reason of shortfall in Accounts and Clerical posts is that there was a complete ban in HSEB since 1982 and all the posts like Asstt Store Keeper, Store Keeper, Upper Division Clerk, Divisional/Revenue Acctt and SOs etc. were filled up by way of promotion from the lower cadre posts who qualified the prescribed Departmental Accounts & Ministerial Examination. But it is generally seen that the most of the employees belonging to SC communities do not take interest to qualify the said examination despite providing training by the capable tutors of the Board to them in various training Centres located in Haryana.

3 On the recommendations of the Committee, the Board imparted the training to SC/ST employees in Accounts as well as in Stenography in order to recoup the shortfall of the SC/ST candidates in the Cadre of Divnl Acctt / S O & Stenographer. Only the willing officers/officials were appointed to give the training to the SC/ST candidates. The duration of the course was also increased from 4 to 6 weeks as directed by the Committee.

The coursewise position is given as under

1 Training Course of Stenographer

Only 4 candidates belonging to SC/ST categories applied for the above training. Seeing the nominal Nos of candidates the training was imparted at Training Institute Panchkula w e f 23 12 96 to 31 1 1997

2 Training Course for Divl Acctt./Rev Acctt

Throughout the Board 14 candidates of SC/ST categories had applied for this training but only 9 candidates attended the course w e f 13 1 1997 to 21 2 1997

3 Training of Ministerial A/Cs Exam

Similarly 16 applications of SC/ST candidates were received throughout the Board. Only 10 candidates came forward to get the training at Training Institute Panchkula w e f 24 2 1997 to 4 4 1997

4 It is further stated that at present there is not even a single person belonging to Scheduled Caste communities who had qualified the Departmental Accounts & Ministerial Estt Examination and is not promoted to the post of Storekeeper Upper Division Clerk, Divisional Accountant and SOs etc

5 The instructions of the Govt for maintaining the Roster Register for the purpose of making promotions/appointments as per Roster Points provided in the Reservation Policy have already been issued to all cadre controlling authorities of the Board in the field as well as offices located at Head Quarter Whenever any complaint for not adhering to Govt instructions in this regard is brought to the notice of this office the Roster Registers are called for and in case of any discrepancy or mistake is found the same is got rectified from the concerned appointing authority

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

(A) OVERALL REPRESENTATION OF SCHEDULED CASTES EMPLOYEES AS ON 31 12 1996

(i) Cadre strength	41862
(ii) Working position	34350
(iii) Due representation i e 20% (Out of Col ii)	6870
(iv) Representation of Scheduled Castes (Out of col ii)	5144
(v) Less representation (Col iv v)	1726
(vi) %age of SC employees in Class III posts	14 97%
(vii) Vacancy position as on 31 12 96	7512

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

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

The sanctioned strength in the cadre of UDC throughout the Board is 1815 Nos. Out of which 1523 employees are working and 292 vacancies are still existing in this cadre. At present there is a shortfall of 132 candidates of Scheduled Caste categories upto 31.12.1996.

As already stated in Board's reply that as per provisions of Recruitment and Promotion Policy, 75% posts of UDCs are filled up by way of promotion from amongst the LDCs who qualify the Departmental Accounts Examination meant for Ministerial List, but at present no qualified Scheduled Caste candidate is available in the cadre of LDC for promotion to the post of U D C.

On the recommendations of the Committee, Accounts training for six weeks was arranged by the Board especially for Scheduled Caste/Tribes candidates throughout Haryana. Only 10 candidates came forward to obtain training of Ministerial Accounts. As and when they will appear and qualify the Accounts Exam, they will be promoted to the post of U D C.

The backlog/shortfall in this category is mainly due to the fact that the Board has imposed the complete ban on direct recruitment. Although 150 posts of UDCs were advertised

The Committee recommends that whenever a ban is lifted against direct recruitment first of all the Scheduled Caste candidates be appointed to complete the backlog.

by the Board when it lifted the ban vide memo No Ch 11/NGE/G 1281/Ban 88 dated 29 10 91 Out of these 150 posts 30 posts were earmarked for Scheduled Caste candidates But in the meantime the Board again imposed the ban on direct recruitment vide Memo No Ch 94/CRA/G 31/Vol II dated 2 3 94 and as such these posts could not be filled up

It is assured that sincere efforts would be made to minimise the backlog of Scheduled Caste candidates in the cadre of U D C against existing vacancies out of the eligible candidates who pass the prescribed exam as well as amongst these candidates who have applied against direct recruitment when the ban is lifted and selection is made by the Board

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 Caste 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

As already stated in Board's reply submitted to the committee in response to its recommendations/observations as contained in the 21st report the post of Store Keeper is promotional post and is filled up amongst the Assistant Store Keepers who pass the prescribed Departmental Store Keeper Examination It is however pointed out that no candidate belonging to reserve categories in the cadre of Assistant Store Keeper is available for promotion to the

The Committee would like to know the latest position

Committee recommended that special efforts be made to increase their intake in this service with six months

post of Store Keeper who has qualified the Accounts Exam and as such relaxation in experience of ASK does not arise. The recommendations of the Committee will be kept in view on the availability of qualified SC/ST candidates.

2. Further, it is submitted that the direct recruitment for this post will not be appropriate as it would adversely affect the promotional channels of all categories of employees in the lower ranks including reserved categories already working in the Store Organisation.

3. 50 posts of Store Keepers have so far fallen vacant from 9.2.79 to date and 10 posts go to the share of Scheduled Castes categories according to Roster points but the number of employees belonging to SC communities in this cadre is only 5 having a shortfall of 5 Nos employees. This is due to the non availability of qualified persons in the lower cadre.

4. The backlog/shortfall of 5 Nos will be recouped as and when the qualified personnel belonging to SC categories become available in the cadre of Asstt. Store Keeper.

1	2	3
LDCs	As desired by the Committee the latest position with regard to Lower Division Clerk is noted as Under	The Committee recommends that whenever the ban on direct recruitment is lifted first of all the backlog of Scheduled Castes be completed

(A) REPRESENTATION OF SC EMPLOYEES AS ON 31 12 96

Cadre Strength	Working position	Representation of Scheduled Castes	Vacancy Position
3681	3044	307	637

(B) SHORTFALL OF SC EMPLOYEES AS ON 31 12 96

Posts filled up we f 9 2 79 to 31 12 96	Posts meant for SCs according to Roster	Nos of SC candidates appointed	Net short fall of SC employees
	Points (Out of Col 2)		
1745	349	162	187

2 The main reason of shortfall is that there was complete ban on direct recruitment in HSEB from beginning As stated in Para 1(B) above from 9 2 79 to 31 12 96 1745 posts/vacancies occurred in this cadre Due to ban, all the posts of LDCs were filled up by way of regularising the services of serving work charged/Daily wage/contingent paid staff from time to time as well as against Ex gratia scheme and by way of promotion from Class IV employees having the prescribed qualification

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

cations But due to non availability of SC employees in sufficient number having prescribed qualification in the lower staff this existing shortfall could not be recouped

3 As already stated in the Board's reply that on the directions of the State Govt the Board took concrete steps to recoup the existing shortfall of SC through direct recruitment and lifted the ban vide its memo No Ch 11/ NGE/G 1/G 1281/Ban 88 dt 29 10 91 and advertised 299 posts of LDCs against advertisement No 131 and 138 Out of which 180 posts were earmarked to SC candidates The selection committee(s) constituted by the Board were going to finalise the selection of LDCs but in the mean time the Board resumed the ban on direct recruitment vide its memo No Ch 94/CRA/G 31/Vol II dt 23 94 till further orders on the directions of the State Govt So the selection of LDCs could not be finalised so far

4 It is assured that sincere efforts would be made to minimise the maximum backlog of employees belonging to SC communities in the cadre of LDC against the existing vacancies as and when the ban is lifted and the selections are made out of the eligible applicants who have applied against CRA 131 & CRA 138 respectively

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.

As per recruitment and promotion policy of the Board posts of Drivers are filled up from amongst the serving Class IV staff & cleaners having the prescribed qualifications/experience as laid down in the said policy. So the direct recruitment for this post will not be appropriate as it would adversely affect the service conditions. Due to this fact the recommendations of the committee for direct recruitment is not feasible of acceptance. However the same will be kept in view. Besides this there is complete ban on direct recruitment in the Board at present.

2 As per Annexure (B) the existing backlog of 47 posts of SC in the cadre of Drivers will be recouped in near future amongst the daily/work charged SC employees after giving training to them. It is intimated that the names of 27 candidates have been sponsored by the Cadre Controlling Offices located in field for training of drivers to the SC/ST candidates which is being organised by the Director/Training Institute Panchkula very shortly.

3 The progress made in this regard will be intimated to the committee in due course.

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

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 Asstt)
- (5) Drafts sub
- (6) Sub Stn Attendant
- (7) S S A
- (8) Shift Attendant and
- (9) Assistant Foreman

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

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

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

The shortfall of SC employees in Technical posts is mainly existing from the very beginning with following reasons

- (i) In the past whenever the Technical posts were advertised the Board reserved the posts for them as per instructions/reservation policy but unfortunately their intake had not been very favourable due to non availability of suitable persons in sufficient Nos in the open market

(ii) The SC candidates are neither available in sufficient Nos in the initial cadre posts nor upper cadre posts for further promotion to the higher cadre posts So it is clear that the existing shortfall in the technical post will be recouped gradually by way of promotion as and when the suitable SC employees in sufficient Nos are available in initial cadre posts i.e. A L Ms SAs JDMs Carrier Attendant Laboratory Attendant Similarly the upper cadre posts i.e. Junior Engineer Foreman(s) etc where recruitment under direct quota is provided

(iii) Besides above now the suitable candidates belonging to SC communities are available in large number for direct recruitment against Technical posts in open market but at present there is complete ban in the Board under the directions of the State Govt

The Committee would like to know the latest position and also recommends that the candidates belonging to Scheduled Castes be given training for Technical posts

(iv) As desired by the Committee the latest position of shortfall of Scheduled Castes employees in the Technical posts is noted as under (as per Annexure B)

SHORTFALL OF TECHNICAL POSTS AS ON 31 12 96

Sr No	Category of post	Shortfall
1	Junior Engineer I (Field)	37
2	Junior Engineer	
	(a) Field	
	(b) Sub Station	
	(c) Carrier	60
	(d) Test	
	(e) Generation	
3	Head Draftsman	1
4	Draftsman	37
5	Foreman Grade I	16
6	Sub Station Attendant	91
7	Assit Sub Station Attendant	44
8	Shift Attendant	77
9	Assistant Lineman	334
10	Assistant Foreman	91
11	Junior Engineer (Civil)	18

The recommendations of the committee is also that the candidates belonging to Sched

uled Castes be given training so that they may be appointed on the Technical posts

In this connection it is submitted that there are many institutions opened by the State Govt for Technical posts where such training is being given to the SC/Scheduled Tribes candidates as such they can apply for these posts as and when the same are advertised

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 SC employees at the time of direct recruitment

The Committee want to know the steps taken by the Board to recoup the backlog of Scheduled Castes and ob serve that the Board may take up the matter with the Government to lift the ban on direct recruitments

1 The main reason of shortfall of SC candidates in Class IV categories is that as per service conditions of the Board these posts are filled up from amongst the Workcharged Daily Wage Contingent paid staff and under the Ex gratia scheme But due to non avail ability of eligible and sufficient numbers of employees belonging to SC communities at the time of appointment in the serving paid staff their shortfall could not be recouped and it is increasing day by day

2 Keeping in view of the above facts as well as recommendations of the the Com mittee the Board was considering to fill up the requisite backlog of SC employees where

The Department/Board supplied the re quired information in respect of Class IV em ployees as desired by the Committee in its meeting held on 3rd February 1988 As per the statement of the Board there is adequate shortfall on the following posts

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

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

Class IV

The Committee are surprised to note as to why the Board had not mentioned the reasons of shortfall as well as mode of promotion/appointment. The Committee recommend that some via media may be evolved to cover up the adequate shortfall in these posts

it is existing specially through State Employment Exchange and from the open market through advertising the vacancies but in the meantime the Board reimposed the ban on direct recruitment vide its memo No Ch 94/CRA/G 31/Vol II dt 23.9.94 under the directions of the State Govt till further orders

Due to very this reason i.e. being the complete ban on direct recruitment the shortfall of SC candidates could not be recouped so far

3 As per Annexure A the actual shortfall of Scheduled Castes in the categories of Havildar/Daftri/Record Lifter Peon Bill Distributors Mali Chowkidar Asstt Pump Driver Cleaners etc is as under

Sr No	Category of Posts	Shortfall
1	Havildar/Daftri/Record Lifter	4
2	Bill Distributors	29
3	Store Attendant/Store Mate	34
4	Peons	60
5	Mali/Gardener	29
6	Chowkidars	38
7	Cleaners	27
8	Asstt Pump Drivers	7

4 So far as the question regarding recouping the shortfall in the cadre of Havildar/Daftri/Record lifter is concerned it is submitted that these posts are filled up from amongst the Peons by way of promotion and on the availability of SC candidates in the cadre of Peon the existing shortfall will be recouped. As the shortfall of 4 Nos Scheduled Castes employees in the cadre of Havildar/Daftri/Record lifter is very negligible and will be recouped in near future

5 The shortfall of Scheduled Caste Employees in the Cadre of Bill Distributor Mali Chowkidar Assit Pump Drivers and Cleaners has been kept in view by the Board and efforts would be made to recoup the same at the earliest. It is assured that as and when the ban is lifted by the Board necessary steps will be taken to wipe off the backlog in respect of above said Class IV categories through direct recruitment by advertising the vacancies

6 The progress made in this regard will be intimated to the Committee in due course

ANNEXURE 'A'

STATEMENT SHOWING THE DETAIL OF ADVERTISEMENT ALREADY MADE BY THE BOARD THROUGH PRESS AS WELL AS LATEST POSITION IN RESPECT OF SCHEDULED CASTE CANDIDATES

Sr No & date	Category of posts	No of posts advertised	SC	BC	ESM	PH	GENL	Nos of appli cations received from the persons belong ing to Sched uled Castes	No of SC candidates found eli gible for interview (Out of Col 6)	No of SC candidates appeared in inter view (Out of Col 7)	No of SC candidates selected (Out of Col 8)	Remarks
1	2	3	4	5	6	7	8	9	10			
1	CRA 131	Lower Division Clerk	199	180	3	10	6	4917	4351	3014		Due to ban on direct recruitment selection has not been finalised
2	CRA 138	Lower Division Clerk	100									do
3	CRA 131	Junior Draftsman	50	35	9	1	5	369	191	145		do-
4	CRA 131	Security Guard	116	27	15		74	290				Due to ban interviews not finalised
5	CRA 136	Divisional/Revenue Accountant	15	5	3	4	3	11	1			do
6	CRA 137	Junior Scale Stenographer	29	24		4	1	160	57	41		None of the candidate could qualify the test
7	CRA 139	Upper Division Clerk	150	30	15	26	4	1727		Applications are being scrutinised		Interview not finalised due to ban
8	CRA 140	Steno Typist	32	12	3	11	2	172	81			do

ANNEXURE B

STATEMENT SHOWING THE SHORTFALL OF SCHEDULED CASTES AS ON 31 12 1996

Sr No	Name of the category	Shortfall of SC candidates as on 31 12 87	Posts/vacancies filled up w e f 1 1 1988 to 31 12 1996	Posts meant for SC candidates according to Roster Points (Out of Col 4)	Total No of SC employees promoted/ appointed (Out of Col 5)	Net shortfall as on 31 12 1996 (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	570	114	38	132
3	Lower Divisional Clerk	124	554	111	48	187
4	Meter Reader	37	514	103	105	35
5	Store Keeper	4	24	5	54	5
6	Assistant Store Keeper	5	18	4	6	3
7	Junior 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	Junior Engineer I (Field)	18	316	63	44	37
11	Junior Engineer (Field Sub Station & Test)	72	707	141	153	60
12	Foreman Grade I	10	117	24	17	17
13	Divisional Head Draftsman	1	28	6	6	1

1	2	3	4	5	6	7
14	Junior Engineer (Civil)	18	1			18
15	Assistant Foreman	19	2448	489	417	91
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	Carrier Attendant		145	29	27	2
21	Laboratory Attendant	10	110	22	29	3
22	Assistant Lineman	254	2957	591	511	334
23	Driver	49	191	38	40	47
CLASS IV POSTS						
24	Havildar/Daftr/Record lifter	3	35	7	6	4
25	Store Attendant/Store Mate	4	398	79	49	34
26	Bill Distributor	15	249	49	35	29
27	Cleaner/Oiler/Greaser	8	151	30	10	28
28	Peon	44	323	64	48	60
29	Mali/Gardner	22	95	19	12	29
30	Assistant Pump Driver	5	39	7	5	7
31	Chowkidar	21	283	56	37	40

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 belong to Scheduled Castes The department gave the latest figures of shortfall of Class III as follows	After obtaining the NAC from Employment Exchange these posts were advertised in the leading News papers & 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 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 have been covered for one post only	The Committee would like to know the latest position

Accountants Assistants

1

2

3

2 Jr Scale Stenographer

A reference has been made to HBPE for no objection certificate 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 none of candidates of S C category have qualified the test

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

3 Steno typist

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 none of candidates of S C category could qualify 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 none of candidates of S C category qualified the test

The Committee would like to know the latest position and further recommendations that the posts be advertised

As already made clear these are only promotional posts and no S C HUDA employee has qualified SAS examination. However as recommended by the Committee if an employee of S C Category of HUDA as soon as qualifies SAS examination will be appointed as Accountant

The Committee would like to know the latest position

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

Filling up of reserved vacancies

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

The Committee recommends that after the ban is lifted on the recruitment then these posts be filled up from reserved category

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

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

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

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

Hon'ble Punjab and Haryana High Court vide its Judgement dated 16 2 96 in CWP No 13942 of 1995 filed by Balbir Singh Vs State of Hayana had quashed the selections and appointments of constables. The relevant rules relating to recruitment of constables had also declared ultra vires and unconstitutional. The Hon'ble Court had further directed to frame appropriate rules under article 309 of constitution of India regulating the conditions of recruitment of constables. Against above judgement four SLPs filed by various recruits/constables are pending in the Hon'ble Supreme Court of India and matter is subjudice. No general recruitment has been made by the department in the rank of constable except except gratia and Court's orders after general recruitment made in July 1995. General recruitment in the rank of constables will be made after framing set procedure regarding recruitment of constable. Best efforts will be made to remove the backlog of SC/ST candidates in the rank of constable. In the rank of Head constable and SI there is no provision for direct

recruitment in the Police Rule. However police Rule 13 7 has since been amended vide Haryana Govt Notification dated 29 9 95 and written test has been waived of for admission to promotion List B I. Thus the amendment of rule 13 7 will also go a long way to remove backlog of SC/ST candidates in the rank of Head Constable. Constables will be sent to under go promotion Lower School Course for getting further promotion in the rank of HC on the basis of seniority length of service upto the age of 50 years. It will facilitate in giving due reservation quota as per seniority and vacancies of SC/ST candidates as per reservation roster.

In order to remove backlog of SC/ST candidates in the rank of ASI a requisition of 14 posts exclusively for SC/ST candidates has been sent to the S S Board Haryana through the State Govt vide this office memo No 8187/88/B 3 dated 8 5 97 against 25% reserved quota of direct recruitment. Efforts are also being made to remove the backlog of SC/ST candidates in other ranks.

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

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

The rankwise position as stood on 31 5 97
is as under

Class	Posted strength	SCs/STs	Shortfall
I	98	17	—
II	113	17	—
III Insp	292	33	25
SIs	776	77	78
ASIs	1928	239	146
HCs & UGC	5580	693	423
Constables S C	21579	3766	550

As regards remaining backlog of SC/ST candidates in the Police Department in promotion courses the State Govt. has framed new reservation policy vide their letter No 22/73/92 3GSIII dated 10 1 97 in pursuance of Hon ble Supreme Court's Judgement dated 1 3 96

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 137 and High Court rulings. The Committee therefore observed that to protect the rights of Scheduled Castes for promotion to B I there should be some reservation. The Committee therefore recommend that the Department should take effective steps either to amend the above referred rules or issue some instruction 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.

No promotional course has been conducted at Police Training College Madhuban as per undertaking given in the Hon ble High Court. Now as per directions/decision of the Hon ble High Court promotion courses will be started in near future and SC/ST candidates will be deputed to undergo Lower School Course as per amended Police Rule and due reservation as per policy laid down by the Govt vide their letter No 32/1/92 THGI dated 18 9 92. This process will also go a long way in removing backlog of SC/ST candidates in the rank of Head Constable.

The Committee recommends that the promotional courses be started immediately and the Committee may be informed about it and also to remove the backlog by making special recruitment drive.

INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION DEPARTMENT

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

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 are Joint Director (Technical) Deputy Apprenticeship Advisor, Deputy Director (VE) and Deputy Director (Women) are filled up 100% by promotion. The remaining 12 posts in different cadres are filled up 50% by promotion and 50% by direct recruitment. These posts include Assistant Director (Technical) Assistant Apprenticeship Advisor/Principals I T I (Technical) Assistant Director (VE) 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.

Interview has been conducted by the SSS Board on 26/27 3 97 on receipt of recommendation necessary appointments will be made on the post of store keeper

The requisition for two posts of S S Instructors reserved for S C has been sent to SSS Board on 24 10 96 & the same have been advertised by the board on 22 2 97. The shortfall will be recouped on receipt of recommendations from the SSS Board

Store Keeper

The Committee observed that the candidate of the waiting list may be appointed and the Committee may be informed about it

Social Study Instructor

The Committee observed that the Department to peruse the matter and recoup the shortfall immediately and Committee may be informed about it

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

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

There is no S T in this Department

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

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

	Direct	Promotion	Direct	Promotion
Group A	53	8		
Group B	55	14	19	2
Group C	1265	1152	439	177
Group D	360	487		138

No recommendation from the SSS Board have been received so far the Chairman SSS Board has been requested demi officially to send recommendations at the earliest

No recommendations from the SSS Board have been received so far The Chairman SSS Board has been requested demi officially to send recommendation at the earliest regarding Two Wheeler Repair instructor

No recommendations from the SSS Board have been received so far Posts have again been advertised by the Board on 22 12 96 A copy of Advertisement is enclosed The Chairman SSS Board has been requested demi officially to send recommendations at the earliest

Language Teacher

The Committee observed that the Department may take up the matter with the SSS Board and ask them to advertise the posts and fill up the said post immediately

Two Wheeler Repair Instructor

The Committee observed that the Department may take up the matter with the SSS Board and fill up the post immediately

Office Secretaryship (Hindi) Instructor

The Committee observed that the Department may write to the SSS Board to readvertise the posts and also mention in it that the students who have passed

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

10+2 (Vocational) in Office Secretaryship Hindi from Vocational Institute are eligible for it and apply for the said posts

Office Secretaryship English Instructor

The Committee observed that the Department may write to the SSS Board to readvertise the post and also mention in it that the Students who have passed 10+2 (Vocational) in Office Secretaryship English from vocational institute are eligible for it and apply for the said posts

No recommendations from the SSS Board have been received so far. Post has again been advertised by the Board on 22.12.96. The Chairman SSS Board has been requested demure officially to send recommendations at the earliest.

- (a) Eligible S C persons not available and filled up by other candidates 9
- (b) Promotion case for S C under consideration 1
- 3 The position regarding Shortfall in case of direct recruitment posts is explained as under
- | | |
|---|-----|
| (i) Total reserved for S C | 213 |
| (ii) Total filled out of reserved posts | 165 |
| (iii) Extra posts filled from S C | 12 |
| (iv) Reserved posts not filled | 48 |
| (v) Details of efforts are under | |
| (a) Through S S S B | 14 |
| (b) Through Employment Exchange | 6 |
| (c) On transfer basis | 1 |
| (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 recommendations from the SSS Board have been received so far Posts have again been advertised by the Board on 22 2 97 The Chairman SSS Board has been requested demt officially to send recommendations at the earliest

Designer and Master Cutter Instructor

The Committee observed that the interview be conducted immediately and the backlog be recouped and the Committee be informed about it

45

Crop Production and Cultivation Instructor

The Committee observed that the interview be conducted immediately and the backlog be recouped

No recommendations from the SSS Board have been received so far Posts have again been advertised by the Board on 22 2 97 The Chairman SSS Board has been requested demt officially to send recommendations at the earliest The Shortfall will be recouped on the receipt of recommendations of the Board

No recommendations from the SSS Board have been received so far posts have been again advertised by the Board on 22 2 97 The Chairman SSS Board has been requested demt officially to send recommendations at the earliest Short fall will be recouped on receipt of recommendations of Board

Accountancy and Auditing Instructor

The Committee observed that the interview be conducted immediately and the backlog be recouped

	No of posts carried forward in 1986 87 S C	No of posts carried forward in 1987 88 S C	No of posts carried forward in 1988 89 S C
Group A	1	1	1
Group B			
Group C	40	40	40

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

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

				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.

LABOUR DEPARTMENT

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

Cadre wise number of posts and representation of Scheduled Castes

The Department supplied lists of cadrewise details/ breakup of the posts as on 9th February 1979 and also from 9th February 1979 to 31st March, 1989 Besides the Department also supplied a State ment 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 & Health from the Scheduled Castes Candidates is under active consideration of the Govt

The Committee would like to know the latest position

Payment of wages

During the oral examination it was pointed out by the Committee that the workers in various Factories are getting their full wages. The Departmental representatives informed that it is one of the functions of the Labour Inspectors/Labour Officers/Labour Commissioner to see that no discrimination is made amongst the employees with regard to the payment of wages and also that full wages are paid to the worker it was also informed that on the pay day factories are also being checked by the inspectorate staff. It was further informed by the Departmental 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.

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 would like to know the time by which the two circles of Labour Officers cum Conciliation Officers at Jind and Narnaul be created

PUBLIC WORKS (B&R) DEPARTMENT

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

Framing of Haryana Public Works Department (Building & Roads Branch) Headquarters office Ministerial (Group C) Rules, 1979

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 recommend that the Chief Secretary may go through the whole case personally and the facts after proper enquiry and fixing the responsibility for the

The matter was referred to Chief Secretary to Government for approval but the Chief Secretary to Govt Haryana Chandigarh has raised certain observations. The reply to Chief Secretary's observations have been received from the office of E I C and the same is under examination with the Government.

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

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

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

A D M (Civil) The Secretary S S S Board Haryana has been informed vide E I C s letter No 1104/E II Dated 6 2 97 to recommend the name(s) of candidate for appointment to one post of ADM (Civil) instead of two posts as already requested vide E I C letter No 11544/E II dt 28 8 95 because one post of ADM (Civil) has been filled in during 1/96 by appointment of one S C candidate under Ex-gratia scheme. At present, there is a short fall of one candidate belonging to S C category. The SSS Board has not yet recommended any candidate despite issue of reminder vide E I C s office memo No 2027/E II dated 25 3 97 & No 4286/E II dt 12 5 97

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

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

In view of the above, the Committee intended to have the details of the recruitments made during the period under question but the same was not supplied by the Government till the finalisation of this report. The Committee, therefore, recommends 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 was not correct, the Government revised the replies and sent the same on 27 December 1990 before the first meeting of the Committee with the Department for 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

After calling upon the explanation of Shri S C Saluja the then D R D it has been recommended by E I C vide memo No 1612/ E I dated 12 3 97 to issue him a letter of caution. The matter is under consideration with the Govt

The Committee observe that some more action be taken against Shri S C Saluja as it is not sufficient to merely caution him

tailed 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 initiated against the erring officer for non compliance

Filling up of Vacant Posts

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

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

A.E.E.S.

The matter is still under consideration with the Government

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

A.D.M. (Civil). The Secretary SSS Board Haryana has been informed vide E.I.C.s letter No. 1104/E II dt. 6.2.97 to recommend the names of candidate for appointment to one post of ADM (Civil) instead of two posts as already requested vide E.I.C. letter No. 11544/E II dt. 28.8.95 because one post of ADM (Civil) has been filled in during 1/96 by appointment of one S.C. candidate under Ex-gratia Scheme. At present, there is a shortfall of one candidate belonging to S.C. category. The SSS Board has not yet recommended any candidate despite issue of reminder vide E.I.C.s office memo No. 2027/E II dt. 25.3.97

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

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

The Govt policy regarding reservation is being followed in Hafed and the latest position in this regard has been given against each observation made by the Committee as under

The Committee would like to know the latest position and the time by which the shortfall of differ ent posts be cleared

1	2	3
Chief Accounts Officer	(11) By transfer on deputation from Finance Department (1) By direct recruitment (11) By transfer on deputation from Finance Department (1) By direct recruitment (11) By transfer on deputation from Finance Department	
Chief Audit Officer		
Superintending Engineer	100%	
Joint Manager	100%	
Distt Manager/Dy Manager	50%	50%
Mkg Research Officer	(1) By promotion or transfer on deputation	
Master	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)		
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
Asstt Engineer (Mech)	100%	
Asstt Engineer (Elec)	100%	

	1	2	3
Sales Executive	100%		
Purchase officer	100%		
Manager Cotton	100%		
Production Engineer	100%		
Manager (Rice Mills)	100%		
Shift Chemist	100%		
Quality Control Officer	100%		
Assistant Engineer (Auto)	100%		
Assistant Project Engineer	100%		
Chief Chemist	1		
Assistant Engineer (Mech)	2		
Assistant Engineer (Elect)	2		
Production Engineer	2		
Sub Divisional Engineer	10		
Assistant Engineer (Auto)	1		
Assistant Project Manager	1		
Total	38		

It will be seen from the above figures that no representation has been given to the Schedule Castes in Group A and B posts which existed prior to the enforcement of reservation policy from 9th February 1979 to 31st March 1991.

The Committee, therefore, recommend that the Maryland State Co operative Supply and Marketing Federation Limited should give the representation to the Scheduled Castes by implementing the Government Policy at least while the posts are filled up by direct recruitment as per the provisions of the Service Rule of the Federal Government.

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 recommended that the Haryana State Coop Supply and Marketing Federation Limited should make such arrangements that these vacancies are filled up by appointing/promoting persons belonging to reserved categories. The Committee would like to know the action taken in this regard.

Now two candidates have become eligible for promotion. These posts are lying vacant for more than three years. Advice of HBPE had been sought whether the posts which are lying vacant for more than three years stand abolished. HBPE has advised vide their memo No. 24/16/97/ARO/HBPE dated 21.5.97 that there post should be revived before promotion. Necessary steps for revival of these 2 posts are being taken.

Field Inspectors (Ir)

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The Committee would like to know the latest position

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The shortfall will be cleared only after availability of eligible Accountant C grade from S C Category

Accountant B Grade

The Committee would like to know the latest position and the time by which the said shortfall be rectified

19 posts of Accountant C Grade have been revived by the State Government. In view of ban on recruitment request has been made to Government through RCS to allow HAFED to fill up these posts. The matter is under consideration of Government.

Accountant C Grade

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

Store Keeper/Godown Keeper

Draft of Hafed Common Cadre Rules is under consideration of Sub Committee of the Board

The Committee wants to know the date on which the Draft of HAFED Common Cadre Rules have been sent to the Sub Committee and recommends that the same may be finalised immediately and a copy of the Rules be supplied to the Committee.

Head Mistry

Regarding fixing of responsibility for not clearing the backlog in the case of Head Mistry it is stated that in order to fill up 5 vacancies of Head Mistry including one post for SC candidate a requisition was sent to State Employment Exchange on 22 9 82. Besides this D M's and G M (Rice Mills) with headquarters at Karnal were advised by the office on 1 10 82 to contact experienced and qualified Mistrys working in the private rice mills so that they may also appear for interview on 11 10 82 at Taraori. State Employment Exchange did not sponsor any candidate. However 29 candidates from the open market appeared before the selection committee out of whom 7 were found suitable. Out of the 7 selected candidates 5 joined Hafed. Another requisition was sent to State Employment Exchange on 24 12 82 for 3 posts of Head Mistry out of which one was meant for SC category. The State Employment Exchange instead of sponsoring any candidate issued Non Availability Certificate vide their letter dated 9 8 83 and 2 candidates who were kept on the waiting list for the interview as on 11 10 82 were again interviewed on 7 10 83. In this way out of 15 posts of Head Mistrys the quota for SC candidates works

Head Mistry

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

out to 3 against which one Head Mistry is in position resulting in a shortfall of 2 posts. As neither State Employment Exchange sponsored any SC candidate nor any candidate belonging to SC category appeared for interview from the open market the shortfall in the SC category has resulted.

It may be seen from above that though efforts were made by Hafed during 1982 and again 1983 to recruit SC candidate against the post of Head Mistries but due to non availability of candidates of this category either from the Employment Exchange or from the open market the shortfall has occurred. The requirement of Head Mistries was an urgent one so that all the 18 rice mills available with Hafed at that time could be run and the stocks of paddy available in the rice mills could be milled expeditiously and Hafed could procure paddy from the farmers of the State at remunerative price. In this way there was no malafide intention on part of any officer/official for not recruiting candidates of reserved category against 2 posts of Head Mistries. Since no more candidates belonging to SC category were available who could be

considered the selection of more than one Head Mistries could not be possible even in two attempts made by Hafed

No further recruitment of Head Mistries had been done since 1982 Therefore the question of fixing of responsibility upon the concerned officer/official cannot be settled after a lapse of 14 15 years

Asstt Mistri

In order to fill up the vacant posts of Asstt Mistri in Hafed Rice Mills which were required immediately Notification was sent to State Employment Exchange vide No Hafed/Estt /E 10/18211 12 dated 29 9 82 in which reserved posts for SC candidates was sanctioned Accordingly our Distt Manager and G M (R M) were advised to contact experienced and good Mistries working in private mills and to send them for the interview directly at Taraori on 11 10 82 Employment Exchange sent 7 names for the post of Asstt Mistri out of which 4 candidates appeared for interview Besides this 25 candidates appeared for interview before the Selection Committee Neither the Employment Exchange sponsored any name of the SC candidates nor appeared from open market Out of 23 sanctioned posts

Asstt Mistri

The Committee wants to know the latest position and also the time by which the shortfall will be completed

1	2	3
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of Asstt Mistry 20 are in position Three posts are lying vacant at present due to the death of two Asstt Mistry and one having been dismissed from services At present complete ban on fresh recruitment has been imposed These three posts will be filled up in future from SC candidates to cover the backlog

Matter is under consideration of Govt

LE.

The Committee would like to know the time by which the posts are revived and the shortfall be met

64

Matter is under consideration of Govt

Electrician

The Committee would like to know the date since when the matter is under consideration of the Government The Committee further recommend that the Department peruse the case and remove the shortfall immediately

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

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 reduce the backlog the above referred order may not be implemented so far it relates to recouping the shortfall.

Draft of Hafed Common Cadre Rules is under consideration of Sub Committee of the Board

The Committee recommends that the Sub Committee of the Board finalise the draft of HAFED Common Cadre Rules and also wants to know the latest position of the said rules

IES

There is a shortfall of 4 SC candidates. Since there is a ban on recruitment the same will be filled up after lifting of ban.

Accountant C Grade

Govt approval is awaited

IES

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

Accountant C Grade

The Committee would like to know the latest position.

1	2	3
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.	Govt approval is awaited	The Committee recommends that after the approval of the Government the posts of JEs and Electrician be advertised immediately and copy of the advertisement 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 short fall in the above categories	The matter regarding reservation in promotion for Scheduled Castes in Class I and II posts in under consideration with the Govt as informed by the Chief Secretary vide letter No 22/45/96 3GS III and dated 8 7 96 (copy enclosed)	The Committee would like to know the latest position

Committee examined 11 Deputy Commissioners i.e. Yamunanagar on 12th August, 1997 Karnal on 19th August, 1997 Hissar & Fatehabad on 26th August 1997 Jind on 27th August, 1997 Bhiwani on 3rd September 1997 Gurgaon on 10th September 1997 Rohtak on 17th September 1997 Rewari on 7th October 1997 Panchkula on 21st October 1997 and Panipat on 23rd October 1997 in regard to the information supplied to the Committee by the concerned Deputy Commissioners which is given in Annexure A

Annexure A'

Districtwise Number of Eligible person	Districtwise plots allotted in Three Surveys	Districtwise number of plots in which registration been done	Possession given	Districtwise number of persons who was not allotted plots
1	2	3	4	5
Distt. Yamunanagar				
Ist	3398	3398	3398	—
IIInd	113	113	—	—
IIIrd	535	305	11	230
Distt. Karnal				
Ist	15989	15901	15901	88
IIInd	4863	4740	4740	123
IIIrd	4193	3095	3095	1098
Distt. Hissar & Fatehabad				
Ist	11356	11356	11356	—
IIInd	1758	1758	1758	—
IIIrd	3948	3948	3948	—
Distt. Jind				
Ist	10987	10987	10987	—
IIInd	5440	5440	5440	—
IIIrd	3662	1558	1558	2104
Distt. Bhiwani				
Ist	15286	15286	15286	—
IIInd	7230	7230	7230	—
IIIrd	3396	3396	2046	1398
Distt. Gurgaon				
Ist	6465	6465	6465	—
IIInd	2925	2925	2925	—
IIIrd	1608	1608	1608	—

1	2	3	4	5
Distt Panchkula				
768	679	676	676	—
Distt Panipat				
Ist 5257	5257	5257	5257	—
IIInd 1497	1497	1497	1497	—
IIIrd 1545	1065	1065	1065	480
Distt Rewari				
Ist 2741	2741	2741	2741	—
IIInd 2896	2896	2896	2896	—
IIIrd 5094	4275	4275	4275	—
Distt Rohtak				
22053	15531	15531	15531	6522

INTERIM RECOMMENDATION OF THE COMMITTEE

This Committee noted with grave concern the factum of non allocation of residential plots to members of the Scheduled Castes despite emphatic insistence by the executive and persistent follow up by the present Committee

Having examined most of the Deputy Commissioners in the State of Haryana this Committee has noted with grave concern the following facts

1 There is a general laxity amongst the officers in implementing the Government schemes for allocation of plots to Scheduled Castes families

The Committee regret to note that except for two districts i.e. Karnal and Bhiwani we found the remaining Deputy Commissioners and other subordinate staff wanting in effective implementation of the schemes and redressal of the grievances of those who have been left out

This laxity is a result of either indifference or understanding about the problems of these deprived sections of the society

2 Three surveys for identification of beneficiaries were conduct in the years 1972 1984 and 1989 and It is apparent that a period of 8 years has elapsed since the last survey to identify the beneficiaries have been conducted Despite this claims of a large number of beneficiaries remained unsettled till date

3 A prima facie perusal of the figures of the three surveys in most of the districts have left us with an unmistakable impression that succeeding surveys were not conducted properly For example if 100 beneficiaries were identified in the survey



conducted in the year 1972 i.e. the first survey in a village we found that the subsequent surveys held in the years 1984 and 1989 found either no beneficiary in the same village or the number of beneficiaries was as less as 5 to 10. This is an universal fact.

The Deputy Commissioners we examined were in complete agreement that the subsequent surveys were not convincing on the very face of it. In the subsequent years number of beneficiaries should have definitely been increased considering that a period of 17 years had lapsed between the first survey and the third survey. This Committee has also noted the fact that the members of the Scheduled Castes for economic reasons and for reasons of illiteracy continued to have large number of the family as compared to those sections of the society who are economically well being as made out to the size of the family. Even from this perspective number of beneficiaries should have gone up and not come down.

Hence we make the following interim recommendations:

- (i) in order to ameliorate the conditions of members of Scheduled Castes particularly in villages where no shamilat land is available the State Government should allocate separate funds and proceed to acquire land for purposes of allocation to those members of the Scheduled Castes who have been denied the benefit of the Government policy or who have not been allotted plots after three surveys on account of the fact that shamilat land in the vicinity of the existing abadi was not available and

the State Government should consider carving separate corpus for this purpose known as MAHATAMA GANDHI HARIJAN AWAS YOJNA.

- (ii) State Government should conduct a fresh survey as on 1.1.98 in order to identify all beneficiaries including those who have been left out for purpose of allocation of residential plots to members of Scheduled Castes.

We further recommend that eligibility for purposes of allocation should also be modified to the extent that in Scheduled Caste family not having land holding or a member of its family not in Govt. service and not having more than 25,000 per annum by way of income from all sources should be considered eligible for purposes of allocation of these residential plots.

- (iii) State Government should appoint a team of officers for purposes of re-verifying the veracity of the survey conducted in 1989 as compared to the earlier two surveys. If after getting a sample survey such expert body of officers come to the conclusion that variation in actual beneficiaries as on 1.1.89 is much more than that of found in the survey of 1989 a fresh survey to determine eligibility as on 1.1.89 should be conducted in whole of the State of Haryana.

Of course if any beneficiary is found to be eligible after this survey he would have precedence in allocation of plots as compared to the beneficiaries found in the survey that may be conducted as on 1.1.98.

- (iv) A large number of beneficiaries remained to be either handed over possession or in certain cases registration has not been effected or in certain other cases

mutation has not been effected This is the situation as observed by this Committee on examination of figures presented to us by the Deputy Commissioners in most of the districts of State of Haryana

- (v) A time bound programme should be framed by the State Government for completion of aforesaid preferably within a period of six months from the last sitting of the Legislature of State of Haryana which is scheduled to be commenced from 19th January 1998

Conclusion

Poorest of the power and most deprived sections of the Society who have been discriminated against in every sphere political social economic have been denied their due for a number of years

It is the obligation of each one of us to undo the wrong done and to ensure that they are given enough impetus to compete equally with rest of us Only one thing can ensure this It is the change in our approach and approach of each individual living on the face of earth moreso in the Haryana State More humanitarian and social purpose approach is required for complete assimilation of these deprived sections of society into the national mainstream Ultimately initiative must come from the top and there is no one better than the Legislature of State of Haryana which represents the collective wisdom of all sections Onus therefore is on this Legislature to act and act now and act quickly

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 with the subject matter of the Report
- (b) The Administrative Secretaries concerned with the subject matter of the Report will consider the recommendation 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 recommendation 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 of 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 Financial Department

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

The Vidhan Sabha Secretariat will maintain a list of outstanding recommendations of Committee on the welfare of Scheduled Castes and Scheduled Tribes and periodically remind the Department concerned. A half yearly report ending on 30th June and 31st December will be furnished by the 15th July and 15th January to the Director welfare of Scheduled Castes and Backward Classes Department by the Heads of Departments/Administrative Secretaries about the implementation of the recommendation of the Committee. Every effort should be made by the Administrative Secretaries/Head of Department 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.

1998

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