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2000

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES,
SCHEDULED TRIBES AND
BACKWARD CLASSES
(1998-99)**

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

**Reservation/representation of Scheduled Castes, Scheduled
Tribes and Backward Classes in the Irrigation Department,
Excise & Taxation Department, Industries Department,
Haryana Financial Corporation and Haryana Tourism
Corporation and the action taken by the
Government on the recommendations
contained in its Twenty Third Report**



Presented to the Vidhan Sabha on

February 1999

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
1999**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES, SCHEDULED TRIBES AND BACKWARD CLASSES
FOR THE YEAR 1998-99**

CHAIRPERSON

- 1 Shri Ramesh Kashyap

MEMBERS

- 2 Shri Ramesh Kumar
- 3 Shri Ram Phal Kundu
- 4 Shri Kapoor Chand Sharma
- 5 Smt. Kartar Devi
- *6 Sh Sat Pal Sangwan
- 7 Shri Krishan Lal
- 8 Shri Narender Sharma
- 9 Shri Dillu Ram

SECRETARIAT

- 1 Shri Sumit Kumar Secretary
- 2 Shri Ashok Kumar Deputy Secretary

* Shri Sat Pal Sangwan M L A resigned from the Membership of the Committee
w e f 30th July 98

INTRODUCTION

I Ramesh Kashyap Chairperson of the Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes having been authorised by the Committee in this behalf present this report on the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Irrigation Department Excise & Taxation Department Industries Department Haryana Financial Corporation and Haryana Tourism Corporation and the action taken by the Government on the recommendations/observations contained in the Twenty Third Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes

The report is based on the replies furnished by the departments/autonomous bodies explanations and clarifications received during deliberations and further observations/recommendations made by the Committee in this behalf

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

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

The Committee wish to express their thanks to the Administrative Secretaries of various Departments referred to in the report and their representatives who appeared before the Committee for oral examination in regard to the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the respective departments/autonomous bodies

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

CHANDIGARH
Dated the 28th January 1999

Ramesh Kashyap
CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 1998-99 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 20th January 1998 authorising the Hon'ble Speaker to nominate the Members of the Committee and also appoint the Chairman of the said Committee.

Shri Ramesh Kashyap a Member of the Committee was appointed Chairman of the Committee by the Hon'ble Speaker on 6th May 1998.

The Committee held 43 sittings till the date of the finalisation of the Report.

The **first meeting** of the Committee held on 21st May 1998 was addressed by the Secretary Haryana Vidhan Sabha 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 Members the Secretary Haryana Vidhan Sabha and other Officers/officials who were present in the first meeting expressed desire to complete the pending work of the previous Committee as also assured that the Committee which has been constituted to look after the welfare of the Scheduled Castes Scheduled Tribes and Backward Classes will work for improving the lot of down trodden sections of the society in accordance with various Rules/Regulations/Instructions issued by the Government from time to time as also for their implementation so far as the welfare of Scheduled Castes Scheduled Tribes and Backward Classes is concerned.

The Committee in its **second meeting** held on 27th May 1998 selected the following Departments/autonomous bodies for examination during the year 1998-99 -

- 1 Irrigation Department
- 2 Excise & Taxation Department
- 3 Industries Department
- 4 Haryana Financial Corporation
- 5 Haryana Tourism Corporation

IRRIGATION DEPARTMENT

The Haryana Vidhan Sabha Secretariat asked the Financial Commissioner & Secretary to Govt Haryana Irrigation & Power Department vide letter dated 3rd June 1998 for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Irrigation Department from the year 1995-96 to 1997-98 as it stood on 31st March 1998 within a period of fortnight in the

prescribed proforma Reminders were issued to the Govt for supplying the required information but the Committee is constrained to point out that the Government badly failed in that the Government did not supply the required information till the framing of this Report which was asked to be supplied within a fortnight

EXCISE & TAXATION DEPARTMENT

The Financial Commissioner & Secretary to Govt Haryana Excise & Taxation Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 3rd June 1998 for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Excise & Taxation Department from the year 1995-96 to 1997-98 as it stood on 31st March 1998 within a fortnight in the prescribed proforma The reminders were issued by the Haryana Vidhan Sabha Secretariat as the required information was not supplied by the Government The Financial Commissioner & Secretary to Government Haryana Excise & Taxation Department however supplied the required information vide letter dated 4th December 1998 The Committee because of shortage of time at its disposal neither could scrutinise the material nor could orally examine the representatives of the Government

The Committee took a serious view of the inordinate delay for supplying the required information which was asked to be supplied within a fortnight.

INDUSTRIES DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 3rd June 1998 asked the Commissioner & Secretary to Govt Haryana Industries Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Industries Department from the year 1995-96 to 1997-98 as it stood on 31st March 1998 within a fortnight in the prescribed proforma After issuing reminders the Government supplied the required information on 3rd December 1998 with the result that the Committee because of paucity of time could not scrutinise the material sent by the Govt and nor could examine the Administrative Secretary of the Department

The Committee was sorry to note the indifferent attitude of the Department as the Department took about 6 months to supply the information which was asked for within a fortnight.

HARYANA FINANCIAL CORPORATION

The Haryana Vidhan Sabha Secretariat asked the Commissioner & Secretary to Govt Haryana Industries Department vide letter dated 3rd June 1998 for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Haryana Financial Corporation from the year 1995-96 to 1997-98 as it stood on 31st March 1998 within a fortnight in the prescribed proforma Reminders were issued to the Government for supplying the required information with the result that the information was directly received from the Haryana Financial Corporation vide letter dated 28th December 1998

The Committee was depressed to observe that the Government did not take any action in expediting the required information and the information which was supplied directly by the concerned Corporation, neither could be scrutinised by the Committee nor the Administrative Secretary of the Department could be orally examined because of shortage of time at the disposal of the Committee

HARYANA TOURISM CORPORATION

The Haryana Vidhan Sabha Secretariat vide letter dated 3rd June 1998 asked the Financial Commissioner & Secretary to Govt. Haryana, Tourism Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Haryana Tourism Corporation Ltd from the year 1995-96 to 1997-98 as it stood on 31st March 1998 within a fortnight in the prescribed proforma. Reminders were issued by the Haryana Vidhan Sabha Secretariat as the required information was not supplied by the Government. However instead of the Government, the Haryana Tourism Corporation directly supplied the required information vide letter dated 30th December 1998.

The Committee was sorry to observe the casual approach of the Government for not supplying the required information within the stipulated period especially when the information was directly supplied by the Corporation.

STUDY TOUR

The Committee held its meetings at Shimla (H.P.) on the 4th & 5th June 1998 at New Delhi on 24th & 25th June 1998 at Kulu and Manali (H.P.) on 9th & 10th September 1998 at New Delhi on 30th & 31st December 1998.

GENERAL RECOMMENDATION

During the year 1998-99 the Committee observed that neither the Government nor its Departments/autonomous bodies sent the information required by the Committee in spite of reminders issued by the Haryana Vidhan Sabha Secretariat in time with the result that the work of the Committee was paralysed and the Committee could not perform the assigned job. The Committee observed that the Chief Secretary to Government Haryana have already issued instructions to all Departments on the subject which have not been adhered to by various Departments of the Government. In view of the position as given in the case of various Departments/autonomous bodies the Committee took a serious view of the lapse on the part of representatives of the Government/Departments/autonomous bodies for not supplying the required information for months together and recommend that the Chief Secretary to Govt. Haryana may take up the matter with the concerned Administrative Secretaries and inform the Committee of the action taken.

**IMPLEMENTATION OF RECOMMENDATIONS/OBSERVATIONS
AS CONTAINED IN THE 23RD REPORT**

The Committee scrutinised the replies submitted by the Government and action taken on the recommendations/observations of the Committee as contained in its 23rd report. The Committee noticed that in cases where the replies were not received from the Government and the information was not expedited by the Government, the Government was reminded by the Haryana Vidhan Sabha Secretariat. The Committee also orally examined the representatives of the Government/concerned Departments/autonomous bodies for not expediting the required information with regard to the action taken on the recommendations of the Committee.

The recommendations/observations, which are still outstanding, are shown on the following pages along with further observations of the Committee for implementation

TRANSPORT DEPARTMENT

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
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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 and on 31st March 1994 Besides it the Department also supplied a statement showing the position regarding representation of Scheduled Castes in Group A B C and D services as it stood on 9 12 1979 and on 31 3 1994

There remained shortfall of 145 posts of different categories of posts Out of these 145 posts shortfall of following posts have been cleared by appointing/promoting the officials of SC/ST categories

Sr No	Name of the posts for which short fall has been cleared	No of posts for which shortfall cleared
1	Mechanic	5
2	Painter	1
3	Drivers	24
4	Helpers	7
	Total	37

Thus there remains shortfall of 108 posts in different categories of posts

It is mentioned here that in respect of all the posts wherein shortfall has been shown depotwise seniority is maintained Rather these posts are also filled depotwise on the basis of fleet strength Therefore calculation of shortfall should have been worked out depotwise

The Committee would like to know the latest position about the re coupling of the shortfall within a period of 2 months The Committee would further like to know the latest position with regard to the action taken against erring officials under Rule 8 of Punjab CSR Volume I Part I The Committee would also like to have a copy of the instructions dated 13th July 1998 issued by the Government and promised to be supplied by the representative of the Government

The Committee recommend that 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 recommend 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

whereas the existing shortfall has been worked out on the total posts in Haryana Roadways. Even then instructions have been issued repeatedly to the field offices to ensure that while making appointment by promotion in these particular categories it may be ensured that first backlog is cleared by appointing/promoting candidates from the SC/ST categories. Virtually there have been no increase in fleet strength of Haryana Roadways for the last six years whereas in the depots posts are created on the basis of prescribed norms against fleet strength. In this situation the backlog has been cleared against the vacancies which became available as a result of retirements/deaths of the employees. Besides earlier there was complete ban on recruitment. Now the above backlog has been cleared after lifting the ban on recruitment. However all out efforts will be made to clear the remaining shortfall on the availability of vacancies in future.

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 Rule 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 Draft Service Rules of Group D employees were received back from the Administrative Deptt vide their letter dated 16.12.97 for re typing after making necessary corrections as per observations of the Law Deptt. The said Draft Service Rules were firstly sent back to Administrative Deptt on 8.1.98 and

The Committee would like to have a copy of Service Rules of Group C and Group D employees as notified

the absence of these Rules the Department is functioning on the basis of Model Rules. So far as the finalization of the Rules with regard to group C employees are concerned they had finalized them and these would be put up before the Cabinet on the 17th November 1994 and after the approval of the Cabinet these would be notified within one month. So far as the finalization of Rules for Group D' employees are concerned these would take some time. It was stated that they are working on the said rules and assured the Committee that these would be notified within two or three months.

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

Non 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 recommend 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.

again on 6.2.98 after making necessary corrections. Now these Service Rules have been approved by the Council of Ministers and have been sent to the Legal Member, Haryana for publication. A copy of these Service Rules shall be provided when these are published. However Group C Service Rules of the Transport Commissioner office have been notified on 22.1.1998.

There has been no recruitment on adhoc basis or on daily wages basis because of ban on recruitment. Therefore question does not arise to deft the Govt Instructions regarding posts reserved for the candidates of SC/ST. However instructions have been reiterated on 13.7.98 asking the field offices to ensure that Govt instructions in the cases of reserved quota while making adhoc appointments/daily wages appointments should be followed in letter and spirit.

The Committee would like to know the latest position within 2 months.

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

Service Rules of Group C employees have been notified wherein the provision of relaxation in qualifications has been made. The Draft Service Rules of Group D category of the Deptt. which are pending for publication also contain the same provision.

The effect of implementation of Group C and Group D rules may be intimated to the Committee.

CO OPERATION DEPARTMENT I

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

THE HARYANA STATE CO-OPERATIVE 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?

Previously there was a shortfall of 21 vacancies of Scheduled Castes & Scheduled Tribes categories in Class III as detailed below

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

As decided in the last meeting of the Vidhan Sabha Committee held on 13 8 97 the Bank has since filled up two posts each of Acctt & Clerk and one post of Steno typist for which the vacancies were available with the Bank. Besides this one Peon Sh. Jai Singh of S C category has again been allowed to join as Clerk in view of Hon'ble High Court's decision dated 20 3 98. By filling up these posts the shortfall has been reduced to 14 as under

Jr Accountant	3
Clerks	11

The shortfall in the category of Jr Acctt as shown three above is as per Roaster Register

The Committee would like to know the latest position which may be intimated within a period of 2 months

duly checked up by the Deptt of Welfare of Scheduled Castes & Backward Classes Haryana Besides filling up the available posts the Bank has also requested RCS/State Govt to create additional posts for general business of the Bank as well as to make good shortfall of reserve categories as per detail given below

Sr No	Name of the post	No of Additional post requested for Gen.	SC	Total
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1	Jr Acctt	10	4	14
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2	Clerks	10	13	23
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Since presently there is no vacancy of Jr Acctt and Clerk in the Bank the shortfall of above categories could not be made good. However it is mentioned that as soon as the additional posts are received the shortfall of these categories will also be made good.

Position of Scheduled Castes in Co-operative 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 + 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

For not making up the short fall State Govt has issued charge sheet to Sh. N. K. Sharma the then Managing Director HSLDB levelling one of the charge of non Advertising posts for filling up the shortfall of reserved vacancies vide memo No. 3993 C 1 96/17018 dated 22 7 96. The Enquiry Officer Vigilance has been appointed as Enquiry Officer by State Govt vide endst No. 2286 1-98/2901 dated 12 2 98. The action in this regards is to be taken by State Govt after the enquiry is completed

As regard the action to be taken against the person who has not supplied the information as promised by him In this connection it is submitted that the unconfirmed proceedings of the Committee meeting dated 13 8 97 was received in this office on 8 12 97 in which the Hon'ble Member Sh. Dillu Ram MLA raised the question which was replied by this institution vide letter No. EA/HDB/48675 dated 11 12 97 that 15 appointment letters were issued to the SC category persons for the post of Land Valuation Officer Sh. Mahesh Kumar S/o Sh. Dila Ram R/O V&PO Kanthali District Karnal whose name was at Sr. No. 1 at the Selection List did not join upto 14th May 1996. The Bank

The Committee observed that the result of the inquiry which was to be completed within a period of 4 months was not informed to the Committee till the framing of this report. The Committee therefore recommend that the result of the inquiry may be intimated to the Committee within one month of the presentation of this Report

The Committee would also like to know the result of the LPA which was heard on 11th May 1998 in the case of 15 appointments made in May 1996

1	2	3
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had received orders from R C S Haryana Chandigarh on 14.5.96 for not allowing the candidates to join the duties

It is also brought to the notice of Committee that LPA filed in the Hon'ble High Court against the judgement order dated 8.4.97 is still pending. However it is assured that in future whenever any direct recruitment is made the shortfall of Scheduled Caste categories will be made up

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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. 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 <i>prima facie</i> non feasible to us. 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.	We have already made a reference to the Chief Secretary to Govt Haryana for initiating disciplinary action against those officers who have caused the backlog of Scheduled Castes while working in this Federation on deputation from the State Govt vide letter No Estt /A 2/ Information 3 A/97/4236 dt 20 10 97. In so far as the disciplinary action against the officials of the Federation are concerned we have already called for their explanation which have not been found satisfactory. The chargesheets are therefore, under issue. In so far as implementation of the decision for dispensing with the services of these employees who have been regularised against the reserved category of Schedule Castes it is submitted that in case we proceed in the matter as per decision it is just possible that people may move to the court and get the matter stayed. In that event the real cause of the weaker section of the Society may suffer. However Federation has already recruited 3 Drivers belonging to Scheduled Castes and another proposal for recruiting about 20 Scheduled	The Committee would like to know the latest position within a period of 2 months

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 cursory nature of reply. The Committee would like to fix the responsibility

Castes in Class III is in the pipe line. With the proposed recruitment it is likely that we may be able to clear the backlog of 23 24 Scheduled Castes in Class III alone out of the total backlog of 47. For clearing the remaining backlog in class III the Federation is placing proposals before the Board of Directors for getting additional posts created and as soon as those are created the entire backlog in Class III will be cleared. Similarly in Class IV there is a backlog of 33 out of which proposal for clearing 3 Scheduled Castes in the category of Lab Attendants has already been submitted. At the same time we will be filling up higher posts by selection out of the categories of Helpers/Dairy men and in doing so some posts in Class IV will become available. In addition certain posts of Class IV employees will become available because of the additional requirement of staff. In this way we are expecting that backlog in Class IV will also be cleared very shortly.

Under the circumstances it is requested that Federation may be given time of one year to clear the backlog and the progress in this regard may be reviewed periodically.

EDUCATION DEPARTMENT

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee									
1	2	3									
Educational Facilities in Rural Inhabitations The Committee therefore recommended that the State Government should take early action to ensure that such rural habitations have Primary & Middle School within a walking distance so that more Scheduled Castes from such habitations could be enrolled in these schools	Steps taken by the Government for enrolment of more children are as under 1 Special Enrolment Drives are launched every year with the help of Gram Panchayat/Local Communities after identifying the out of school children in the age group of 6-11 years through surveys conducted by teachers before the start of the academic session 2. A number of incentives are given to children especially girls belonging to Scheduled Castes as per details given below <table border="1" data-bbox="665 480 964 979"> <thead> <tr> <th data-bbox="671 480 700 609">Sr. No</th><th data-bbox="671 609 700 794">Incentives</th><th data-bbox="671 794 700 979">Rate per child</th></tr> </thead> <tbody> <tr> <td data-bbox="757 480 786 609">(a)</td><td data-bbox="757 609 849 979">Free Uniform for girls belonging to Scheduled Castes</td><td data-bbox="757 794 849 979">Rs 100 p a. for two uniforms in classes I II</td></tr> <tr> <td></td><td></td><td data-bbox="860 794 958 979">Rs 75/ p a for one uniform in classes III-V</td></tr> </tbody> </table>	Sr. No	Incentives	Rate per child	(a)	Free Uniform for girls belonging to Scheduled Castes	Rs 100 p a. for two uniforms in classes I II			Rs 75/ p a for one uniform in classes III-V	The Committee recommend that for enrolling maximum number of children and for their motivation special drive should be launched by the Department by way of distribution of brochures/pamphlets after analysing the results on the pattern of private schools. The Committee recommend that the steps taken in this behalf as also the results achieved may be intimated to the Committee The Committee further recommend that the rates for supplying free uniforms to girls belonging to Scheduled Castes may be enhanced in view of the high prices. Likewise the attendance prize money for the girls belonging to Scheduled Castes and
Sr. No	Incentives	Rate per child									
(a)	Free Uniform for girls belonging to Scheduled Castes	Rs 100 p a. for two uniforms in classes I II									
		Rs 75/ p a for one uniform in classes III-V									

1	2	3
(b)	Attendance prize for girls belonging to Scheduled Castes	Rs 10 p m
(c)	Free Stationery for students belonging to Scheduled Castes	Rs 10 per annum
(d)	Free Text books through school 'Book Banks to Scheduled Castes	—
(e)	Pre-Matric Scholarship to children whose parents are engaged in unclean occupation (Scheme of Scheduled Castes and Backward Classes Welfare Department) implemented through Education Department	Rs 25 per month for 10 months in a year and adhoc grant Rs 500/ p a

3 Raw Foodgrains (Wheat and Ruce) @ 3kg per child per month are being given to children studying in primary classes for 10 months in a year under the Mid-day Meal Scheme

4 Seven Districts namely Kathal Jind Husar Sirsa Gurgaon Mohindergarh and Bhuwan which have female literacy lower than the

the rates for supplying free stationery for the students belonging to Scheduled Castes may also be enhanced in view of the high prices. The Committee also recommend that the Finance Deptt of Haryana Govt may be requested to place sufficient funds at the disposal of the Department for these purposes. The Committee observed that the rates for pre-matric scholarship for the children whose parents are engaged in unclean occupation are very low. The Committee therefore recommend that the matter may be taken up with the Govt of India for enhancing these rates under intimation to the Committee.

National Literacy have been covered under the World Bank Assisted Project District Primary Education Programme (DPEP) which aims at the cent percent enrolment of children in the age group of 6-11 years especially girls belonging to Scheduled Castes

As a result of the above steps taken by the Government the number of school going children belonging to Scheduled Castes in the age group of 6-11 years has increased by 57340 as is evident from the table given below

ENROLMENT OF CHILDREN BELONGING TO SCHEDULED CASTES

As On	Boys	Girls	Total
30.9.97 (Provisional)	304705	269775	574480
30.9.96	277153	239987	517140
Increase in enrolment	27552	29788	57340

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 into the working of the service safe guard as also the nature of the representations received from the persons belonging to Scheduled Castes so that a positive impact on the implementation of the reservation policy be emphasised and the problems of the Scheduled Castes employees in the Education Department could receive immediate attention

The latest position is as under

Category	Vacancies advertised	No of teachers appointed	Balance/ vacant posts	Remarks
1	3	4	5	
SC A Backlog	296	49	—	Out of 559 posts 49 vacancies have been filled from category SC A and
Fresh	63	59		

The Committee recommend that the efforts may be made to fill up the vacant posts at the earliest under intimation to the Committee

1					2					3				
1					2					3				
					130 from cate gory SC B thus the balance of vacant posts of SC A is Nil									
SC B Backlog 296					559									
Fresh					263					689 (559+ 130 from SC-A)				
BC A					316					316				
BC B					184					184				
ESM Gen					105					105				
ESMBC A					79					35				
										44				
										due to non availability of candidates				
ESMBC B					79					79				
General					1 67					1 67				
PH					78					64				
										14				
										due to non availability of Candidates Instructions have been issued to DPEOs to fill up these posts through Employment Exchange and through News papers in case of non availability of candidates from Employ ment Exchange				
Total					32.6					3168				
										58				

LOCAL BODIES DEPARTMENT

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

Necessary instructions were issued to all the Deputy Commissioners in the State on 24 12 1997 for taking necessary steps to complete the shortfall in respect of District Cadre Staff as they are appointing authority. They were also requested to send the requisite information in the prescribed performa after collecting shortfall from Municipalities

A copy of these instructions was also sent to all the Secretaries/Executive officers of the Municipalities alongwith its enclosure for necessary action

A copy of these instructions were also sent to the officer in the Directorate who was dealing with the State Cadre Staff for taking similar necessary action

POSITION OF SHORTFALL IN RESPECT OF STATE CADRE STAFF

According to the position of shortfall submitted before the Committee in its meeting held on 23 12 1997 there was a shortfall of 12 posts. Now the shortfall has increased by 2 in

The Committee recommend that special drive to cope up the shortfall may be made so that the shortfall could be completed at the earliest. The Committee would like to know the progress made and the steps taken in this regard within a period of 2 months

the case of Secretary Municipal Council/Committee. The reasons of this increase is the non availability of eligible Scheduled Castes candidates as the departmental case under rule 7 are pending against two such officials. Total information showing the category wise shortfall and reasons thereof is annexed at Annexure A.

POSITION OF SHORTFALL IN RESPECT OF DISTRICT CADRE STAFF

At the time of last review meeting on 23.12.97 there was a shortfall of 53 in various categories of posts. Now this shortfall has unfortunately increased to 82. The reasons of this increase is that the municipal employees were on strike from 16.12.96 to 4.3.97 and on the instructions of the Government the Deputy Commissioner had to appoint staff needed urgently to run the affairs of municipalities. Since this staff was appointed at a very short notice the roster had not been kept in view. The Government had also decided to absorb the employees recruited during the strike and their adjustment of surplus staff on available posts have been made during last 3-4 months period. Virtually no appointments have been made after 24.12.97. The concerned Deputy Commissioners have been asked to explain the reason why

the shortfall increased vide memo no 3A 98/
Spl dated 7 12 98

All out efforts will be made to get the short
fall completed at the earliest by making special
recruitments of Scheduled Castes Categories
against the posts now vacant or likely to fall
vacant in near future

ANNEXURE—'A'

INFORMATION ABOUT EMPLOYEES WORKING IN THE M COMMITTEES (EXCEPTING EMPLOYEES WORKING SAFAI MAZDOOR RULES AS ON 30 9 98)

Name of Posts	Information about No. of Post filled					Break up of Post filled										Vacant	Shrot fall of SC if any	Reason
	Total No. sanctioned posts	On regular basis	On ad hoc basis	On daily wages basis	Post filled up af SC	Vacancies meant for SC	Total	SC	BC	ESM	HC	Other (Gen)	Total	Other (Gen)	Total			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		
1 Executive Officer	20	19	1	—	5	1	20	—	1	—	—	19	20	—	1			* Direct quota posts No recruit ment has been made during the year 1997 98
2 Seretary (Council)	20	—	—	—	9	2	9	—	2	1	—	6	9	11	2			*This shortfall is against the promotional post The departmental proceeding against 2 senior most candidates are pending
3 Seretary (Committee)	60	34	2	—	26	5	36	3	6	3	—	24	36	24	2			*This shortfall is against the promotional post The departmental proceedings against the 2 senior most candidates are pending

4	Junior Engineer	62	53	—	—	35	8	53	6	5	5	1	36	53	9	2	*To fill up this shortfall demand has already been sent to H S C on 4 2 98
5	Chief Sanitary	19	9	—	—	2	—	9	—	—	—	—	9	9	10	—	
6	Superintendent (Council)	45	24	—	—	21	3	24	1	4	—	—	19	24	21	2	*This shortfall is against the promotional posts The department/ Court proceedings against the 2 senior most candidates are pending
7	Superintendent (Committee)	41	21	—	—	21	4	21	4	—	—	—	17	21	20	—	
8	Accountants	39	35	—	—	15	3	35	—	6	1	—	28	35	4	3	*No eligible candidate is available
9	Medical Officer Health	8	—	—	—	—	—	—	—	—	—	—	—	—	8	—	
10	Municipal Engineer	17	8	4	—	3	—	12	—	—	—	—	12	12	5	—	
11	Fire Station officer	19	14	5	—	9	2	19	—	2	—	—	17	19	5	2	*Shortfall meant for direct recruitment The demand has already been sent to H S C shortfall for promotional post No eligible candidate is available
TOTAL		350	226	12	—	146	28	238	14	26	10	1	187	238	117	14	

NOTE This information is on the basis of recruitment made after 15 2 82 and shortfall in S C also calculated as per position of the staff as on 30 09 1998

14	Vaccinator	37	27	—	—	27	1	8	—	—	10	27	10	—
15	Sub Fire Officer	14	11	—	—	11	—	5	—	—	6	11	3	—
16	Sanitary Supdt	4	2	1	—	4	—	—	—	—	4	4	—	—
17	Garden Supdt.	2	2	—	—	2	—	1	—	—	1	2	—	—
18	Garden Supervisor	1	1	—	—	1	—	—	—	—	1	1	—	—
19	Foreman	1	1	—	—	1	—	1	—	—	—	1	—	—
20	Light Inspector	15	11	—	—	11	4	2	—	—	5	11	4	—
21	Cashier	8	8	—	—	8	—	2	—	—	6	8	—	—
22	Patwari	7	—	1	—	1	1	—	—	—	—	1	6	—
23	Librarian	12	9	—	—	9	—	—	—	—	9	9	3	—
24	Vaccinator	15	10	—	—	10	3	1	—	—	6	10	15	—
Supervisor/Malaria Supervisor														
25	Pump Op Including Electric Motor Driver T/W Driver Operator Fitter	82	71	—	4	75	17	9	2	1	46	75	17	—
26	Steno Typist	15	15	—	—	15	—	2	—	—	13	15	—	—
27	Clerks Asstt Clerks Asstt Cashier Water Meter Reader Tax/House Tax Clerk Rent Clerk/Collector R K Store Keeper Moharrir/ Perokar	2500	2213	122	45	2380	446	497	18	44	1375	2380	126	67
28	Fireman	310	229	43	7	279	41	72	9	2	15	279	31	13
29	Driver Operator	10	8	—	—	8	1	2	—	—	5	8	2	—
30	Fitter Collies Fitter	18	12	—	2	14	3	—	—	1	10	14	4	—
31	IVth Class	2064	1726	43	14	1783	532	393	26	20	804	1783	281	3

(6 EXCESS)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
32 Daftri	3	1	—	—	—	1	—	—	—	—	1	1	2	—
33 Work Mistri	7	4	1	—	—	5	—	1	—	—	4	5	2	—
34 Plumber	1	1	—	—	—	1	—	—	—	—	1	1	—	—
35 Black Smith	2	2	—	—	—	2	—	1	—	—	1	2	—	—
36 Welder	1	1	—	—	—	1	—	1	—	—	—	1	—	—
37 Head Machinist	1	—	—	—	—	—	—	—	—	—	—	—	—	—
Water Works														
38 Carpenter	1	1	—	—	—	1	1	—	—	—	—	1	—	—
39 Masons	7	5	—	—	—	5	3	1	—	—	1	5	2	—
40 Tractor Driver	115	72	4	7	7	83	47	14	2	1	19	83	32	—
41 Road Roller Driver	2	1	—	—	1	2	—	—	—	—	2	2	—	—
42 Car Driver/Jeep Driver/Ambulance and Head Driver	26	20	1	—	—	21	2	1	—	—	18	21	5	—
43 Fire Brigade Driver	95	64	16	6	6	86	12	12	5	3	54	86	9	3
44 Head Mali Mali	330	287	5	24	24	296	100	79	3	1	113	296	34	3
Grand Total	6094	5090	242	90	90	5422	1237	1157	66	84	2878	5422	678	82

NOTE 6 Posts of Clerks are excess from sanctioned posts due to adjustment of striking staff as per Govt orders

HARYANA STATE ELECTRICITY BOARD

27

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
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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 21,427 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 32,929 sanctioned posts of Class III as on 31st March 1987, 30,706 posts were filled up. The quota meant for Scheduled Castes comes to 6,121 whereas only 2,905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 22,16 Scheduled Castes candidates in the Board.	In this context it is stated that the matter in respect of lifting of ban for certain categories is to be examined by the Board in the light of emerging requirements and the proposed restructuring of the Board. So far as the question of shortfall in respect of SC candidates in Class III posts is concerned, the same is existing from the very beginning as per Annexure A. This is due to the fact that eligible SC candidates were not available in lower cadre posts for promotion to the next posts and also at the time when fresh appointments were made in 1992-93. In order to wipe off the backlog of SC candidates the Board overhauled the Recruitment & Promotion Policy of Class III employees (Technical & Non Technical posts) as under:	The Committee decided that the Board may take steps to lift the ban on recruitment so that the recruitment could be made by recruiting the Scheduled Castes personnel and the shortfall could be recouped. The Committee would like to have a report in this regard within a period of 3 months.
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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.

Sr No	Category of Post	Previous Recruitment and Promotion Policy	Amendment made in Recruitment & Promotion Policy
1	2	3	4
1	Divul tant	Account No Direct Rectt	50% by Direct Rectt

1		2		3		4	3
1	2	3	4	5	6	7	8
2	Upper Division Clerk	do	do	25%	do		
3	Asstt Store Keeper	do	do	50%	do		
4	Store Munshi	do	do	50%	do		
5	J E (Field)	50	by direct rectt	60%	do		
6	J E (Sub Stn)	No Direct Rectt	40%	do			
	J E (Carrier)	do	do	60%	do		
	J E (Test)	do	do	60%	do		
7	J E (Generation)	do	do	50%	do		
8	Asstt Lineman	25	by Direct rectt	50%	do		
9	Shift Attendant	50	do	100	do		

This step of the Board helped in minimising the shortfall of SC/ST candidates to some extent in Class III posts

As desired by the Committee the latest position as on 31.12.97 in respect of Class III posts is given as under -

1	Cadre Strength	=	41323
2	Working position as on 31.12.1997	=	35596
3	Due Representation i.e. 20% meant for SC employees (Out of Col 2)	=	7119

4	Total representation of SC employees as on 31.12.97 (Out of Col 3)	=	5343
5	Less representation of SC employees (Col 3-4)	=	1776
6	%age of SC employees in Class-III	=	15%
7	Less representation (in %age)	=	5%

It is further pointed out that in the following categories the posts are filled up by way of promotion from lower cadre posts who qualify Deptt. Accounts Examination/Ministerial A/cs Examination but due to non availability of qualified SC/ST employees their shortfall could not be filled up -

- (i) Asstt Store Keeper
- (ii) Store Keeper
- (iii) Upper Divn. Clerk
- (iv) Divnl Accountant

In order to wipe off the backlog of SC/ST candidates Board had arranged a special training of six weeks duration for accounts examination on the direction of the Committee by giving vast publicity among its employees. Details are given below. Despite these efforts SC/ST candidates in sufficient Nos. could not

1	2	3
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pass the Departmental Accounts Examination

The position with regard to accounts training and examination is given as under --

Ministrial Divisional
Accounts Accounts

1	Nos of SC/ST candidates who applied for accounts training	37	—
2	Nos of SC/ST candidates who attended the accounts training	23	—
3	Nos of candidates who appeared in exam	400	76
4	Nos of SC candidates who appeared in exam (Out of Col 3 above)	58	7
5	Nos of SC candidates who qualified the exam	6	1

From the above position it is evident that the Board is making best efforts to minimise the backlog of SC/ST candidates in Class III posts

UDCs

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

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

As per Recruitment and Promotion Policy of the Board, the posts of UDC are filled up in the following manners -

- (i) 25% posts are filled up by way of direct recruitment.
- (ii) 75% by promotion from the cadre of LDC on qualifying Departmental Ministerial Accounts Examination.

It is evident from the above data that 75% of the posts of UDCs are filled up by way of promotion from amongst the LDCs who qualify the prescribed Departmental Accounts Examination meant for Ministerial Staff. But it is generally seen that the candidates belonging to SC/ST communities are not interested in qualifying the said Examination despite providing training/Refresher Courses to them.

Further reason of backlog of SC candidates is due to ban on direct recruitments. When the ban was lifted by the Board vide Memo dt 29.10.91, 150 posts of UDC were advertised for filling up the same from open market. But in the mean time, the Board again imposed the ban on direct recruitment vide memo No. Ch. 94/CRA/G 31/Vol II dt 23.9.94 as such the recruitment in this category could not be finalised. At present the overall representation of SC/ST candidates

The Committee would like to know the latest position and the efforts made by the Board within 3 months.

1	2	3
	in the cadre of UDC as under -	
1	Sanctioned Strength	1795 Nos
2	Working position	1435 "
3	Due representation of SC/ST candidates i e 20% (Out of col 2)	287
4	Overall representation (Out of col 2)	47 "
5	Vacancy position	360 "

It is assured that the shortfall of SC/ST candidates in the cadre of UDC will be wiped off as and when the qualified LDCs are available for promotion and who applied against advertised posts from the existing vacancies on lifting of the ban on direct recruitment

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

As stated in the earlier reply of the Board the post of Store Keeper is filled up by way of promotion from amongst the Asstt Store Keepers who pass the prescribed Departmental Accounts Examination and having 4 years experience

The Committee would like the Board to take steps to re-coup the back log under intimation to the Committee within a period of 3 months

The latest position in respect of Store Keeper is given as under -

Store Keeper

1	Sanctioned posts	51
2	Working position	40
3	Due representation of SC/ST candidates i.e. 20% (out of Col 2)	8
4	No. of SC candidates working (out of Col 3)	4
5	Net shortfall of SC candidates	4

1	2	3
LDCs The Department/Board has stated in its latest written reply that 2353 posts of L D C s 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.	In this cadre 80% posts are filled up from open market and 20% by way of promotion amongst the Class IV employees who fulfil the prescribed qualifications. The main reason of shortfall in this category is that there is complete ban on direct recruitment. On the recommendations of the State Govt. the Board lifted the ban on direct recruitment vide memo No. Ch. 11/NGE/G-1281/Ban-88 dt. 29.12.91 and advertised 299 posts of LDC again advertisement No. 131 and 138. Out of 299 posts 180 were allotted to the SC candidates but in the mean time the Board re-imposed the ban on direct recruitment vide memo No. Ch. 94/CRA/G 31/Vol II dt. 23.9.94 and as such the selection of LDCs could not be finalised. At present there is a shortfall of 196 posts of LDCs which will be recouped out of the existing vacancies on priority basis as and when the ban is lifted by the Board.	The Committee may be informed about the action taken in view of the earlier recommendation within a period of 3 months.

Drivers

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

The Committee feel greatly distressed to find the shortfall in the posts of drivers while the Scheduled Castes candidates for posts of Drivers are available in number with the Employment Exchanges. The Committee further desire to be informed regarding the steps taken by the Board to make up the deficiency.

As per recruitment and promotion policy of the Board posts of Drivers are filled up from Class IV employees but due to non availability of SC/ST candidates the existing shortfall in cadre of driver could not be wiped off. On the recommendation of the Committee in Nov. 1997 the Board arranged a special training for six weeks of driver at Faridabad for SC/ST candidates. The detail of trainees is given as under -

- | | |
|---|----------|
| (i) Nos of application received from SC/ST candidates | = 27 Nos |
| (ii) Nos of SC/ST candidates who were not capable to undergo the training of driver | = 11 Nos |
| (iii) Nos of SC candidates who have valid driving licence | = 7 Nos |
| (iv) Nos of SC/ST candidates who undergone the complete training of driver | = 9 Nos |

Some SC/ST candidates who possessed valid driving licence have been appointed as drivers and some are to appear for test before Selection Committee as per Recruitment and Promotion Policy of the Board. They will also be appointed as drivers very soon on qualifying the driving test. Board has also relaxed the

The Committee would like to know the steps taken by the Board to wipe off the shortfall within a period of 3 months.

experience of drivers from 5 years to 3 years vide Notification No 261/REG 119/L dt 23 98. This step of the Board will certainly help the SC/ST candidates who have undergone the training of driver and obtained valid driving licence from Motor Vehicle Authorities.

From the above position it is revealed that the Board is taking concrete steps to reduce the backlog of SC/ST candidates in the cadre of driver. It is further assured that more efforts would be made to wipe off the entire shortfall of SC/ST employees against existing vacancies.

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

As already pointed out, under Class III posts the main reason of shortfall of SC/ST candidates in Technical posts is that eligible/qualified persons belonging to SC/ST categories were not available in sufficient number at the time of direct recruitment. As such this shortfall is continuing since the beginning. Similarly in promotion cadre posts the eligible SC employees were not available in lower cadre posts for promotion to higher posts. Keeping in view this fact the Board revised the Recruitment and Promotion Policy of various Technical posts thereby increasing the ratio in direct recruitment in initial cadre posts.

The Committee would like to know the steps taken by the Board in view of the recommendations of the Committee and the steps taken to wipe off the backlog within a period of 3 months.

- (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

Taking note of the above Board lifted the ban on direct recruitment vide Memo No Ch 11/NGE/G 1281/Ban 88 dt 29 10 91 with a view to bring sufficient number of SC candidates in initial cadre posts such as ALM Shift Attendant Carrier Attendant Lab Attendant etc and appointed SC/ST candidates in the above said cadres in sufficient numbers and maximum shortfall of SC candidates was recouped from the existing backlog. Meanwhile the Board again imposed the ban on direct recruitment vide memo No Ch 94/CRA/G 37/ Vol II dt 23 94. Now the matter regarding lifting of ban for certain categories on direct recruitment is under consideration of the Board. The latest position with regard to shortfall in Technical post as on 31 12 97 is as under

Sr No	Name of category	Shortfall		
		1	2	3
1	Junior Engineer I			29
2	Junior Engineer (Field)			
	(a) JE (Sub Str)			
	(b) JE (Carrier)			65
	(c) JE (Test)			
3	Head Draftsman			1
4	Draftsman			37
5	Foreman Gr I			18
6	Sub Str Attendant			95

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

1	2	3
7	Asstt Sub Strn Attendant	55
8	Shift Attendant	83
9	Asstt Lineman	323
10	Asstt Foreman	89
11	Junior Engineer (Civil)	18

As recommended by the committee for imparting Technical Training to SC/ST candidates for Technical posts it is submitted that the training for Technical posts it is being imparted to SC/ST candidates in Polytechnic and I T I as well as other institutions by the State Govt and now they are available in sufficient numbers The Board only arranges Refreshes Courses for Technical staff for getting them specialised in specific jobs after their appointment/recruitment through advertisement

It is assured that as and when the b/n is lifted by the Board necessary steps will be taken to wipe off the backlog in the above said categories through direct recruitment by advertising the vacancies

Class IV

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

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

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

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

As per Recruitment and Promotion Policy of the Board the posts of Havildar Daftri and Record Lifter are filled up by way of promotion from lower cadre posts. Similarly the posts of Peon, Mali and Chowkidar were/are filled up from amongst the serving Work charged Contingent, Daily Wages Staff as well as against ex-gratia scheme. But due to non availability of SC/ST candidates in sufficient number their shortfall could not be recouped. The practice of recruitment of Workcharged/Daily Wage Staff has also since been dispensed with by the board.

The actual shortfall/backlog of Scheduled castes employees as on 31.12.97 in the following Class IV categories is as under

Sr No	Name of Category	Shortfall
1	Havildar/Daftri/Record Lifter	3
2	Bill Distributor	27
3	Store Attendant/Mate	34
4	Peon	60
5	Mali/Gardner	29
6	Truck/Cleaner/Cleaner/Oiler/Greaser	28
7	Asstt Pump Driver	7
8	Chowkidar	45

In view of the provisions of restructuring of the Board which is envisaged the requirements of these categories will have to be reworked/re-examined

The Committee would like that the steps taken by the Board for re working/re-examination of the requirement as assured in the written reply by the Board may be intimated to the Committee within a period of 3 months

ANNEXURE A'

Statement showing the shortfall of Scheduled Castes as on 31-12-97

Sr No	Name of the category	Shortfall of SC candidates as on 31 12 87	Posts/vacancies filled up w e f 1 1 98 to 31 12 97	Posts meant for SC candidates according to Roster Points (Out of Col -4)	Total No of SC employees pro moted/appointed (Out of col 5)	Net shortfall as on 31 12 97 (col 3+5) (6)
1	2	3	4	5	6	7
<u>Class III (Non Technical)</u>						
1	Divisional/Revenue Accountant	18	64	13	1	30
2	Upper Divisional Clerk	56	602	120	42	134
3	Lower Divisional Clerk	124	611	122	50	196
4	Meter Reader	37	519	104	107	34
5	Store Keeper	4	26	2	2	4
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
<u>Class III (Technical Posts)</u>						
10	Junior Engineer I (Field)	18	364	73	62	29
11	Junior Engineer (Field Sub Station Test)	72	762	153	160	65
12	Foreman Grade I	10	130	26	18	18
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	2614	523	453	89
16	Sub Station Attendant	33	475	95	33	95
17	Assist Sub Station Attendant	28	305	61	34	55
18	Shift Attendant	42	1062	212	171	83
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	5526	1105	1026	323
23	Driver	49	200	40	42	47
Class IV Posts						
24	Haavildar/Daftri/Restorer	3	42	9	9	3
25	Store Attendant/Store Mate	4	398	79	49	34
26	Bull distributor	15	290	58	46	27
27	Cleaner/Oiler/Gresser	8	152	30	10	28
28	Peon	41	331	66	50	60
29	Mali/Gardner	22	101	20	13	29
30	Assistant Pump Driver	5	40	7	5	7
31	Chowkdar	21	328	66	2	45

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

Accountants Assistants

As reported earlier that short fall has not been completed due to non availability of suitable S C candidates. A proposal for amendments in HUDA Rules in qualifications and experience for Direct recruitment for the post of Accounts Assistants was submitted to the authority on 23-4-97 and the same was approved by the Authority. There after the proposal was sent to HBPE/FD for according approval of the Govt to the amendment. Now State Govt / HBPE (FD) has accorded the approval. The case is now under process. It is also reported that 1 post of Accounts Assistants has been filled up by promoting 1 S C candidate and the short fall of the post of Accounts Assistants have been covered for one more post. The short fall of remaining 7 posts of S C category candidate will be made good in due course of time.

The Committee would like that immediate action may be taken to rectify the shortfall and the Committee may be informed the position within a period of 3 months

2 Jr Scale Stenographer

The HBPE vide their letter No 24/HUDA/97/ARO/HBPE dated 4-5-98 has accorded permission for filling up the vacant post of Junior Scale Stenographer through approved sources. The names of eligible candidates are being called from employment exchange. An advertisement in the news paper is also being released shortly for inviting applications of suitable candidates. The short fall of S C candidates will be made good by in due course of time by selection of candidates.

The latest information may be sent to the Committee within 2 months

3 Steno typist

The HBPE vide their letter No 24/HUDA/97/ARO/HAAVPE dated 4-5-98 has accorded permission for filling up the vacant post of Steno Typist through approved sources. The names of eligible candidates are being called from Employment Exchange/Rajya Samuk Board. An advertisement in the news papers is also being released shortly for inviting applications of suitable candidates. The short fall of S C candidates will be made good in due course of time by selection of candidates.

The latest information may be sent to the Committee within 2 months

4 Accountant SAS

While submitting follow up action of the 22nd report of Committee on the Welfare of S C and S T it was made clear that as per instructions issued by the State Govt in

The latest information may be sent to the Committee within 2 months

Finance Deptt dated 20 11 96 all posts of Accounts cadre i e Accountant to Chief Accounts Officer has been declared as ex cadre posts of SAS and all Department/Boards/Corporations/Public Enterprises of the State Govt have been directed that no post of Accounts cadre will be filled up by the concerned Deptt Boards/Corporations/Public Enterprises of the State Govt and these posts will be filled up by the State Govt (Finance Deptt)

In view of above decision of the State Govt the post of Accountant (SAS) has been filled up/is being filled up accordingly (as per the Govt decision)

Filling up of reserved vacancies

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

The State Govt in Finance Deptt vide their letter dated 10 12 97 has lifted the ban on filling up of vacant posts to the extent of 90% of the sanctioned posts which is to be filled up according to the requirement after following due procedure as per the Govt instructions communicated to the Deptt from time to time. In view of the above instructions of the State Government the vacant posts are being filled up after following the due procedure. The short fall of the posts of S C candidates will be made good in due course of time.

The Committee would like to know the action taken in the matter within a period of 2 months

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	20488	1173
IV	1185	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

After the judgement dated 16.2.96 of the Hon'ble Punjab and Haryana High Court in CWP No 13942 of 1995 titled Balbir Singh Vs State of Haryana etc. no recruitment in the rank of Constable (except court case/ex gratia scheme) has been undertaken by the Haryana State Police. Thus the earlier position holds good.

It may be mentioned here that the Supreme Court of India while deciding the case of Indira Sawhney as under

The position can be better explained by taking an illustration. Take a unit/service/cadre comprising 1000. The reservation in favour of Scheduled Tribes, Scheduled Castes and other backward classes is 50% which means that out of the 1000 posts 500 must be held by members of these classes i.e. 270 by other backward classes, 150 by Scheduled Castes and 80 by Scheduled Tribes. At a given point of time let us say the number of members of OBC's in the unit/service/category is only 50, a short fall of 220. Similarly, the number of SCs and STs is only 20 and 5 respectively, short fall of 130 and 75. If

The Committee would like to know the latest position

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

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 entire service/cadre is taken as a unit and the backlog if sought to be made up then the open competition channel has to be chalked altogether for a number of years until the number of members of all backward classes reaches 500 i.e. till the quota meant for each of them is filled up. This may take quite a number of years because the number of vacancies arising each year are not many. Meanwhile the members of open competition category would become age barred and ineligible. Equality of opportunity in their case would become a mere mirage. It must be remembered that the equality of opportunity guaranteed by clause (I) is to each individual citizen of the country while clause (4) contemplates special provision being made in favour of socially disadvantaged classes. Both must be balanced against each other. Neither should be allowed to eclipse the other. For the above reason we hold that for the purpose of applying the rule of 50% a year should be taken as the unit and not the entire strength of the cadre service or the unit as the case may be.

We are in respectful agreement with the above statement of law. Accordingly we overrule the decision in Devadasan. We have already

discussed and explained the 50% rule in paras 93 to 96. The same position would apply in the case of carry forward rule as well. We however agree that an year should be taken as the unit or basis as the case may be for applying the rule of 50% and not the entire cadre strength.

In view of above decision of the Apex Court and advice tendered by the Law Department the State Govt. have made new policy regarding recruitment/reservation vide their letter No. 22/79/95 3GS III dated 12.9.97. The operative part of the guidelines is read as under:

'It has been decided by the Govt. that for the purpose of applying rule of 50% an year should be taken as the unit and not the entire strength of the cadre service or the unit as the case may be. If reserved vacancy of any category remains unfilled in the first attempt then these posts should be re-advertised during and within the same year. However if the reserved vacancy still remains unfilled at the end of the year these would not be added as a backlog in the next year. In the next year also the total posts filled up from the reserved categories shall not exceed 50% in all.'

A perusal of the above judgement of the Apex Court and instructions/guidelines issued by the State Government, it is abundantly clear

that department is not in a position to remove shortfall in the case of S C Category. However, in order to minimise chances of shortfall in the recruitment in future, the Govt. have amended relevant Police rule vide Notification No. GSR 88/Const./Art./309/97 dated 25.11.97 by making provision of relaxation in age, physical standard as well as educational qualification i.e. 8th class pass instead of Matric. In this way, best efforts will be made in recruitment of Constables of S C category as per amended policy and Police Rules.

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 recommended 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.

The department has already started promotional courses. During the last year promotional courses started in the month of October. Another session of promotional courses has been started in the month of April 1998. Special directions have been issued to all range DIGs for deputing SC/BC category candidates in promotional courses as per prescribed percentage strictly as per the Govt. policy circulated vide their letter dated 18.9.92. Thus, best efforts are being made to minimise the chances of shortfall in future.

The Committee would like to know the latest position

imp. letter on 9-5-2000

17

17/4/98

17/4/98

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 posts in Group 'A' & 'B' are filled up by direct recruitment and also by promotion. It was also informed that there are total 16 posts in Group A out of which 4 posts i.e. Joint Director (Technical), Deputy Apprenticeship Advisor, Deputy Director (V/E) and Deputy Director (Women) are filled up 100% by promotion. The remaining 12 posts in different cadres are filled up 50% by promotion and 50 % by direct recruitment. These posts include Assistant Director (Technical), Assistant Apprenticeship Advisor/Principals I T I (Technical), Assistant Director (V/E) and Assistant Directors/Controller of Examination. With regard to Group B posts it was informed that there are 82 posts which are filled up 50% by promotion and 50% by direct recruitment except one post of Assistant Director (Women) which is filled up 100% by promotion.

Social Study Instructor

As per amended qualifications demand of two S C Social Study Instructors has been sent to Haryana Staff Selection Commission on dated 25 3 98. Please intimate the Committee about this.

Social Study Instructor

The Committee would like to know whether any candidate has been recommended by the Haryana Staff Selection Commission. If so the latest position may be intimated to the Committee.

Language Teacher

Demand for 13 posts which were reserved for S C Selection Commission Hr since 26 8 94. The Commission vide letter No S S Board/R II/97/223 dt 29 1 97 has intimated that action is being taken to fillup these 13 posts. It is pointed out that the interviews of candidates has already been conducted by the Commission. The Deptt. has again requested the Commission vide letter No TE/153/LTE/6914 dated 31 3 98 and D O NO TE/153/5/8070 dt 27 4 98 to send the candidates as earliest.

Language Teacher

The Committee would like to know about the recommendations made by the Haryana Staff Selection Commission.

1			2		3	
The Department gave the following information about the Groupwise strength of staff as it stood on 9th February 1979 as under			Two wheeler Repair Instructor		The Committee may be intimated the latest position	
			Chairman Staff Selection Commission Haryana, has been demt officially requested vide D O letter NO TE/153/5/8070 dated 27-4-98 for giving the priority to recoup the short fall immediately			
			Office Secretaryship (Hindi) Instructor		The Committee may be intimated the latest position	
			Chairman Staff Selection Commission Haryana has been demt officially requested vide D O letter NO TE/153/5/8070 dated 27-4-98 for giving the priority to recoup the short fall immediately			
			Office Secretaryship English, Instructor		The Committee may be intimated the latest position	
			Chairman Staff Selection Commission Haryana has been demt officially requested vide D O letter No TE/153/5/8070 dated 27-4-98 for giving the priority to this matter and send candidate to recoup the short fall immediately			

The Department gave 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

Thus Department gave the following figures regarding the number of posts created/filled up from 9th February 1979 to 31st March 1989 along with 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
Group 'A'	53	8
Group 'B'	55	14
Group 'C'	1265	1152
Group 'D'	360	487

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

1	2	1
1	2	1
177	76	
-		

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 = 158	(i)	Shortfall in promotion posts = 10
	No of }		
	Shortfall }		

	(ii)	Shortfall against recruitment posts direct	= 18
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

Designer and Master Cutter Instructor

Chairman Staff Selection Commission Haryana, has been demerit officially requested vide D O letter No TE/153/5/8070 dated 27-4-98 for giving the priority to this matter and send candidate to recoup the short fall immediately

The Committee may be intimated the latest position

Crop Production and Cultivation Instructor

Chairman Staff Selection Commission Haryana, has been demerit officially requested vide D O letter No TE/153/5/8070 dated 27-4-98 for giving the priority to this matter and send candidate to recoup the short fall immediately

The Committee may be intimated the latest position

Accountancy and Auditing Instructor

Chairman Staff Selection Commission Haryana has been demerit officially requested vide D O letter No TE/153/5/8070 dated 27-4-98 for giving the priority to this matter and send candidate to recoup the short fall immediately

The Committee may be intimated the latest position

1	2	3
(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 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

It was informed to the Committee by the representative of the Government that the Harviana Staff Selection Commission has not recommended any candidate for which the requisition have been sent by the Department. The Committee would like to know the details of all the requisitions sent to the Commission

The Committee would like to know if there is any shortfall in the category of Backward Classes as also whether any post belonging to the Scheduled Castes category has been filled up by recruiting personnel belonging to the general category

The Committee observed that still there is shortfall of reserved category in various posts. The Committee would like to have a detailed reply within a period of 2 months

	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	Source			
			S C	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.

PUBLIC WORKS (B&R) DEPARTMENT

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

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

The matter is under consideration with the Engineer in Chief. The information asked for vide letter No 1/2/90-4 B&R(W) dt 19-5-98 is yet to be received from E in C.

The Committee would like to know the latest position within a period of one month as the matter is lingering on for quite sufficient time.

1	2	3
Recruitment	The Committee was informed that Government instructions regarding carry forward 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 —	The Secretary S S S Board Haryana vide his letter No 52/4197 3RI/7000 dated Nil (received in E I C's office on 4 11 97) informed that interviews for the post of Assistant Draftsman are being arranged and the candidates will be recommended shortly. Thereafter on issue of reminders vide E I C's office memo No 10377/E u dt 10-11 97 and memo No 10984/E u dt 8 12 97 the Secretary Haryana Staff Selection Commission vide his letter no 52/4197-3 RI/116 dated 12 1 98 again informed that interview for the post of Assistant Draftsman (Civil) are being arranged shortly and suitable candidates will be recommended soon. The Secretary Haryana Staff Selection Commission has again been requested vide E I C'S memo No 3023/E u dated 9 3 98 to recommend the candidates at an early date.
Class I	1987-88 Nil	1988-89 Nil
Class II	Nil	Nil
Class III	Nil	Nil
J E (Civil)	Nil	3
J E (Mech)	3	3
J E (Elect)	Nil	Nil
J E (Hort)	Nil	Nil
A D M (C)	1	2
A D M (E)	Nil	Nil
A D M (M)	Nil	Nil

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

In view of the above, the Committee intended to have the details of the recruitments made during the period under question but the same was not supplied by the Government till the finalisation of this report. The Committee, therefore,

recommend that the details about the recruitment made, number of posts meant for the reserved category and whether these posts were actually filled in, be intimated to the Committee so that backlog could be rechecked

**Organisational/
Administrative
setup revised
reply**

The Government sent the reply to the questionnaire vide letter dated 19th October 1990. Since the replies were not correct the Government revised the replies and sent the same on 27th December 1990 before the first meeting of the Committee with the Department 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 failed in his duty not only to this extent but the Committee feel that he is only the negligent officer who is responsible for not implementing the Government instructions with regard to the representation of Schedule Castes in the Department because twice information was supplied but the same was not up to the mark. Such officers of the Department bring a bad name to the Department especially when the Head of the Department i.e. the Engineer in Chief is an ignorant officer. The Committee therefore recommend that action should be initiated against the erring officer for non compliance.

E I C is again being requested to send his specific recommendations in view of the observations of Secretary, Haryana Vidhan Sabha

The Committee would like to know the action taken for re opening the case

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 Govt vide memo No 4 Spl -B&R (E) 2-88 dated 13 1 98 has forwarded the requisition for filling up 18 posts of A E E'S including 4 candidates of S C and S T to Haryana Public Services commission

A.D.M (Cyl) The Secretary S S S Board Haryana vide his letter No 52/4197 3 RI/7000 dated Nil (received in E I C's office on 4 11 97) informed that the interviews for the post of A D M are being arranged and the candidate(s) will be recommended shortly Thereafter on issue of reminders vide E I C's office memo No 10377/E 11 dated 10 11 97 and memo 10984/E 11 dated 8 12 97 the Secretary Haryana Staff Selection Commission vide his letter No 52/4197 3 RI/116 dated 12 1 98 again informed that interview for the post of Assistant Draftsman are being arranged shortly and the suitable candidate(s) will be recommended soon The Secretary Haryana Staff Selection Commission has again been requested vide E I C's memo No 3023/E 11 dated 9 3-98 to recommend the candidate(s) at an early date

The Committee would like to know the latest position

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

The Govt policy regarding reservation is being followed in Hated 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 as to by what time the shortfall in different posts will be recouped

1			2		3	
Group	No of posts created from 9 2 79 to 31 3 91	Total No of posts filled up from 9 2 79 to 31 3-1991 Castes	Represent Scheduled to Scheduled			

[Handwritten signature]

	B ₁ direct recruit ment	B ₂ promo recruit ment	B ₃ direct recruit ment	B ₄ promo recruit ment	B ₅ direct recruit ment	B ₆ promo recruit ment
1	2	3	4	5	6	7
A	24	35	13	22	1	
B	40	60	18	42		1
C	318	820	544	276	27	31
D	173	276	276		6	

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

Group A Cadre	%age for promotion	B ₁ for recruitment	Remarks for deputation
Managing Director		100%	
Secretary		100%	
Enquiry Officer		100%	

Law Officer	100%	
Financial Controller	(i) By promotion (ii) By transfer on deputation from Finance Department	
Chief Accounts Officer	(i) By direct recruitment (ii) By transfer on deputation from Finance Department	
Chief Audit Officer	(i) By direct recruitment (ii) By transfer on deputation from Finance Department	
Superintending Engineer	100%	
Joint Manager	100%	
Distt Manager/ Dy Manager	50%	50%
Mkg Research Officer	(i) By promotion or transfer or on deputation	
Master	100%	
Cost Accounts Officer	100%	
Mkg Dev Officer	100%	

	1	2	3
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	
	(w e f 13 12 91)	(ii) By direct recruitment or by ransfer on deputation	
Asstt Engineer (Mech)	100%		

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

It will be seen from the above figures that no representation has been given to the 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 Haryana State Co-operative Supply and Marketing Federation Limited should give the representation to the Scheduled Castes by implementing the Government Policy at least while the posts are filled up by direct recruitment as per the provisions of the Service Rule of the Federation

Filling up of vacancies -

The Departmental representatives during the course of oral examination agreed with the contention of the Committee that there is shortfall in the various categories of posts. The Committee therefore recommend that the Haryana State Coop Supply and Marketing Federation Limited should 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

Field Inspector (Jr)

Shortfall 4

The process of filling up 4 posts of S C Category candidates has been initiated

S O Shortfall 6

RCS has been requested to allow to fill up two posts of S O vide letter No Hafed/Estt /E 5/3959 dt 4 8 97 reminders have also been issued vide No 4970 dt 17 10 97 5634 dt 10 12 97 515 dt 9 2 98 and No 1946 dt 18 5 98. The approval of RCS is still awaited

Accountant 'B' Grade (Shortfall 15)

RCS has been approached vide letter No Hafed/Estt /E 5/2-62 dated 25 5 98 to allow

Field Inspectors (Jr)

The Committee may be intimated the latest position immediately

S O

The Committee may be intimated the latest position immediately

Accountant 'B' Grade

The Committee may be intimated the latest position immediately

Hafed to fill up two posts of Accountant B Grade

Accountant 'C' Grade (Shortfall 6)

RCS has been approached vide letter No Hafed/Estt /E 5/3412 dated 30 5 96 & subsequent reminders No Hafed/Estt /E 5/3205 dt. 10-6 97 No 3805 dt. 21 7-87 & 1947 dt. 18 5 98 to convey the approval of Govt for filling up of 19 posts of Accountant C Grade. The backlog will be cleared by recruiting the Accountant 'C' Grade after receiving the approval from the Govt.

Store Keeper/Godown Keeper (Shortfall 3)

BOD Hafed constituted a Sub Committee consisting of Chairman, Hafed, RCS Harvana M D Hafed and four Directors nominated by Chairman. Hafed vide its meeting held on 20-12-96 for review of draft CC Rules. But elected BOD has been abolished by RCS on 15 10 97. Further action will be taken after constitution of regular Board of Hafed.

Head Mistry, (Shortfall 2)

As already explained in the 20th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, of Harvana Vidhan Sabha no vacant post of Head Mistry is available which can be filled up by the

Accountant 'C' Grade

The Committee may be intimated the latest position immediately

Store Keeper/Godown Keeper

The Committee may be intimated the latest position immediately

Head Mistry

The Committee may be intimated the latest position immediately

candidates of Scheduled Caste in order to meet out the shortfall. Now a proposal for closure of three Rice Mills and shifting of other two Rice Mills is under consideration of the Cabinet Sub Committee. In case the Cabinet Sub Committee approved the proposal of closure of three Rice Mills then the staff/Head Mistry presently on the cadre of Hafed will also become surplus. However further action will be taken after final decision of the Cabinet Sub Committee.

Assistant Mistry (Shortfall 4)

In order to fill up the vacant posts of Asstt Mistry 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 mentioned. The Distt Manager Hafed and G M (R M) Hafed were also advised to contact experienced and good Mistries working in private mills and to send them for the interview directly of Taraori on 11.10.82. Employment Exchange sent 7 persons for the post of Asstt Mistries out of which 4 candidates appeared for interview. Besides this 25 candidates appeared for interview before the Selection Committee. Neither the Employment Exchange sponsored

Assistant Mistry

The Committee may be intimated the latest position immediately. The Committee also recommend that the Chief Secretary may look to the instructions so that there is no violation of the Reservation Policy.

any name of the SC candidates nor anyone appeared from open market No recruitment has been made after 1982 As such no official is responsible for the said shortfall Hafed require the staff for running of Rice Mills Accordingly the posts were filled Now a proposal for closing of three Rice Mills and shifting of two Rice is under consideration of Cabinet Sub Committee In case the proposal for closure of three Rice Mills is made final then the present staff will become surplus Hence final decision in the case will be taken after the decision of Cabinet Sub Committee in the matter

J E (Shortfall 2)

The case has been sent to Hon ble C M Harvana on 25-6-97 on Single File for according approval for filling up of 5 posts of J E Remunder has also been issued vide this office letter No Hafed/Estt /E 7/1942-43 dt 18-5-98 to RCS Harvana with a copy to Commissioner (Cooperation) The backlog will be cleared after receipt of approval from Govt

J E

The Committee may be intimated the latest position immediately

Electrician (Shortfall 1)

The case for revival of 5 posts of Electrician was sent to RCS vide our letter No Hafed/Estt./e-6/2/2174 dt 30 3 95 for HBPE approval and last reminder has been issued vide our letter No 748 dt 3 3 98 & 2036 dt 22 5-98 But the reply is still awaited As and when the approval from the Govt is received the backlog will be completed

(ix) Electrician

The Committee would like to know the time by which the post will be filled up and the action taken in this regard

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 stated 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

BOD Hafed constituted a Sub Committee consisting of Chairman Hafed RCS Haryana M D Hafed and four Directors nominated by Chairman Hafed vide its meeting held on 20 12-96 for review of draft CC Rules. But elected BOD has been abolished by RCS on 15 10 97. Further action will be taken after constitution of regular Board of Hafed.

The Committee recommend that the details of all the posts in the HAFED which have been filled up by the reserved category and which are required to be filled up as per the reservation policy may be sent to the Committee within a period of 2 months.

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

Abolition of posts

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

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

FL (Jr)

The process of filling up 4 posts of S C Category candidates has been initiated

Accountant 'C' Grade

RCS has been approached vide letter No Hafed/Estt/E 5/3412 dated 30.5.96 & subsequent reminders No Hafed/Estt/E 5/3105 dt 10-6-97 No 3805 dt 21.7.97 & 1947 dt 18.5.98 to convey the approval of Govt for filling up of 19 posts of Accountant C Grade. The backlog will be cleared by recruiting the Accountant C Grade after receiving the approval from the Govt

The case has been sent to Hon ble C M Harvana on 25.6.97 on Single File for according approval for filling up of 5 posts of J E Remunder has also been issued vide this officer letter No Hafed/Estt/E 7/1942 dt 18.5.98 to RCS Harvana with a copy to Commissioner (Cooperation). The backlog will be cleared after receipt of approval from Govt

The Committee would like to know the progress made in this regard

The latest information be supplied to the Committee within 2 months

The latest information be supplied to the Committee within 2 months

1	2	3
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The case for revival of 5 posts of Electrician was sent to RCS vide our letter No Hafed/E 6/ 2174 dt 30 3 95 for HBPE approval and last reminder has been issued vide our letter No 2036 dt 22 5 98 But the reply is still awaited The posts will be filled up after the approval of the Govt and a copy of the advertisement would be supplied to the Committee thereafter

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 10 7 98 (copy enclosed)	The Committee would like to know the action taken by the Government

Recommendations of the Committee		Action taken by the Government	Further observation of the Committee
1	2	3	
Examination of Deputy Commissioners Committee examined 11 Deputy Commissioners i.e. Yamunanagar on 12th August 1997 Karnal on 19th August 1997 Hissar & Fatehabad on 26th August 1997 Jmd on 27th August 1997 Bhiwani on 3rd September 1997 Gurgaon on 10th September 1997 Rohtak on 17th September 1997 Revani 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	No reply was sent by the Government	The action taken by the Government on the recommendations of the Committee as contained in the 23rd Report may be intimated to the Committee within a period of 2 months as no action appeared to have been taken by the Government during the year 1998-99	

Annexure 'A'

Districtwise Number of Eligible person	Districtwise plots allotted in Three Surveys	Districtwise number of plots in which registration be n don	Possession given	Districtwise number of persons who was not allotted plots
1	2	3	4	5
District Yamunanagar				
Ist 3398	3398	3398	3398	
IInd 113	113	113		
IIIrd 35	11	11	230	
District Karnal				
Ist 15989	15901	15901	15901	88
IInd 4863	4740	4740	4740	123
IIIrd 4193	309	3095	3095	1098

1	2	3	4	5
Distt Hisar & Fatehabad				
Ist	11356	11356	11356	
IInd	1758	1758	1758	
IIInd	3948	3948	3948	
Distt Jind				
Ist	10987	10987	10987	
IInd	5440	5440	5440	
Distt Bhrawani				
Ist	15286	15286	15286	
IInd	7230	7230	7230	
IIInd	3396	3396	2046	1398
Distt Gurgaon				
Ist	6465	6465	6465	
IInd	2925	2925	2925	
IIInd	1608	1608	1608	
Distt Panekula				
	768	679	676	676
Distt Panipat				
Ist	5257	5257	5257	
IInd	1497	1497	1497	
IIInd	1545	1065	1065	480
Distt Rewari				
Ist	2741	2741	2741	
IInd	2896	2896	2896	
IIInd	094	4275	4275	
Distt Rohtak				
	22053	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 conducted 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 in 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 member 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 shajarat 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

3

2

1

plots after three surveys on account of the fact that shamlat 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 HARJAN 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 recommended 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 11 98

(15) 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

(16) 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 fact of earth more so in the Haryana State. More

1	2	3
		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 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

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

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



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