

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES,
SCHEDULED TRIBES AND
BACKWARD CLASSES
(2000-2001)**

(TENTH VIDHAN SABHA)

TWENTY FIFTH REPORT

ON

**Reservation/representation of Scheduled Castes, Scheduled
Tribes and Backward Classes in the Labour Department,
Industries Department, Haryana Tourism Corporation
Limited, Haryana State Board for Prevention and
Control of Water Pollution, Haryana Backward
Classes and Economically Weaker Section Kalyan
Nigam Limited, and Panchayat Department and
the action taken by the Government on the
recommendations contained in its
Twenty Fourth Report**



Presented to the Haryana Vidhan Sabha on 15th March 2001

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2001**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE
SCHEDULED CASTES, SCHEDULED TRIBES AND BACKWARD CLASSES
FOR THE YEAR 2000 2001**

CHAIRPERSON

- 1 Shri Nafe Singh Jundla

MEMBERS

- 2 Smt Sarita Naram
- 3 Capt Ajay Singh
- 4 Shri Om Parkash Jindal
- 5 Shri Deena Ram
- 6 Shri Balwant Singh Sadbaura
- 7 Shri Ram Kishan
- 8 Smt Vidya Devi Beniwal
- 9 Shri Ram Bhagat

SECRETARIAT

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



INTRODUCTION

I Nafe Singh Jundla, 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 Labour Department, Industries Department, Haryana Tourism Corporation Ltd Haryana State Board for Prevention and Control of Water Pollution Haryana Backward Classes and Economically Weaker Section Kalyan Nigam and Panchayat Department and the action taken by the Government on the recommendations/observations contained in the Twenty Fourth Report of the Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes

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

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 department/autonomous body

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 27th February 2001

NAFE SINGH JUNDLA
CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2000 2001 was constituted as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 9th March 2000 authorising the Hon ble Speaker to nominate the Members of the Committee and also appoint the Chairperson of said Committee

Shri Nafe Singh Jundla, a Member of the Committee was appointed Chairperson of the Committee by the Hon ble Speaker on 23rd March, 2000

The Committee held 56 sittings till the date of the finalisation of the Report

The first meeting of the Committee held on 10th April 2000 was addressed by the Hon ble Speaker who explained the scope and functions of the Committee in detail The Chairperson while thanking the Hon ble Speaker for nominating him as Chairperson of the Committee also assured that with the help of other Members the Committee will work for improving the lot of down trodden sections of the society

The Committee in its meeting held on 18th April, 2000 25th April 2000 and 2nd May 2000 selected the following Departments/Autonomous Bodies for examination during the year 2000 2001 —

- 1 Labour Department
- 2 Industries Department
- 3 Haryana Tourism Corporation Limited
- 4 Haryana State Board for Prevention and Control of Water Pollution
- 5 Haryana Backward Classes and Economically Weaker Section Kalyan Nigam Limited
- 6 Panchayat Department

LABOUR DEPARTMENT

The Committee constituted for the year 1999-2000 selected the Labour Department for examining the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the said department The information asked for by the Committee was supplied by the Department But the Committee could not examine the Department because of dissolution of the Assembly on 14th December 1999 The present Committee again selected the said Department The Haryana Vidhan Sabha Secretariat vide letter dated 25th April 2000 asked the Financial Commissioner & Secretary to Government, Haryana Labour Department, for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Labour Department from 1997 98 to 1999 2000 as it stood on 31st March 2000 within a fortnight in the prescribed proforma Reminders were issued by the Secretariat as the required information was not supplied by the Government However, the Government supplied the required information which was received in this Secretariat on 18th September 2000 The Committee could not scrutinise the material nor could orally examine the representatives of the Government because of paucity of time

The Committee, therefore, took a serious view of the inordinate delay for supplying the required information which was asked to be supplied within a fortnight and decided that action may be taken against the officials who have delayed the information under intimation to the Committee

INDUSTRIES DEPARTMENT

The Committee constituted for the year 1998 99 selected the Industries Department. Since the information required by the Committee was not supplied within the stipulated period the Committee made its observation in its 24th Report regarding the indifferent attitude of Department. Again the Committee constituted for the year 1999 2000 also selected the said Department and the Haryana Vidhan Sabha Secretariat sent a letter on 17th May 1999 to Government for supplying the information regarding the reservation of Scheduled Castes Scheduled Tribes and Backward Classes in the said Department within a fortnight but the Government supplied the information which was received in Haryana Vidhan Sabha Secretariat on 5th October 1999. The Committee could not scrutinise the information because the dissolution of Assembly on 14th December 1999. The present Committee, third in consecutive again selected the said Department and a letter dated 25th April 2000 was sent by the Haryana Vidhan Sabha Secretariat to the Government for the similar information but the Government as usual took six months to supply the information. **The Committee observed that during all these three years, the Govt took about six months instead of a fortnight for supplying the identical information. The Committee further observed that such exercise on the part of the concerned officers/officials shows their indifferent attitude towards Committee and also their callousness. The Committee, therefore, decided that strict action against the erring officials may be initiated/completed within three months under intimation to the Committee**

HARYANA TOURISM CORPORATION LIMITED

In the year 1998 99 the Committee selected Haryana Tourism Corporation Limited for examining the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the said Corporation and the Government was requested by the Haryana Vidhan Sabha Secretariat for supplying the required information within a fortnight but the Corporation took six months for supplying the required information. The Committee recorded its observation in its 24th Report for the casual approach of the Government. Again the Committee constituted for the year 1999 2000 selected the said Corporation and similar action was taken. But the Government did not adhere to the time frame and supplied the information after two months. Since the Assembly was dissolved the Committee could not proceed further. Again the present Committee selected the Corporation for the purpose referred to. Accordingly Haryana Vidhan Sabha Secretariat sent a letter dated 25th April 2000 to the Government for supplying the required information within a fortnight. The Government again took about six months for supplying the information regarding C & D Group officials whereas the information regarding Group A & B officers was also required to be sent. Reminders were sent by Haryana Vidhan Sabha Secretariat and after a lapse of another four months i.e. on 19th January 2001, the information regarding Group A & B officers was sent by the Government. As the time available to the Committee for scrutinizing the information/

framing its Report was less than a month the Committee could not scrutinize the information

Under the facts and circumstances, the Committee observe that the officials/officers concerned did not care for supplying the information to the Committee in time for performing the parliamentary functions of the Committee, which can be termed as obstruction in their parliamentary duties. The Committee, therefore, decided that officers/officials at fault be taken to task within a period of three months under intimation to the Committee

HARYANA STATE BOARD FOR THE PREVENTION AND CONTROL OF WATER POLLUTION

The Committee for the year 1999 2000 selected the Board for examination of reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the said Board. Accordingly, Haryana Vidhan Sabha Secretariat sent a letter dated 19th May 1999 to the Government for supplying the information within a fortnight. The Board, instead of Government directly supplied the information. But, because of the dissolution of Assembly the Committee could not proceed further. Thus the present Committee again selected the Board and the Commissioner & Secretary to Government, Haryana Environment Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated the 25th April 2000 for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the said Board from 1997 98 to 1999 2000 as it stood on 31st March 2000 within a fortnight in the prescribed proforma. The Government supplied the required information vide letter dated 12th July, 2000. 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 was sorry to observe the casual approach of the Government for not supplying the required information within the stipulated period.

HARYANA BACKWARD CLASSES AND ECONOMICALLY WEAKER SECTION KALYAN NIGAM

The Haryana Vidhan Sabha Secretariat vide letter dated 11th May 2000 asked the Financial Commissioner and Secretary to Government Haryana Welfare of Scheduled Castes and Backward Classes Department for supplying a statement showing the reservation/representation of Scheduled castes Scheduled Tribes and Backward Classes in the Haryana Backward Classes and Economically Weaker Section Kalyan Nigam from 1997 98 to 1999 2000 as it stood on 31st March 2000 within a fortnight, in the prescribed proforma. The Government supplied the required information vide letter dated 21st July 2000. The Committee could not scrutinise the material nor could orally examine the representatives of the Government due to paucity of time at its disposal. However, the Committee was pained to observe the indifferent attitude of the officers/officials of the Government/Board for not supplying the information within the stipulated time.

PANCHAYAT DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 11th May 2000 asked the Financial Commissioner & Secretary to Government Haryana Development & Panchayat Department, for supplying a statement showing the reservation/representation

of Scheduled Castes Scheduled Tribes and Backward Classes in the Panchayat Department from 1997-98 to 1999-2000 as it stood on 31st March 2000 within a fortnight, in the prescribed proforma. The Government supplied the required information vide letter dated 20th July 2000. The Committee scrutinised the material and also finalised the Questionnaire but the Committee because of shortage of time at its disposal could not orally examine the representatives of the Government.

The Committee observed that had the information been supplied by the Government in time, the Committee would have taken further action

STUDY TOUR

The Committee held its meetings at New Delhi on 29th-30th June, 2000, 23rd and 24th November 2000. The Committee also held its meetings at New Delhi on 28th December 2000 and on 11th January 2001 before and after undertaking the study tour to the States of Maharashtra, Karnataka and Tamil Nadu from 28th December 2000 to 10th January 2001.

GENERAL RECOMMENDATIONS

During the year 2000-2001 the Committee observed that neither the Government nor its Departments/Autonomous Bodies have sent the information required by the Committee inspite 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 Parliamentary functions. The Committee observed that the Chief Secretary to Government Haryana had already issued instructions to all Departments on the subject which have not been complied with by various Departments. 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 Government, Haryana, may take up the matter with the concerned Administrative Secretaries and inform the Committee of the action taken.

2. The Committee in its meeting held on 24th October 2000, desired that a letter may be sent to the Chief Secretary to Government, Haryana for supplying information regarding Welfare Programmes undertaken by the Government for the Scheduled Castes Scheduled Tribes and Backward Classes. In addition the Committee in its meeting held on 17th October 2000 observed that there is a backlog of Scheduled Castes/Backward Classes in all the Departments, Boards and Corporations. The Committee, therefore, decided that the Government may be asked to inform the Committee about the backlog existing in all the Departments/Boards/Corporations within two months. The required information was not supplied by the Government till the drafting of this report. Thus, the Committee recommend that action be initiated against the delinquent officers of the Departments within three months under intimation to the Committee.

**IMPLEMENTATION OF RECOMMENDATIONS/OBSERVATIONS AS
CONTAINED IN THE 24TH REPORT**

The Committee scrutinised the replies submitted by the Government and the action taken on the recommendations/observations of the Committee as contained in its 9th 11th 13th 14th 15th 16th 17th 19th and 23rd reports. The Committee noticed that in cases where the replies were not received from the Government and 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 (19th Report 1993 94)

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

Cadrewise number of posts and representation of Scheduled Castes

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

The Committee 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

There is a shortfall of 108 posts of different categories as per Annexure A As regards recruitment of short fall, there have been ban on recruitment from 2-4 1999 till date Therefore re coupling of back log could not be possible Kind attention is also invited towards Chief Secretary's instructions contained in memo no 22/79/95 3GS III dated 12 9 1997 which provide that in case the back log is not cleared within a particular one year no back log is to be carried forward and the posts meant for quota of Scheduled Castes and Scheduled Tribes if remain vacant in that particular years will be counted in total numbers of posts in the following year The back log being discussed before the Committee pertains to the year of 1979 Since the back log is worked out by the Social Welfare Department a reference was made to the Social Welfare Department vide memo no 3296/CA 5/C dated 5 7 1999 to intimate if there were any instructions under which the back log of posts in the case of Scheduled Castes category is to be cleared and the Social Welfare Department was requested to supply a copy of the said instructions The

During the course of oral examination the Committee was informed that three departmental officers are responsible In addition a few HCS Cadre officers are also responsible against whom matter is pending with the Chief Secretary for taking action The Committee desired to have the names of the officers which were supplied by the Transport Commissioner The Transport Commissioner gave the names of six departmental officers instead of three already mentioned at the time of oral examination in addition to 19 HCS Cadre officers The Committee observed that there is much difference in the number of officers mentioned at the

Social Welfare Department vide their memo no 2/99/25949 dated 12 8 1999 has intimated that necessary advice in this regard may be procured from the office of the Chief Secretary. The officers of this department approached the Chief Secretary's office and it was informed that there were no such instructions barring instructions dated 12 9 1997 under which the back log is to be cleared. In view of the Chief Secretary's instructions dated 12 9 1997 there is no back log after the expiry of one year.

As regards action taken against the officers who did not follow the norm of reservation while making recruitment three departmental officers namely S/Sh N S Phogat, S C Goel and Bhoop Singh the then General Managers have been charge sheeted under Rule 8. Similarly action against some officers of HCS cadres is under process and they are likely to be charge sheeted.

A copy of instructions dated 13 7 1998 as desired, is enclosed. According to these instructions the field officers have been asked to ensure that while making recruitment on regular basis adhoc basis daily wages basis and contractual basis, the Govt instructions regarding the reservation of posts for Scheduled Castes should be strictly followed.

time of oral examination and in written reply. The Committee decided that the Chief Secretary to Government, Haryana, may take action against the delinquent officers and intimate the latest position to the Committee within two months as this para is pending for the last more than six years.

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.

The observation of the Committee is not clear. No case for granting relaxation in the matter of promotion of scheduled caste has been received from the field offices so far.

ANNEXURE A'

Sr No	Name of posts	No of posts wherein short fall remains
1	Ticket verifier	27
2	Mechanic	1
3	Carpenter	8
4	Electrician	3
5	Welder	4
6	Painter	2
7	Blacksmith	2
8	Asstt Carpenter	6
9	Asstt. Electrician	5
10	Asstt. Welder	1
11	Asstt Tin Smith	1
12	Asstt Battery Attendant	2
13	Asstt Radiator Repairer	2
14	Asstt. Borer	2
15	Driver	4
	Total	70
	Group 'D'	
1	Helper	35
2	Storeman	3
	Total	38

The Government earlier intimated that the Service Rules of group 'C' employees have been notified wherein the provision for relaxation in qualifications has been made. As regards group 'D' category employees the draft Service Rules were pending for publication which also contain the same provision. Now the Government has informed that the observation of the Committee is not clear. The Committee has taken a serious note of this version in view of the reply submitted by the Government earlier. Hence, the Committee desired that the latest position in the matter may be intimated.

CO OPERATION DEPARTMENT (9th Report 1983 84)

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

(1) 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 ?

In order to make good the shortfall viz that of 3 Jr Accts & 11 Clerks of S C Category in class III the Bank requested the RCS/State Govt. in August 97 to create 4 additional posts of Jr Accts and 13 of Clerks but RCS Haryana in January 99 intimated that the posts are created only in consideration of work load and fixed norms. As per roster the latest position regarding shortfall of S C category in Class III is as under

Sr No	Name of post	Short fall	Reason
1	Acctt.	1	The shortfall of one Acctt in S C Category is due to expiry of an S C category Acctt
2	Jr Acctt.	5	Two Jr Acctts of S C category were promoted to the post of Acctt on 29 10 97 to make the shortfall

The Committee would like to know the back log existing in various posts

The representative of the Government in meeting of the Committee held on 17th October 2000 informed that three officials were recruited at Rewari but were later on terminated. The Managing Director who appointed them has been charge sheeted and suspended and was due to return on 31st December 2000. The Committee observed that action taken against the delinquent officer/official may be taken and intimated to the Committee. No intimation was received from the Government till the finalisation of the report

1	2	3
	good in that category Further 4 clerks of General category were given promotion to the post of J A. from Jan 96 as per the decision of Hon ble Punjab & Haryana High Court. In a separate writ petition filed by some of the Clerk/Steno-typist, the Hon ble High Court has restrained the Bank to make promotion from the seniority list of Clerks/Cashier/ Steno typist to the post of Jr Acctt. It is also mentioned that the State Govt has im- posed a ban on direct recruitment on a/c of economy measures. At present no post of Jr Acctt is available	The Committee, therefore, recommend that the name of delinquent officer/official along with the action taken against them within two months may be intimated as much time has already elapsed
3	Clerk 11	No adequate post of clerks available at

present to make the
short fall good How
ever the State Govt
has imposed a ban on
direct recruitment on
account of economy
measures

THE HARYANA STATE CO OPERATIVE LAND DEVELOPMENT BANK LTD, CHANDIGARH

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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 4 1984 to date which did not come under the ban imposed by the Government The Committee noted with concern the shortfall in Class III posts which is stated to be as much as 84 vacancies On perusal of the reply it seems that the Managing Director of the Bank had wrongfully filled up posts meant for members of Scheduled Castes by appointing general quota candidates If that is the position would the Bank remove after granting due opportunity, those members of the general category who have been appointed against the posts meant for members of the Scheduled Castes This Committee is prima facie of the opinion that position of those Class III employees who have been appointed against reserved quota is that of usurper of public office The Bank should explain its position in writing to this Committee within a period of two weeks from the receipt of copy of these observations	Regarding the result of the enquiry against Sh N K Sharma the then M D is to be intimated by the State Govt (II) As regards the decision of LPA is concerned it is submitted that the LPA was filled in the Hon ble Punjab & Haryana High Court against the judgement dated 8 4 97, the decision of which is still pending Further submitted that appointment of 15 LVOs of SC category were also made in May 1996 of which 11 persons had joined the service who are still continuing The R C S Haryana Chandigarh had issued orders for not allowing the selected candidates to join in the service of the Bank This letter was received in the Bank on 14 5 96 As such the remaining 4 SC candidates alongwith others were not allowed to join the service of the Bank It is also made clear that LPA pending in the Hon ble High Court is related with the whole selection and not of 15 candidates of SC category However, it is assured that in future whenever any direct recruitment is made the shortfall of Scheduled Castes Categories will be made up	The Committee would like to know the action taken against Shri N K Sharma, the then Managing Director, who had been issued Chargesheet and in whose case Enquiry Officer has been appointed The Committee may also be informed about the number of post abolished and also the latest position of back log In addition, the Committee would like to know the action taken for the revival of posts as assured by the represent atives of the Bank present in the meeting held on 17th October, 2000

HARYANA DAIRY DEVELOPMENT CO OPERATIVE FEDERATION LTD, CHANDIGARH

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

The Committee has perused with serious concern and anguish the cursory nature of information supplied by the Federation with regard to back log of Scheduled Castes vacancies as also the reasons for shortfall. The Committee noted with concern the back log 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 *prima facie* 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

Haryana Dairy Development Co operative Federation has already requested the State Government vide letter No Estt /A2/ Information 3A/97/4236 dated 20 10 1997 to initiate disciplinary action against the defaulting officers of the State Government remained on deputation with the Federation. Besides Federation also initiated disciplinary action against its defaulting employees which is still in process

Meanwhile the Federation has made recruitment against the following categories of posts from amongst the S C candidates detail of which is given as under

Sr No	Post	No	Date of Recit
1	Sales Officer	1	21 5 1998
2	Assistant	1	2 7 1998
3	Foreman	2	23 7 1998
4	Dairymen	1	22 7 1998
5	Dairy Supervisor	1	11 11 1998
		6	

The Committee may be informed about the position of back log and the posts abolished in compliance with the instructions of the Government and action taken for the removal of ban on recruitment. Besides, the Committee may also be informed about the Technical posts for reserved categories as existed in 1999 when six posts were filled up. The Committee would also like to know the action taken against officer/s/officials found guilty for not filling up the posts meant for the reserved categories. Further the Committee decided that the action taken in the enquiry case which was assured to be

while making promotions and could never be given gone by

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 no where 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 Dary 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

Besides the Federation has also filled up the following posts from B C Category candidates -

Sr	Post	No	Date of Rect
No			
1	Foreman	1	23 7 1998
2	Dary Supervisor	1	11 11 1998
		2	

It will not be out of place to mention here that the State Government from time to time have imposed complete ban on the fresh recruitment and there by recruitment could not be made and the shortfall of S C s category candidates could not be cleared

In the year 1992 vide letter 13 12 92 Asstt / HBE dated 19 8 1992 the Member Secretary of Bureau of Public Enterprises emphasised that the requisition for filling up the posts may be sent only if the posts have not been deemed to have abolished in terms of F D s letter No 5 6 92 IB&C dated 1 5 1992 and these posts were not lying vacant for more than 3 years. Thereafter in the year 1996 the State Government once again reiterated its earlier stand and imposed ban on the fresh recruitment

vide letter No 23 10 88 Asstt /HBPE dated 13 12 96 and further desired that such posts may first be got revived by giving full justification before making recruitment In view of these instructions the matter was placed before the BOD of the HDDCF vide Agenda Item No 1728/119/99 dated 19 3 1999 to get the technical posts revived The BOD vide Resolution dated 17 3 1999 resolved to revive the technical posts and State Govt has accordingly been requested to allow to revive some vacant posts and also to relax ban for making fresh recruitment Recently the State Government has once again imposed complete ban on fresh recruitment vide letter dated 2-4 1999 and 19 5 1999 stating that all posts lying vacant for more than 2 years as on 31 3 1998 be deemed abolished Haryana Dairy has requested through Registrar Co op Societies to allow revival of these posts alongwith relaxation in the ban to fill up the vacant posts As soon as relaxation is received efforts will be made to reduce the back log of S C & B C candidates in the employment of HDDCF

EDUCATION DEPARTMENT (11th Report 1985 86)

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 inhabitants have Primary & Middle School within a walking distance so that more Scheduled Castes from such inhabitations could be enrolled in these schools	Steps taken by the Government for increasing the enrolment in primary classes especially of children belonging to Scheduled Castes are as under Wide publicity is being given through All India Radio Stations, Chandigarh Kurukshetra and Rohtak since 25 3 99 with a view to create awareness about the need and importance of education amongst parents/guardians of the out of school children in the age group 6 11 This publicity will continue from 25 3 99 to 31 5 99 and from 1 7 99 to 20 8 99 Field officers have been asked to launch special campaign with the active co operation of Gram Panchayats/Village Education Committees/Local Community for the enrolment of eligible out of school children and their re-tention in schools Enrolment figures are collected as per position on 30th September every year As such results will be known after 30-9 99	During the course of oral examination the representatives of the Government promised to sent the information asked for by the Committee on different points but no such information was sent till the finalisation of this Report The Committee would like to know as to how many posts of JBT teachers have been filled up, the selection progress of which was under consideration The Committee would also like to know the decision taken for conducting the D Ed entrance test. The Committee would also like whether the rates of uniforms have been

Proposal has been sent to the Govt for the enhancement the rates of incentives as under and for provision of addition of funds

Name of Scheme	Present Rate per child	Proposed en hanced rate
(a) Free uniform for girls belonging to Scheduled Castes	Rs 100/ p a for two uni forms in classes I to II	Rs 125/ p a for two uniforms in Class I II
	Rs 75/ p a for one uni form in classes III to V	Rs 100/ p a for one uniform in classes III to V
(b) Attendance, prize for girls belonging to Scheduled Castes	Rs 10/ p m	Rs 20/ p m
(c) Free Stab- nery for stu dents belon ging to Scheduled Castes	Rs 10/ p a	Rs 30/ p a

The Department of Scheduled Castes and Backward Classes Welfare Haryana has been requested to take up the matter with the Govt of India for the enhancement of the rates under the pre matric Scholarship Scheme

increased or the matter is still under consideration The Committee would further like to know the action taken on the recommendations for the enhancement of scholarship for SC/BC students In addition, the Committee would also like to know the steps taken for increasing the rate of free stationery

Representation of Scheduled Castes person	1	2	3
	Therefore the Committee recommend that the Chief Secretary to Government, Haryana may take up the matter with the D P Is Schools and Higher Education to investigate in to the working of the service safe guard as also the nature of the representations received from the persons belonging to Scheduled Castes so that a positive impact on the implementation of the reservation policy be emphasised and the problems of the Scheduled Castes employees in the Education Department could receive immediate attention	Recommendation for filling of 44 posts of ESM Category have been received from Haryana Staff Selection Commission Steps are being taken to fill up these posts 14 posts of Handicapped persons have already been filled up	The Committee would like to know as to whether 44 posts of Ex-servicemen category have been filled up in addition to the posts meant for handicapped persons

LOCAL BODIES DEPARTMENT (11th Report 1985 86)

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

Reservation Policy in Municipalities

In order to ensure effective enforcement of the reservation policy the Department should review the progress from time to time and the progress report be sent for information of the Committee. The Committee further recommended that the Chief Secretary to Government Haryana should take up the matter with the Department to enforce the reservation policy so that all the irregularities made in the Municipalities with regard to Government reservation policy may be avoided in future and the persons belonging to Scheduled Castes may get their full share in the services of Municipalities

After the observations made by the Committee on 6 1 99 in its 42nd meeting necessary instructions were issued to all the Deputy Commissioner in the State on 4 6 99 for taking necessary steps to complete the shortfall as they are the appointing authorities in case of District Cadre Staff. They were also requested to send the requisite information in the prescribed proforma after getting the same from the municipalities in their districts. They were also reminded on 5 7 99 11 8 99 and 8 9 99 in the matter. Copy of these instructions were also sent to all the Secretaries/Executive Officers of Municipalities alongwith its enclosures for similar action.

State level Cadre

When the last report was submitted to the Committee on 6 1 99 there was shortfall of 14 vacancies meant for Scheduled Castes. During this period the department has made no appointments. However, 2 vacancies of Secretaries 2 of Junior Engineers and 1 that of Fire Station Officer had been notified to

In the meeting of the Committee held on 8th August, 2000 the departmental representatives assured to supply information on the following points but during the last more than six months till the finalisation of this report, no information was sent by the Government —

(i) The position regarding the 14 vacancies existing since 1985 86 with the reasons for not filling up the same as also the places where these vacancies existed during the last 15 years along with the officers responsible for not adhering to the reservation policy

(ii) Action taken for filling up the post of

Secretary and J E

(iii) Action taken for filling up three posts of Accountants by promotion

(iv) The information regarding back log shortfall was assured to be supplied within three months but no information was sent to the Committee. The Committee would, therefore, like that action against the delinquent officers/officials for not fulfilling the assurance given before the Committee may be taken within two months and the Committee may also be informed

Haryana Public Services Commission/ Haryana Staff Selection Commission before 6 1 99 but their recommendations have not yet been received. It is also submitted that 3 Account Clerks belonging to Scheduled Caste who can be considered for promotion as Accountant has not cleared the departmental test prescribed for the post.

District Level Cadre

When the information submitted to the Committee in its last meeting held on 6 1 99 the shortfall of Scheduled Caste was 82. Now from the reports received from various Municipal Committees/Councils they have been further able to complete the shortfall of eight vacancies. This slow progress is due to the fact that during this period virtually no appointment has been made except to absorb the striking employees who have worked during the strike period from 16 12 96 to 4-3 97 as per Government policy and ex gratia appointments. Now there remains a shortfall of 74 vacancies.

All out efforts will be made to get the shortfall of District Cadre Staff completed at the earliest by insisting upon the Deputy Commissioners who are the appointing authorities

HARYANA STATE ELECTRICITY BOARD (13 Report 1987 88)

21

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Class III Posts From the perusal of the material supplied by the Board the overall representation of Scheduled Castes in Class III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in year 1986-87. But it has been noticed that out of 21427 categories of Posts representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32929 sanctioned posts of Class-III as on 31st March, 1987, 30706 posts were filled up. The quota meant for Scheduled Castes comes to 6121 whereas only 2905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2216 Scheduled Castes candidates in the Board. The Committee was assured during the course of oral examination of the representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted. The Committee hope that the Board will take some positive steps in the near future to recoup the shortfall backlog in Class III posts and inform them accordingly.	As already stated earlier in the erstwhile Board's reply submitted to the Committee to its observations/recommendations contained in the 23rd Report that there is still complete ban on direct recruitment which was imposed by the erstwhile Board on 23.9.40 on the directions of the State Govt. The matter regarding lifting of ban as well as filling of the shortfall of Scheduled Castes Personnel through direct recruitment was under consideration. In the meantime the State Govt. divided the Board in the four Nigams/Corporations i.e. HVPN, HPGC, Discom I and Discom II. The lifting of the ban on direct recruitment will be finally examined and decided by each Nigam/Corporation after completing all paper formalities in consultation with Govt. and thereafter the appointments, however in each cadre will be made as per requirement of the staff by each Nigam. Accordingly the quota of Scheduled Castes/Scheduled Tribes will be filled up as per Govt. instructions. It is further stated that as per Standing Instructions of the Reservation Policy dated	The Committee discussed with the representatives of Government in its meeting held on 14th June, 2000 the matter regarding recouping of the backlog and filling up vacant posts meant for Scheduled Castes and Backward Classes. The Committee was informed that with the bifurcation of the Board new Companies have been formed and the staff is being allocated. The Committee, therefore, decided that consequent upon the posting of staff in different companies, the shortfall may be rechecked and intimated to the Committee. The information as promised in the meeting of the Committee held on 14th

12 9 97 we cannot fill up the reserved vacancies more than 50% of the total posts in each year against direct recruitment quota. So it is clear that the back log of Scheduled Castes candidates which is existing against direct quota cannot be recouped accordingly.

Before adoption of the above instructions the HVPN advertised 27 No. posts of Divisional Accountant exclusively for Scheduled Castes/ Scheduled Tribes candidates to clear the back log vide Advertisement No. CRA 153 dt. 31 7 98. As such 7 eligible candidates have been selected and appointed as Accountant after completing all necessary formalities.

It is further mentioned here that the Haryana Govt. have recently placed a total ban on direct recruitment vide its memo No. 5/6/92 IB&C dt. 2-4-99.

So far as the question regarding recoupment to shortfall of Scheduled Castes candidates in promotional cadre posts of Technical and Non Technical is concerned, due representation is being given to the SC employees as per Roster System keeping in view the Standing Instructions of the State Govt.

As regards latest position as on 31 12 98

June 2000 may be supplied to the Committee at the earliest

in respect of Class III employees of the HVPN/HPGC is concerned, it is stated that out of 41370 sanctioned posts 35014 posts have been filled up. The quota meant for SC employees comes to 7003 whereas only 5449 posts have been filled up amongst the SC candidates. As such the percentage of SC candidates in Class III is 15.56%.

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

do

As already stated in earlier reply that as per provision of recruitment and promotion policy 25% posts of UDCs are filled up by direct recruitment and 75% by way of promotion from the cadre of LDC on qualifying the Departmental Accounts Examination meant for Ministerial Staff.

In the category of UDC 1371 posts have been filled up w e f 9 2 79 to 31 12 98. Out of which 274 posts come to the share of SC candidates as per Roster System. But only 125 posts have been filled up by the persons of SC category thereby leaving the shortfall of 149 posts of SC candidates. The main reason of this shortfall/backlog in this category is due to complete ban on direct recruitment. To fill up the backlog of SC/ST candidates 150 Nos posts were advertised but due to ban this advertisement could not be finalised.

As such all posts of UDCs are being filled up by way of promotion from the cadre of LDC i.e. from those LDCs who qualify the Departmental Accounts Examination meant for Ministerial Establishment Though SC/ST candidates are given special coaching to qualify the Accounts Examination in various training Centres which are functioning at Panchkula, Ambala City Karnal Faridabad and Hisar despite it their percentage in appearing and to qualify the above said exam is very poor It is also stated that the Departmental Accounts Examination for Ministerial Staff was held from 14 12 98 to 18 12 98 The detail of the candidates who appeared in above said exam is as under ---

1	Total candidates appeared	408 Nos
2	Scheduled Castes/Scheduled Tribes candidates appeared	56 Nos
3	Total candidates qualified the accounts exam	82 Nos
4	Total Scheduled Castes candidates qualified in full	5 Nos
5	Passed in Part I (SC candidates)	3 Nos
6	Passed in II Part (SC candidates)	4 Nos

Accordingly case of the 5 Scheduled Castes candidates who have recently qualified the accounts examination in the month of 3/99 shall be processed

do

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 already stated in the earlier reply of the Board that the post of Store Keeper is filled up amongst the Assistance Store Keeper who pass the prescribed Departmental Accounts Examination. The direct recruitment for this post will not be appropriate as it would adversely effect the promotion avenue/channel of all categories of the employees in lower cadre including reserved categories already working in Store Organisation

In this Cadre 52 posts have been filled up we f 9 2 79 to 31 12 98 But 6 posts have been filled up by the Scheduled Castes Candidates thereby leaving the shortfall of 4 Nos of SC employees. This shortfall is due to non availability of eligible SC employees for promotion to the post of Store Keeper in the lower cadre i.e Asstt Store Keeper for promotion to the post of Store Keeper

Now 14 Nos employees belonging to SC communities have become available in the cadre of Store Munshi and 2 Nos in the cadre of Asstt Store Keeper. As and when these officials are become eligible in the cadre of

LDCs

The Department/Board has stated in its latest written reply that 2353 posts of L D Cs are in position. The quota meant for Scheduled Castes candidates comes to 469 whereas only 231 posts have been filled up from amongst the Scheduled Castes candidates. The reasons for the shortfall of 238 posts as stated by the Department/Board were that there is a ban on fresh recruitment for the last seven years and shortfall can only be removed after the ban is lifted.

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

Asstt Store Keeper will be considered for promotion as Store Keeper

do

As per Recruitment and Promotion Policy 80% posts of LDCs are filled up from open market/through Press under direct quota or under Ex gratia scheme and 20% posts are filled up amongst the serving Class IV employees by way of promotion having the prescribed qualification.

Under direct recruitment quota 299 posts (199+100) of LDC were advertised vide CRA 131 and 138. Out of which 180 posts were earmarked to Scheduled Castes candidates but due to repositioning of ban vide memo No Ch 94/CRA/G 31/Vol II dt 2 3 94 and as such no recruitment could be made.

At present the backlog of SC candidates in the cadre of LDC is 208 which cannot be recouped as per Govt Instructions dt 12 9 97 and adopted by HVPN vide memo No Ch 5/ SC/BC/W 808/L dt 20 11 98.

It is assured that due representation will be given to the SC candidates as and when recruitment takes place keeping in view the instructions of the Govt.

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.

It has already stated in the reply of this office that the posts of drivers are filled up amongst Class IV employees who have valid driving licence and 3 years experience of driver.

In this cadre 545 posts of driver have been filled up from 9 2 79 to 31-12 98. The share of SC candidates comes to 109 Nos but only 61 SC candidates have been appointed leaving thereby a shortfall of 48 NOs. Due to emergent requirement some appointments have been made within this year i e 1 1 98 to 31 12 98. The position in this regard is as under —

1	Total appointment made during the year	=	27 Nos
2	Due share of SC/ST candidates as per Reservation Policy (i e 20%)	=	5 Nos
3	SC/ST candidates appointed (out of col 2)	=	5 Nos
4	Shortfall (2 3)	=	Nil
5	Reasons if any	As per latest Govt Instructions dt 12 9 97 backlog of reserved category	

1	2	3
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is not be carried forward in the next year

It is assured that as and when appointments are made due consideration shall be given to SC/ST candidates for their appointments as per latest Reservation Policy

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

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

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

do

As stated earlier that the shortfall of reserved categories in direct recruitment is not to be carried forward in the next year as per Govt Instructions dt 12 9 97 adopted by the Board vide letter No Ch 5/SC/BC/W 808/L dt 20 11 98

The shortfall of SC/ST employees in the following technical posts is as under —

Sr No	Name of category	Shortfall as on 31 12 98	Pro motion	Direct
1	2	3	4	
1	Junior Engineer I (Field)	30	—	
2	Divisional Head Draftman	4	—	

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

1	2	3	4
3	Asstt Foreman	102	—
4	Draftsman	37	—
5	Foreman Gr I	18	—
6	Junior Engineer (Civil)	—	18
7	Sub Stn Attendant	99	—
8	Asstt. Sub Stn Attendant	56	—
9	Shift Attendant	—	83
10	Junior Engineer		
	(i) Field	60 Nos	—
	(ii) S/Stn		
	(iii) Carrier		
	(iv) Test		
11	Pharmacist	—	1

It has been already stated in the Class III posts reply that the State Govt has bifurcated the erstwhile HSEB in four Nigams/Corporations i e (i) HVPN (ii) HPGC (iii) Discom I (Uttar Haryana Biji Vitran Nigam) (iv) Discom II (Dakshin Haryana Biji Vitran Nigam) It is further stated that after completing the above procedure the Technical posts would be filled up as per recruitment of the each Nigam in consultation with the State Govt

It is assured that backlog in promotion quota against vacancies shall be recouped as and when eligible candidates are available

(A) Junior Engineer (Field) and Asstt Foreman

It is stated that the posts of Junior Engineer (Field) and Asstt. Foreman are filled up by way of promotion from the cadre of Junior Engineer Field and Lineman respectively As per Recruitment and Promotion policy of these cadres there is no provision of direct recruitment

To wipe off the shortfall of SC candidates in the cadre of Junior Engineer I Chief Engineer/Operation Zone III has been given necessary instructions vide this office memo No Ch 10/SC/BC/W 242 dated 10 4 99 to consider the Scheduled Caste/Tribes candidates for promotion to the posts of Junior Engineer I (Field) on priority basis against their backlog

(B) Foreman GR I

At present there is a shortfall of 18 Nos of Scheduled Castes employees in the cadre of Foreman Gr I As per Recruitment and Promotion Policy of this cadre 90% posts are

filled up by way of promotion from amongst the Foreman Gr II who have completed 4 years experience/service as Forman Gr II and 10% by direct recruitment

The Chief Engineer/Thermal Panipat has been directed to wipe off the shortfall of scheduled Caste employees in promotion on priority basis vide this office memo No Ch 19/SC/BC/W 242 dated 21-4-99

(C) Asstt. Sub Station Attendant & Sub Station Attendant

In these cadres the posts are filled up by way of promotion. To wipe off the backlog of (i) 56 Nos and (ii) 99 Nos of Scheduled Caste employees respectively necessary instructions have been given to all SEs (OP) vide memo No Ch 11/SC/BC/W 203 dated 12-4-99 to consider the Scheduled Caste Employees for promotion to the post of Asstt Sub Station Attendant and Sub Station Attendants on priority basis against their existing backlog

(D) Junior Engineer (Field) Sub Station, Test and Carrier

As per Recruitment and Promotion Policy of the HVPN the posts in the above said cadres

3

2

1

are filled as under —

	By Direct	By Promotion
(i) Junior Engineer/Field	60%	40%
(ii) Junior Engineer/ Sub Stn	40%	60%
(iii) Junior Engineer/Test	60%	40%
(iv) Junior Engineer/ Carrier	60%	40%

As regards the shortfall in promotion is concerned it is stated that the eligible Scheduled Caste/Tribes candidates are not available in lower cadres. This is the main cause of shortfall. However the Cadre Controlling Authorities have been given special directions vide this office memo No Ch 10/SC/BC/W 242 dated 7-4-99 to recoup the shortfall of SC/ST candidates in promotion on priority basis.

(E) Head Draftsman and Draftman

In the cadre of Head Draftman there is a shortfall of 4 Number Scheduled Caste employees. This shortfall will be recouped at

the earliest on the availability of vacancies in the cadre of Head Draftsman. Anyhow, the Chief Engineer/Const, HVPN Panchkula has been directed to recoup the shortfall of SC employees in the cadre of Head Draftsman vide memo No Ch 20/SC/BC/W 242 dated 21-4-99.

(ii) In the cadre of Draftsman the posts are filled up by promotion from amongst the Junior Draftsman and no direct recruitment is also made in this cadre. At present no SC employee is available in the cadre of Junior Draftsman who could be considered for promotion to the post of Draftsman.

As such the shortfall in the cadre of Draftsman will be recouped on the availability of SC/ST candidates in the cadre of Junior Draftsman.

(F) Junior Engineer (Civil)

It has already been stated that there is no vacancy in this cadre and even JEs (Civil) are already excess of their requirement. They have been deployed on other jobs and charged to other cadre posts.

Class-IV

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

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

It has already been stated in the earlier reply that the reasons of shortfall in Class IV cadre was that due to non availability of SC personnels in the seniority list of Workcharge Daily Wage and Contingent staff etc in sufficient numbers at the time of regularisation of their services

Due to ban the percent shortfall of SC candidates could not recouped in Class IV posts. It is also stated that the Board has been bifurcated in the four Nigams and the requirements of all categories of Class IV will be reworked/re examined by each Nigam independently (Annexure A)

do

ANNEXURE A

Statement showing the shortfall of Scheduled Castes as on 31 12 98

Sr No	Name of the category	Shortfall of SC candidates as on 31 12 87	Posts/vacancies filled up w e f 1 1 88 to 31 12 98	Posts meant for SC candidates according to Roster Point (Out of Col 4)	Total No of SC candidates pro moted/appointed (Out of col 5)	Net shortfall of S C as on 31 12 98 (col 3+5 -6)
1	2	3	4	5	6	7
Class-III (Non Technical)						
1	Divisional/Revenue Accountant	18	75	15	9	24
2	Upper Divisional Clerk	56	691	138	45	149
3	Lower Divisional Clerk	124	710	142	58	208
4	Meter Reader	37	519	104	107	34
5	Store Keeper	4	26	5	5	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
Class III (Technical Posts)						
10	Junior Engineer I (Field)	18	371	74	62	30
11	Junior Engineer (Field Sub Sin Test)	72	818	163	175	60
12	Foreman Grade I	10	132	26	18	18

1	2	3	4	5	6	7
13	Divisional Head Draftsman	1	46	9	6	4
14	Junior Engineer (Civil)	18	1			18
15	Assistant Foreman	19	2826	566	483	102
16	Sub Station Attendant	33	501	100	34	99
17	Assst. Sub Station Attendant	28	328	66	38	56
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 (M & P)	10	110	22	29	3
22	Assistant Lineman	254	5742	1149	1058	345
23	Driver	49	227	45	46	48

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Class IV Posts

24	Havildar/Daftr/Restorer	3	44	9	9	3
25	Store Attendant/Store Mate	4	398	79	49	34
26	Bill distributor	15	316	63	51	27
27	Cleaner/Oiler/Greser	8	155	31	10	29
28	Peon	44	430	86	58	72
29	Mah/Gardner	22	111	22	13	31
30	Assistant Pump Driver	5	43	9	6	8
31	Chowkidar	21	415	83	49	55

HARYANA URBAN DEVELOPMENT AUTHORITY (14th Report 1988-89)

11

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	A request has been sent to HBPE on 22.3.99 for sponsoring the names of eligible candidates of S C Category for filling up the posts of 7 Numbers Accounts Assistants and if suitable candidates are not available issue N A C so that short fall may be made good through Employment Exchange/advertise ment. The shortfall will be made good accordingly	The Committee would like to know the action taken with latest position for filling up class III posts, the request of which was sent to Haryana Bureau of Public Enterprises
Accountants Assistants	During oral examination, the Committee was informed that the case with regard to filling up 83 Technical posts will be sent to the Bureau for review. The action taken may be intimated to the Committee.	In addition, the Committee may be informed about the action taken to fill up the posts on contract basis
The Committee observed that there was no ban on recruitment for three years		

Even then the posts meant for Scheduled Caste were not filled up. The Committee desired to know the reasons for not filling up the posts as also the stages of the process undertaken. The departmental representatives assured to send the information within a month which was not sent till the finalisation of this report. The same may be sent to the Committee immediately.

38

2 Jr Scale Stenographer

It is submitted that a request has been sent to HBPE vide letter dated 22 3 99 for sponsoring the names of eligible candidates of SC category. In case eligible candidates are not available NAC is to be issued by HBPE so that these posts could be filled up from Employment Exchange/through advertisement. The short fall will be made good accordingly.

do

3 Steno-typist

It is submitted that a request has been sent to HBPE vide letter dated 22 3 99 for

do

sponsoring the names of eligible candidates of S C Category In case eligible candidates are not available N A C is to be issued by HBPE so that these posts could be filled up from Employment exchange/through advertisement The shortfall will be made good accordingly

4 Accountant SAS

It is submitted that it has been decided and provided in HUDA Rules that 50% posts of Accountant/Accounts Officer/Sr Accounts Officer will be filled up by taking SAS personnel on deputation Further amendments are under active consideration One employee of S C category (in non SAS Cadre) has been promoted as Accountant in 2/99 Remaining short fall will be made good when suitable and eligible candidate will be available

do

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

As already submitted in the foregoing paras a request has been made to HBPE for sponsoring the name of eligible candidates of S C Categories for different posts In case eligible candidates of S C categories are not available N A C certificate will be issued by HBPE so that these posts could be filled up from Employment Exchange/through advertisement The further action in the matter will be taken in accordance with the response of HLB PE

The Committee would like to know if Haryana Bureau of Public Enterprises have sponsored any names of eligible candidates of Scheduled Caste cadre for filling up the different posts and similarly action taken by HUDA for filling up the posts meant for Scheduled Caste category

POLICE DEPARTMENT (14th Report 1988 89)

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

Cadre wise strength/representation of Scheduled Castes

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

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

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

According to the latest instructions issued by the Govt vide their letter No 22/79/95 3GS III dated 12 9 97 It is not possible to remove backlog of SC candidates The operative part of the instructions dated 12 9 97 are 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 unfill 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.

General recruitment of constables was undertaken in July 1998 in which seats were allotted to various Selection Boards category

The Committee may be informed the action taken for filling up three per cent backlog

In addition, the Committee may be informed the decision taken by the Government for filling up the vacancies meant for Scheduled Castes in case they are not available by considering Ex servicemen. Further, the Committee may be informed the total number of IPS officers and Deputy Superintendent of Police alongwith the number of officers belonging to the Scheduled Castes category

Besides, the Committee would also like to know the action taken by the

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

wise strictly as per perscribed percentage under the Govt instructions Against total 1800 posts of constables 360 seats were earmarked for S C category including ex servicemen S C category As per reports received from the field units as on 10 3 99 only 1681 candidates against total allotment of 1800 seats have been recruited as constable Out of 1681 the department has been able to recruit 307 candidates belong to S C category Break up category wise including S C ESM is as under

1	SC A Block	137
2	SC B Block	133
3	ESM SC	37
	Total	307

As per Govt instructions total 336 candidates of SC category including ESM SC category were required to be recruited as constable Thus there remained shortfall of 29 candidates in the recruitment made in the recent past The shortfall in SC category candidates is mainly due to non availability of SC ESM candidates In order to remove shortfall 129 posts of ESM candidates including 69 SC category were re advertised by the department on 10 12 98 especially keeping in view the

Department after the passing of bill by the Lok Sabha as promised by the representatives of the Government ”

Govt instructions issued vide their letter No 22/79/95 3GS III dated 12 9 97 Even after re advertisement, there remained shortfall of SC ESM candidates Thus despite best efforts made by the department shortfall of 29 candidates could not be removed only due to non availability of ESM/SC category candidates According to the existing reservation policy there is 15% horizontal reservation quota for Ex Servicemen category which is read as under —

- 1 In Block A of Backward Classes 3%
- 2 In Block B of Backward Classes 3%
- 3 In General Category 4%
- 4 In Scheduled Castes 5%

The experience of the department is that it is difficult to obtain suitable candidates of Ex Servicemen category in SC/BC category Additionally the horizontal quotas for Ex servicemen in various vertical reservation categories are disproportionate While 53% of general merit category caters for only 4% reservation for Ex servicemen 20% SC category is sharing 5% with Ex servicemen It would also not be out of place to mention here

that in view of the difficulty getting suitable Ex Servicemen candidates of SC/BC category for recruitment as constable and to avoid non filling up of SC/BC quota vacancies The department has recommended to the State Govt. that if no suitable Ex Servicemen candidates are available in SC/BC categories such posts may be filled up from non Ex Servicemen candidates in the SC/BC categories This proposal is under active consideration with the Govt This proposal will also go a long way in minimising the chances of shortfall in SC/BC categories in the matter of recruitment

INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION DEPARTMENT (15th Report 1989 90)

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 promotor. 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 (VE) and Deputy Director (Women) are filled up 100% by promotion. The remaining 12 posts in different cadres are filled up 50% by promotion and 50 % by direct recruitment. These posts include Assistant Director (Technical) Assistant Apprenticeship Advisor/Principals I T I (Technical) Assistant Director (VE) and Assistant Directors/Controller of Examination. With regard to Group B posts it was informed that there are 82 posts which are filled up 50% by promotion and 50% by direct recruitment except one post of Assistant Director (Women) which is filled up 100% by promotion	Social Study Instructor (ITI) FD has been approached by the Department to waive off its condition issued vide its letter dated 16 3 2000 regarding ban on filling up of vacant posts affecting 286 available posts of Instructors in ITIs. On receipt of FD's approval of relaxation in the ban condition the requestion to fill up one post of Social Study Instructor which has been determined keeping in view the training needs of the department, shall be sent to HSSC which can not be reserved in view of the fact that at most 50% of the vacancies proposed to be filled up can be reserved Language Teacher (English) There is a shortfall of six posts of Scheduled Castes Category 26 posts of Language Teachers (English) can be filled up as on today if the ban on recruitments is waived off by the Finance Department 32 posts of language teachers (English) have been abolished on account of remaining vacant for more than two	The Committee may be informed the latest position for the revival of 113 posts abolished by the Department the case of which stood referred to Finance Department The Committee would also be informed about the action taken for filling up the vacant posts on ad hoc/89 basis the permission for which was sought from the Government. In addition the Committee may also be informed the steps taken for the relaxation of ban for the recruitment imposed by the Finance dept for which a demt official letter was sent on 27th September 2000

It was informed that there is 20% reservation for Scheduled Castes in direct recruitment in Group A posts but no reservation exists in promotional posts. On 9th February 1979, the department had total 11 posts belonging to Group A and during the period from 9th February 1979 to 31st March 1989 5 new posts were created in Group A including the one post of Deputy Director which was up graded to that of Joint Director. The reserved posts in this group was advertised twice by the Haryana Public Service Commission. It was told that no candidate has been recommended by the said Commission.

On the basis of the reservation in Group C the position of shortfall of Scheduled Castes and the action taken to fill up the posts was informed as under

1 Total = 58 (i) Shortfall in promotion
No of posts = 10
Shortfall

(ii) Shortfall against recruitment posts direct = 48

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

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

(ii) Total filled out of reserved posts 74

(iii) Extra posts filled from S C 2

(English) has been withdrawn and fresh requisition will be sent when the qualifications are revised and provision thereof is made in the service rules of the department and the ban imposed on recruitment is lifted

Vocational Instructors

There is a total of 866 sanctioned units under the Vocational Education Scheme of the State. As such 866 posts of Vocational Instructors should be filled up to run 866 units. Of the 866 hypothetical posts 10% i.e. 87 posts cannot be filled up as per FD's instructions. 373 posts of Vocational Instructors stand abolished as per FD's instructions issued from time to time. As such 406 posts of Vocational Instructors can be filled up as on date. Of this 246 regular Instructors are in position and 79 Instructors are working on ad hoc basis and 40 Instructors are working on 89 days basis. The department is running 832 units as on date. A balance of 160 posts of vocational instructors can be filled up as on date after getting the approval of FD to waive off the ban on recruitment imposed vide its letter dated 16-3-2000. The department has worked out the distribution of these 160

- (iv) Reserved posts not filled (Details as under) 10
 (a) Eligible S C persons not available and filled up by other candidates 9
 (b) Promotion case for S C under consideration 1
- 3 The position regarding Shortfall in case of direct recruitment posts is explained as under

(i) Total reserved for S C	213
(ii) Total filled out of reserved posts	165
(iii) Extra posts filled from S C	12
(iv) Reserved posts not filled	48
(v) Details of efforts are under	
(a) Through S S S B	14
(b) Through Employment Exchange	6
(c) On transfer basis	1
(d) Direct advertisement	9
(e) Left inadvertently and to be filled in future upon a vacancy becoming available	1
(f) Cannot be filled up on account of stay in court cases	17
Total	48

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

Vocational instructors amongst various vocations as per detail at Annexure A in accordance with its training needs Of the 160 posts proposed to be filled up in case approval of FD in the matter is obtained, the following number of posts are proposed to be filled up against the following categories —

Sr No	Name of the Vocation	No of posts Proposed to be filled up	Current Shortfall
1	Two & Three wheeler Repair Instructor	2	2
2	Office Secretaryship/ Stenography (Hindi) Instructor	52	2
3	Office Secretaryship/ Stenography (English) Instructor	20	1
4	Commercial Garments of Designation & Making Instructor	29	1
5	Accountancy & Auditing Instructor	16	2
6	Crop production/ Cultivation Instructor	0	1

The shortfall of scheduled castes vacancies shall be filled up by the department at the most immediate possible opportunity available to it, taking into account the fact that not more

than 50% reservation is permissible in each lot of requisition against each category. The short fall of vacancies in the vocations mentioned at Sr no 2 3 4 & 5 can be met in the present requisition if allowed by the Finance department. However the shortfall in the Vocation at Sr No 6 can be made up in the present requisition since no vacancy in this vocation is proposed to be requisitioned in this lot. Against the shortfall of 2 in vocation indicated at Sr No 1 above. The shortfall of one vacancy can be recouped in the present requisition.

Note — There are a total of 286 and 160 posts of ITI & Vocational Instructors respectively which can be filled up. Permission has been sought from the FD to waive off its condition dated 16 23 2000 regarding filling up of these 446 (286 ITI+160 VEIs) vacant posts. Efforts shall be made to fill up the backlog of reservation in vacancies in each trade/vocation category subject to the condition that not more than 50% of the posts in each category can be kept reserved.

There is shortfall of scheduled caste/backward class but it has not been filled up from general category candidates.

forward during the last 3 years

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

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

	Total posts filled	Total posts filled by SC	Source	
			HP	Promotion
			SC	
Group A				
1986 87	4		2	2
1987 88	1			1
1988 89	1			1

	1	2	3	4
Group B				
1986 87	6		4	2
1987 88	1			1
1988 89	1			1
SSSB	Promotion	Employment	Exchange	
Group C				
1986 87	286	55	3	68 208
1987 88	260	35	1	63 196
1988 89	244	44	82	79 83
Group D				
1986 87	24	2	-	24
1987 88	33	10		33
1988 89	13	5		13

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

ANNEXURE 'A'

Sr No	Vocation	Total Units	Regular Instructors on date	Vacancies on date	Proposed notification to HSSC			Balance		Postion after the proposed notification	%age filled after notification
					Against adhoc	Against 89 days	Total				
1	2	3	4	5	6	7	8	9	10	11	
A. Business & Commercial Group											
1	Office Secretary/Stenography (Hindi)	131	12	119	35	17		52	64	48.9%	
2	Accountancy & Auditing	73	18	55	6	8	2	16	34	46.6%	
3	Office Secretaryship/Stenography (English)	58	15	43	18	2		20	35	60.3%	
4	Banking	19	9	10	1	1		2	11	57.9%	
5	Marketing & Salesmanship	16	8	8	0	0		0	8	50.0%	
6	Receptionist	1	0	1	0	0		0	0	0.0%	
B. Home Science Group											
7	Commercial Garments of Designing & Making	85	11	74	4	4	21	29	40	47.1%	
8	Tailoring & Embroidery	3	0	3	0	0		0	0	0.0%	
9	Bakery & Confectionery	4	3	1	0	0		0	3	75.0%	
C. Engineering & Technology Group											
10	Lineman	128	40	88	4	4	11	19	59	46.1%	
11	Maintenance & Repair of Electrical Domestic Appliances	117	41	76	6	1	4	11	52	44.4%	

12	Two & Three Wheeler Repairer	89	39	50	0	0	2	2	41	46 1%
13	Furniture Maker & Designing	28	13	15	2	1		3	16	57 1%
14	Computer Technique	3	0	3	0	2		2	2	66 7%
15	Boiler Attendant	8	2	6	2	0		2	4	50 0%
16	Electronics Techonology	2	0	2	0	0		0	0	0 0%
17	Material Testing & Heat Treatment	2	1	1	0	0		0	1	50 0%
18	Mech Textile Machinery	2	0	2	1	0		1	1	50 0%
D Agriculture Group										
19	Repair & Maintenance of Power Driven Farm Machinery	42	22	20	0	0		0	22	52 4%
20	Floriculture	13	7	6	0	0		0	7	53 8%
21	Crop Production	6	4	2	0	0		0	4	66 7%
E Humanities & Other Group										
22	Library Information Science	1	0	1	0	0	1	1	1	100 0%
23	Visual Arts (Pottery Ceramics)	1	1	0	0	0		0	1	100 0%
Total		832	246	586	79	40	41	160	406	48 7%

PUBLIC WORKS (B&R) DEPARTMENT (16th Report 1990 91)

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

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

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

The matter is under consideration with the Govt. The information as asked for vide Govt letter No 1/2/90 4 B&R(W) dt 19 5 98 has been received from the Engineer in Chief Haryana, PWD B&R Br Chandigarh vide his memo no 224/EJIO dtd 21 10 98

The case was referred to C S for advice on 12 12 98 but advice is still awaited

After discussion, the Committee decided that the matter may be referred to the Chief Secretary for conducting the enquiry and fixing up the responsibility of the officers/officials who have committed the errors. In addition, the Committee also decided that the Chief Secretary may be requested to consider the grant of two increments to the affected officials who were not promoted. There port may be sent to the Committee within two months

Recruitment

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

	1987 88	1988 89	1989 90
Class I	Nil	Nil	Nil
Class II	Nil	Nil	Nil
Class III			
J E (Civil)	Nil	3	3
J E (Mech)	3	3	3
J E (Elect.)	Nil	Nil	Nil
J E (Hort)	Nil	Nil	Nil
A D M (C)	1	1	2
A D M (E)	Nil	Nil	Nil
A D M (M)	Nil	Nil	Nil

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

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

The Secretary Haryana Staff Selection Commission Chandigarh vide his letter No 1/13/98 35/2531 dated 6 10-98 informed that interviews for the post of Assistant Draftsman are being conducted on 12 10 98. Candidates will be recommended shortly. A reminder has been issued to Secretary, Staff Selection Commission Chandigarh vide Engineer in Chief Haryana, PWD B&R Branch Office memo No 2800/En dated 21-4 99 for recommending the candidates at the earliest.

The Committee was promised that the information with regard to the selection of candidates meant for Scheduled Castes and Backward Classes categories will be sent but the same was not sent by the Government till the finalisation of the report. The Committee would also like to know the action taken for referring the matter to the Finance Department for filling up the posts meant for Scheduled Castes/Backward Classes so that these vacant posts do not lapse after a period of two years.

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

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

HPSC has advertised the posts vide advertisement No 4. The competitive examination is likely to be held in July 1999

A.D.M. (Civil)

The Secretary Staff Selection Commission Haryana, Chandigarh vide his letter No 1/13/98 35/2531 dated 6 10 98 informed that interviews for the posts of Assistant Draftsman are being conducted on 12 10 98. Candidates will be recommended shortly. A reminder has been issued to Secretary, Staff Selection Commission, Chandigarh vide Engineer in Chief Haryana PWD B&R Branch, Chandigarh memo No 2800/En dated 21-4-99 for recommending the candidates at the earliest

The Committee may be informed about the action taken as promised in the meeting of the Committee held on 10th October, 2000

THE HARYANA STATE COOPERATIVE SUPPLY AND MARKETING FEDERATION LIMITED (17th Report 1991-92)

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

Cadrewise position of Employees/Representation of Scheduled Caste The Government informed that posts in Group A, B, C and D services in the Haryana State 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 Hafed and the latest position in this regard has been given against each observation made by the Committee as under	The Committee decided that HAFED may take action for filling up the posts meant for Scheduled Castes/Backward Classes to recoup the backlog under intimation to the Committee within two months.
--	--	---

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	Representation Scheduled to Scheduled Castes
-------	--	--	--

	By direct recruit ment			By promo tion			By direct recruit ment			By promo tion		
1	2	3	4	5	6	7	8	9	10	11	12	
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 pro-motion	%age for pro-motion	By for recruit ment	Remarks depu tation
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%	
Mkg Research Officer	50%	(i) By promotion or transfer or on deputation
Malster	100%	
Cost Accounts Officer	100%	

1	2	3
Mkg Dev Officer	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Mkg Expert	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
General Manager	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Establishment Officer	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Asstt Distt Attorney	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Asstt. Secretary	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Dy Controller (C&B)	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Sr Accounts Officer	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Manager A	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Accounts Officer	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Sr Sales Officer	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Asstt. Project Manager	100%	(i) By promotion (ii) By transfer or on deputation from Finance Department
Sub Divisional Engineer	50%	(i) By promotion (ii) By transfer or on deputation from Finance Department
(wef 13 12 91)	(wef 13 12 91)	(i) By direct recruitment or by transfer on deputation

Asstt. Engineer (Mech)	100%
Asstt Engineer (Elec)	100%
Sales Executive	100%
Purchase Officer	100%
Manager Cotton	100%
Production Engineer	100%
Manager (Rice Mills)	100%
Shift Chemist	100%
Quality Control Officer	100%
Asstt Engineer (Auto)	100%
Asstt Project Engineer	100%
Chief Chemist	1
Asstt. Engineer (Mech)	2
Asstt Engineer	2
(Elect.)	
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

The Departmental representatives during the course of oral examination agreed with the content

Filling up of vacancies

tion of the Committee that there is short fall in the various categories of posts. The Committee therefore recommend that the Haryana State Coop Supply and Marketing Federation Limited should made such arrangements that these vacancies are filled up by appointing/promoting persons belonging to reserved categories. The Committee would like to know the action taken in this regard

Field Inspector (Jr)

Shortfall 4

Only two Clerks of SC category who opted promotion are found fit have been promoted as FI (Jr) and the shortfall is now for two only. This shortfall will be made good in further promotion

S O Shortfall 6

RCS vide letter dt 15 6 98 has desired to put up the fresh proposal alongwith justification and BOD resolution for creation of these posts. BOA has approved the revival of 2 posts in its meeting held on 14 7 99. The case is being sent to Govt for approval

The representative of the Government in the meeting of the Committee held on 11th July, 2000 promised to send the detailed list showing the categorywise vacancies as also the posts which are to be filled up by promotion and by direct recruitment alongwith the number of posts which have been abolished but the same was not supplied to the Committee till the finalisation of this report.

The Committee would

like to know the action taken
for filling up three posts as
mentioned in this para

Accountant 'B' Grade (Shortfall 15)

Reminder has also been issued vide this office letter No Hafed/ Estt /E 5/4089 dt 23 11 98 Now the RCS Haryana has informed that the case has been sent to Govt vide their letter No 1 4/96/Mkg 1/2446 dt 13 8 98 and Hafed will be informed after receipt of reply from Govt

Accountant 'C' Grade (Shortfall 6)

RCS has been requested vide letter No Hafed/Estt /E 5/5498 dt 31 5 99 to convey State Govt approval for filling up of 19 posts of Acctt C grade

Store Keeper/Godown Keeper (Shortfall 3)

The Board of Directors of Hafed has not been constituted so far

Head Mistr1 (Shortfall 2)

No change in the position sent previously to the Committee on the Welfare of Scheduled Castes, Scheduled Tribes and Backward Classes of Haryana Vidhan Sabha as the matter regard ing closures of three Rice Mills and shifting of other two Rice Mills is still pending for final decision by the Cabinet Sub Committee

Assistant Mistr (Shortfall 4)

No change in the position sent previously to the Committee on the Welfare of Scheduled Castes, Scheduled Tribes and Backward Classes of Haryana Vidhan Sabha as the matter regarding closures of three Rice Mills and shifting of other two Rice Mills is still pending for final decision by the Cabinet Sub Committee

--do--

J.E (Shortfall 2)

The approval from Govt is still awaited

--do--

Electrician (Shortfall 1)

RCS vide letter No 1/95/Mkg 115399 dt 25 6 98 has requested to put up the fresh proposal alongwith justification and BOD resulation for creation of these posts Since 15 10 97 to BOD is not in existance & as such no further action could be taken Recently two Hafed Plants namely Hafed Ginning & Processing Complex Ding and Barley Malt Plant Jatusana have been closed Resultantly the staff including Electrician have also become surplus There is also a proposal for closure of 7 Rice Mills is under consideration of the Cabinet Sub Committee In case the Cabinet Sub Committee approved the proposal for closure of rice mills than the Staff/Electrician

--do--

presently being utilised for these rice mills will also become surplus As such there is no likelihood for creation of any more posts of Electrician at this stage and as such it will not be possible to complete the shortfall at present Govt has also imposed complete ban vide No 5/21/84/PE (FD) dt 19 5 99 on the creation of posts

Promotional Avenues

The Committee have observed after perusing the Common Cadre Rules, 1988 of the Haryana State Cooperative Supply & Marketing Federation Limited that there are a number of categories for which no promotional avenues exist either for the reserved categories or general categories As per the Govt instructions issued from time to time and the courts rulings it has been 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 direct recruitee The Committee may also be informed about the action taken in this regard

The information regarding 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 reservation policy is placed at Annexure-I

The Committee recommend that the latest position as was promised to the Committee be supplied immediately as a period of two months has already elapsed

1	2	3
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	-do-
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 information to the Committee	-do-
	Only two Clerks of SC Category who opted promotion and found fit have been promoted as F1 (Jr) and the shortfall is now for two only. This shortfall will be made good in further promotion Accountant 'C' Grade RCS has been requested vide letter No Hafed/Estt /E 5/5498 dt 31 5 99 to convey State Govt approval for filling up of 19 posts of Acctt C grade	-do-
	The approval from Govt is still awaited RCS vide letter No 1/95/Mkg 115399 dt 25 6 98 has requested to put the fresh proposal alongwith justification and BOD resolution for creation of these posts. Since 15 10-97 the BOD is not in existence & as such no further action could be taken. Recently two Hafed Plants namely Hafed Ginning & Processing Complex Ding and Barley Malt Plant, Jatusana have been closed. Resultantly the staff including Electrician have also become surplus. There is also a proposal for closure of 7 Rice Mills is under consideration of the Cabinet Sub Committee. In case the Cabinet Sub Committee	-do-

approved the proposal for closure of rice mills then the Staff/ Electrician presently being utilised for these rice mills will also become surplus. As such there is no likelihood for creation of any more posts of Electrician at this stage and as such it will not be possible to complete the shortfall at present. Govt. has also imposed complete ban vide No 5/21/84/PE(FD) dt 19.5.99 on the creation of posts

ANNEXURE-I

24TH REPORT OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES OF HARYANA VIDHAN SABHA SUPPLY OF CATEGORY-WISE INFORMATION AS ON 31-3-1999

Sr No	Name of the Cadre	Pay Scale	Sanct ioned posts	Post filled as on 31 3 99	No of posts filled up after 9 2 79	No of Employees to be required as per roster from reserved category	Post Actually filled from	Shortfall	Reasons for Shortfall
						SC BC PH	SC BC PH	SC BC PH	
1	2	3	4	5	6	7 8 9	10 11 12	13 14 15	16

CLASS 1

1	Managing Director (Appointed by the Govt)		1	1					
2	Secretary (Appointed by the Govt)		1	1					
3	S E	14300 18300	1	1					
4	Financial Controller	14300 18300	1						
5	Malster	14300 18300	1	1	1				
6	G M	12000 18500	1						
7	General Manager (H Q)	12000 18500	3	2	2				
8	Joint Manager	12000 16500	3	1	3				
9	General Manager (Plants)	12000 16500	2	2	2				
10	District Attorney	10000 15200	1	1	1				
11	Marketing Development Officer	10000 13900	1		1				On deputation
12	Marketing Expert	10000 13900	1		1				
13	Cost Accounts Officer	10000 13900	1	1	1				

[illegible]

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
34	Enquiry Officer	8000 13500	1		1										
CLASS II															
35	Asstt Secy/E O	6500 10500	6	6	13										
36	Manager A Grade	6500 10500	8	6	11										
37	Asstt District Attorney	6500 10500	1		1										
38	Asstt Manager (Recovery)	6500 10500		2	1										On deputation
	Asstt. Manager (Rice)														
39	Manager Rice Mill	6500 10500	4	4	4										
40	Maintenance Engineer	6500 10500	1												
41	Programmer	6500 10500	1	2	2										One Programmer is officiating as System Analyst
42	Sr Sales Officer	6500 10500	1	1	1										
43	Quality Control Officer	6500 10500	1	1	1										
44	Sales Executive	6500 10500	2	1	1										
45	Production Engineer	6500 10500	1	1											
46	Quality Control Officer	6500 10500	1												
47	Marketing Manager	6500 10500	1												
48	Accounts Officer	6500 10500	20	17	20										
49	Private Secretary	6500 10500 +200/ S P	2		1										
50	Shift Chemist	6500 10500	8	3	3										
CLASS III															
51	Executive (PR)	6500 9900	1	1	1										
52	Manager	6500 9900	1												

53 Manager (Cold Storage) 6500 9900 7
54 Section Officer (A/C) 6500 9900 62 55 50 9 4 1 3 5 1 6

RCS vide letter dt 15 6 98 has desired to put the fresh proposal alongwith jurisdiction and BOD resolution for creation of these posts BOA has approved the revival of 7 posts in its meeting held on 14 7 99 The case is being sent to Govt for approval

55 P A 6500 9000 8 7 9 2 2

The post of P A. is a promotional post and no candidates belonging to SC category is available

56 Head Draftsman 5500 9000 2 1 1 1
57 Field Officer 5500 9000 2 2 2
58 Tech Asstt (PP) 5450 8000 1 1 1
59 Manager Rice Mill 5450 8000 11 5 5 1

As already explained in the 20th report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes of Haryana Vidhan Sabha this case has been frozen as such no recruitment can be made at this stage 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 Rices then staff Manager Rice Mills presently on the cadre of Hafed will also become surplus However Govt has imposed complete ban on fresh recruitment No action can be taken at this stage

79	Salesman	5000 7850	4				
80	EDP Assistant	5000 7850	3	1	1		
81	Sr Scientific Asstt	5000 7850	1	1	1		
82	Stock Keeper Tech	5000 7850	3	3	3		
83	Sales Supervisor	5000 7850	8	3	3		
84	Purchase Supervisor	5000 7850	4	3	3		
85	Tech Store Keeper	5000 7850	2	1	1		
86	Weightment Clerk	5000 7850	8	3	3		
87	Lab Chemist	5000 7850	4	1	1		
88	Cotton Purchase Asstt	5000 7850	5	5	5	1	1
89	Assistant	5000 7850	84	83	78	15	8
90	Sr Scale Stenographer	5000 7850	4	4	4		
91	Asstt Foreman (Furnace)	5000 7850	1	1	1		
92	Sr Scientific Asstt	5000 7850	3	2			
93	Chemist	5000 7850	1				
94	Head Mistry (Barley)	5000 7850	8	2	1		
95	Sales Manager	5000 7850	1				
96	Asstt Foreman/Shift Supervisor	5000 7850	4	3			
97	J E	5000 7850	40	14	14	2	1

The case has been sent to Honble C M Haryana on 25 6 97 on Single File for according approval for filling up of 5 posts of J E. Reminder has also been issued vide this office letter No Hafed/Estt /E 71/1942 43 dt 18 5 98 to RCS Haryana with a copy to Commissioner (Cooperation). The baclog will be cleared after receipt of approval from Government

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Against the sanctioned strength of 15 posts 13 are in position. Two posts are lying vacant for more than 5 years. As per Govt instructions posts lying vacant for more than 3 years are abolished. As such the backlog cannot be filled up at this stage. However recently Govt has also complete ban on fresh recruitment.

There is no demand for this post. As such shortfall cannot be made good at this stage.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
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116 Oil Mill Operator 4000 6000 8 6 7 1

The posts are meant for Ding and Ratia Plants. The plants are running in loss due to under utilisation of these plants. There are no demand to fill up these posts. The same position had been sent to RCS vide letter No Hafed/Estt/E 10/2928 29 dt 22 5 95 in the 20th report of the Committee on the Welfare of SC and ST of Haryana Vidhan Sabha. At present there is no demand of Oil Mill Operator

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117 Saw Gin Foreman 4000 6000 3 2 2 2

118 Refinery Operator 4000 6000 14 8 8 2

Against the sanctioned strength of 14 posts 8 are in position 8 posts lying vacant for more than 5 years. As per Govt instructions posts lying vacant for more than 3 years stand abolished. As such the backlog cannot be made good at this stage.

119 Cotton Seed Proc Operator 4000 6000 14 11 12 2 1

120 Time Keeper 4000 6000 4 1 1 1

121 Solevant Ext Plant Operator 4000 6000 8 5 6 1 1

The posts are meant for Ding and Ratia Plants. The plants are running in loss due to under utilisation of these plants. There

75

[illegible]

158	Truck Cleaners	2550 3200	20	13	18	2	1	1	1
159	Peon Peon cum Chowkidar	2550 3200	465	432	462	86	54	75	50
	Peon cum Mali Security Guard & other Class IV Employees							11	4
160	Plumber	2550 3200	1	1					
161	Lab Attendant	2550 3200	2	1	1				
162	Attendant	2550 3200	4	4	4				
163	Asstt Fitter	2550 3200	8	2	2				
164	Store Attendant	2550 3200	1	1	1				
165	Operator/Bakery	2550 3200	3	3	3			1	1
166	Loader	2550 3200	42	2	2			1	
167	Ref Mech	2550 3200		1	1				
168	Fireman	2550 3200	4	3	3				3
169	Elect /Helper	2550 3200	2	2	2				
170	Fireman/Tech Helper	2550 3200	19	5	5	1			
171	Plant Helper/Helper	2550 3200	12	12	7	1			3
172	Lab Attendant	2550 3200	5	2	2				
173	Helper cum Chowkidar	2550 3200	21						
174	Mech Helper	2550 3200	3	1	1				
175	Work Supervisor		1	1	1				

During 1998 99 seven peons have been appointed under ex gratia scheme and 6 peons have been joined in compliance of court order. With this number of filled posts have been increased and representation of SC/BC category could not be given. This representation would be given in the next recruitment

GENERAL RECOMMENDATION (14th Report 1988-89)

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Reservation in promotion in Class I & II posts At present there is reservation in Promotion for Scheduled Castes in Class III & IV posts but there is no reservation in promotion in Class I & II posts with the result that there is always shortfall in the above categories	The matter regarding reservation in promotion for Scheduled Castes in Class I & II posts is under consideration with the Govt as informed by the Chief Secretary vide their letter No 22/45/96 3GS III dated 7 5 99 (copy enclosed) (Annexure A)	The Committee would like to know the decision taken by the Government in the matter

ANNEXURE A'

From

The Chief Secretary to Government, Haryana

To

The Director Welfare of Scheduled Castes &
Backward Classes Department, Haryana
Chandigarh

Memo No 22/45/96 3GSIII

Dated Chandigarh the

Subject — Recommendation of 24th Report of Welfare Committee of SC &
ST of Haryana Vidhan Sabha

Kindly refer to your D O letter No A R O 1/99 dated 26 3 99 on
the subject noted above

2 The matter regarding at reservation in promotion to Scheduled Castes in Class I & II posts is under consideration of the State Government and after taking the final decision you will inform accordingly

Sd/
Superintendent General Services III
for Chief Secretary to Government, Haryana

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

Examination of Dy Commissioners Committee examined 11 Deputy Commissioners i.e Yamunanagar on 12th August, 1997 Karnal on 19th August, 1997 Hissar & Fatehabad on 26th August, 1997 Jind on 27th August, 1997 Bhiwani on 3rd September 1997 Gurgaon on 10th September 1997 Rohtak on 17th September 1997 Rewari on 7th October 1997 Panchkula on 21st October 1997 and Panipat on 23rd October 1997 in regard to the information supplied to the Committee by the concerned Deputy Commissioners which is given in Annexure A	No reply was sent by the Government	No reply was received from the Government during the last three year The Committee would therefore like that the action may be initiated against the delinquent officers/officials who have not cared to send the reply to this para immediately
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Annexure 'A'

Distt	Number of Eligible person	Disttwise plots allotted in Three Surveys	Disttwise number of plots in which registration been done	Possession given	Disttwise number of persons who was not allotted plots
1		2	3	4	5
Distt Yamunanagar					
Ist	3398	3398	3398	3398	
IInd	113	113	113		
IIInd	305	11	11	230	
Distt Karnal					
Ist	15989	15901	15901	15901	88
IInd	4863	4740	4740	4740	123
IIInd	4193	3095	3095	3095	1098

Distt Hissar & Fatehabad

Ist	11356	11356	11356	11356
IInd	1758	1758	1758	1758
IIInd	3948	3948	3948	3948

Distt. Jind

Ist	10987	10987	10987	10987
IInd	5440	5440	5440	5440

Distt Bhiwani

Ist	15286	15286	15286	15286
IInd	7230	7230	7230	7230
IIInd	3396	3396	2046	1998

1398

Distt Gurgaon

Ist	6465	6465	6465	6465
IInd	2925	2925	2925	2925
IIInd	1608	1608	1608	1608

Distt. Panckula

768	679	676	676
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Distt Panapat

Ist	5257	5257	5257	5257
IInd	1497	1497	1497	1497
IIInd	1545	1065	1065	1065

480

Distt Rewari

Ist	2741	2741	2741	2741
IInd	2896	2896	2896	2896
IIInd	5094	4275	4275	4275

Distt Rohtak

22053	15531	15531	15531	6522
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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 is apparent that a period of 8 years has elapsed since the last survey to identify the beneficiaries have been conducted Despite this, claims of a large number of beneficiaries remained unsettled till date

3 A prima facie perusal of the figures of the three surveys in most of the districts have left us with an unmistakable impression that succeeding surveys were not conducted properly. For example if 100 beneficiaries were identified in the survey conducted in the year 1972 i.e. the first survey in a village we found that the subsequent surveys held in the years 1984 and 1989 found either no beneficiary in the same village or the number of beneficiaries was as less as 5 to 10. This is an universal fact.

The Deputy Commissioners we examined were in complete agreement that the subsequent surveys were not convincing on the very face of it. In the subsequent years number of beneficiaries should have definitely been increased considering that a period of 17 years had lapsed between the first survey and the third survey. This Committee has also noted the fact that the 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 shamlat land is available the State Government should allocate separate funds and proceed to acquire land for purposes of allocation to those members of the Scheduled Castes who have been denied the benefit of the Government policy or who have not been

allotted plots after three surveys on account of the fact that 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 HARIJAN AWAS YOJNA

- (ii) State Government should conduct a fresh survey as on 1 1 98 in order to identify all beneficiaries including those who have been left out for purpose of allocation of residential plots to members of Scheduled Castes

We further 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 1 1 98

(iv) A large number of beneficiaries remained to be either handed over possession or in certain cases registration has not been effected or in certain other cases mutation has not been effected. This is the situation as observed by this Committee on examination of figures presented to us by the Deputy Commissioners in most of the districts of State of Haryana

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

Conclusion

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

It is the obligation of each one of us to undo the wrong done and to ensure that they are given enough impetus to compete equally with rest of us. Only one thing can ensure this. It is the change in our approach and approach of each individual living on the face of earth. More so, in the Haryana State

1	2	3
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More humanitarian and social purpose approach is required for complete assimilation of these deprived sections of society into the national mainstream. Ultimately initiative must come from the top and there is no one better than the Legislature of State of Haryana which represents the collective wisdom of all sections. Onus therefore is on this Legislature to act and 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 Castes 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 Classes
- (g) After a decision has been taken at the appropriate level the same will be communicated to the Secretary Haryana Vidhan Sabha by the Administrative Department with a copy to the Commissioner and Secretary to Govt. Haryana, Welfare of Scheduled Castes and Backward Classes Department
- (h) Cases involving disciplinary action and financial and other irregularities should be placed before the Minister concerned or the Council of Ministers as the case may be even though the recommendation of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is proposed to be accepted The cases involving financial irregularities will invariably be decided in consultation with the 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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