



HARYANA VIDHAN SABHA

**Committee on Welfare of  
Scheduled Castes & Scheduled Tribes  
(1984-85)**

**SIXTH VIDHAN SABHA**

**TENTH REPORT**

**ON THE**

(Action taken by the Government on the further recommendations/  
observations contained in its 8th Report and on the recommen-  
dations contained in the 27th Report of the Commissioner for  
Scheduled Castes and Scheduled Tribes which relate to  
the State of Haryana)

Presented to the House on 27 March, 1985.

**HARYANA VIDHAN SABHA SECRETARIAT,  
CHANDIGARH.  
March, 1985**

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**COMPOSITION OF THE COMMITTEE ON WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES FOR  
THE YEAR 1984-85**

**Chairman**

1. Shri Neki Ram, M.L.A.

**Members**

- \*2. Shri Amar Singh, M.L.A.
3. Shri Bhagi Ram, M.L.A.
4. Shri Bhalle Ram, M.L.A.
- \*\*5. Smt. Kartar Devi, M.L.A.
6. Shri Khillan Singh, M.L.A.
7. Shri Om Parkash (Beri), M.L.A.
8. Shri Phool Chand Mullana, M.L.A.
9. Prof. Sampat Singh, M.L.A.

**Secretariat**

1. Shri G. L. Batra, Secretary.
2. Shri Chander Parkash, Deputy Secretary.

Note :—\*Shri Amar Singh, M.L.A. and \*\*Smt. Kartar Devi, M.L.A. on their appointments as Minister and Minister of State respectively ceased to be Members of the Committee with effect from ~~4th~~ September, 1984.

## INTRODUCTION

1. I, the Chairman of the Committee on Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee in this behalf, present this report on the action taken by the Government on the further recommendations/observations contained in its 8th Report and on the recommendations contained in the 27th Report of the Commissioner for Scheduled Castes and Scheduled Tribes, so far as these relate to the State of Haryana and on some general aspects pertaining to the problems of Scheduled Castes persons in Government services.

The report is based on the replies given by the Department and explanation and clarifications received during the deliberations and further observations/recommendations made by the Committee in this behalf.

2. The Committee examined the Chief Secretary and the Administrative Secretaries of Printing and Stationery Department, Local Government Department, Excise and Taxation Department and Rehabilitation Department, Haryana.

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

4. The Committee places on record its appreciation of the valuable assistance given by the Commissioner and Secretary to Government Haryana, Welfare of Scheduled Castes and Backward Classes Department and his representatives during the tenure of the Committee.

The Committee also wish to express their thanks to the Chief Secretary to Govt. Haryana and Heads of Printing and Stationery Deptt., Local Government Deptt., Excise and Taxation Deptt. and Rehabilitation Deptt. and their representatives who appeared before the Committee for oral examination in regard to the implementation of further recommendations/ observations contained in the 8th Report and on some general aspects pertaining to the problems of Scheduled Castes persons in Government services

5. The Committee places on record the commendable services rendered by the Secretary and other dealing Staff of the Committee of Haryana Vidhan Sabha Secretariat to them in their deliberations.

Chandigarh :  
The 20th February, 1985.

**Neki Ram,**  
Chairman

## REPORT

The Committee on Welfare of Scheduled Castes and Scheduled Tribes for the year 1984-85 was constituted by the Haryana Vidhan Sabha by election vide a Notification dated the 30th April, 1984 under Rule 260 A (1) of the Rules of Procedure and Conduct of Business in the Haryana Legislative Assembly

Shri Neki Ram, M.L.A. was appointed Chairman of the Committee by the Hon'ble Speaker.

During its term the Committee held 45 sittings.

The Committee in its first meeting held on 14.5.1984, decided to examine the following departments during the year.

1. Education Department;
2. Local Government Department;
3. Health Department;
4. PWD (Public Health) Department, and
5. Social Welfare Department.

In accordance with the decision of the Committee, the Vidhan Sabha Secretariat vide letters dated 31.5.84 requested the Commissioners and Secretaries to Government Haryana, Health, PWD (Public Health) and Social Welfare Departments to send 30 copies of the statement showing the representation of Scheduled Castes in the said Departments during the last three years ending 31st March, 1984, together with the reasons, if any, for shortfall in each class of service and the steps taken to make up the shortfall for the use of the Committee within a fortnight of the receipt of the above mentioned communication.

The material in regard to Education and Local Government Departments had already been received in the Vidhan Sabha Secretariat. The material concerning the PWD (Public Health) Department was received by the Vidhan Sabha Secretariat on 26.6.1984 and the Committee in its meetings held on 18.7.1984 and 6.8.1984 framed questionnaire thereon and the same was sent to the Commissioner and Secretary to Government, Haryana, PWD (Public Health) Department on 10.8.1984 with a request to supply 35 copies of the reply within a fortnight from the date of receipt of that communication positively. The Committee did not receive any reply in this regard from the Department till the drafting of the report in spite of the 3 reminders issued by the Vidhan Sabha Secretariat.

As regards the material from the Social Welfare Department, the Committee regret to point out that it was supplied to the

Vidhan Sabha Secretariat only on 17.10.1984 i.e. after five months of the Vidhan Sabha Secretariat communication dated 31.5.1984, followed by 6 reminders thereto.

So far as the material from the Health Department is concerned, the Committee is pained to observe that the Department did not care to supply the material asked for by the Committee upto the drafting of the Report in spite of the fact that Vidhan Sabha Secretariat issued 8 reminders to the Department to expedite the matter at the earliest as the work of the Committee was held up on that account.

The Committee also regret to point out that the Department did not even extend the simple courtesy of acknowledging of any of the 9 letters issued by the Vidhan Sabha Secretariat to them.

The Committee again regret to observe this time that the Departments did not take any action whatsoever to supply the desired information within the stipulated time in spite of the fact that the Chief Secretary to Government, Haryana had issued instructions in this regard recently vide his letter No. 22/32/84-III GS, dated, 20.9.84.

The Committee is, therefore, constrained to observe that the work of the Committee is not taken seriously by the Departments and due importance is not being attached to supply the required information within the stipulated time. The Committee strongly deprecate such callous and indifferent attitude on the part of the Government Departments.

The Committee also desire that the Administrative Secretaries/ Heads of Departments of the PWD (Public Health) Department, Social Welfare Department and Health Department may also be asked to intimate the reasons for non supply of requisite information in time to the Committee, within a period of three months.

The Committee, therefore, vehemently reiterate its earlier recommendation to the Chief Secretary to Government, Haryana to impress upon all Heads of Departments of the Government of Haryana to supply desired information to the Committee within the stipulated period positively, as and when asked for by the Committee and also impress upon the Heads of Departments to meticulously implement the instructions issued by the Government in this regard failing which a serious view of the matter will be taken by the Committee.

## PRINTING AND STATIONERY DEPARTMENT

The Committee in its 6th Report had recommended to the Government that the Technical posts should be re-advertised for the 3rd time also and that the action taken in this regard may be intimated to the Committee.

### Advertisement of Technical posts.

On this recommendation, the Department in its written reply informed that the matter had been referred to the Chief Secretary to Government, Haryana, for necessary action.

The Committee after going through the written reply further observed in its 8th Report that the Committee would like to know as to when the matter was referred to the Chief Secretary to Government, Haryana and what is the latest position about the reference so made. The Department in its written reply stated that the matter was referred to the Chief Secretary to Government, Haryana, (General Services III Branch) by Government in the Printing and Stationery Department, Haryana vide their U.O. No. 2/21/81-1 P & S, dated the 27th December, 1982. The Chief Secretary to Government, Haryana vide his letter No 22/8/83-III—GSIII, dated 28-6-1983 had decided to keep the status quo in the instructions already invogue for the reasons that in case the Technical posts were re-advertised for the 3rd time it will entail heavy loss to the State by keeping costly Printing/Binding machines idle for a good length of time besides it will also add to the loss of the Government.

The Committee in its meeting held on 11-7-84 scrutinised the reply received from the Department and made further observation that the Committee reiterates its earlier recommendation in that the Technical Posts should be re-advertised for the 3rd time to enable the Scheduled Caste candidates to apply for these posts.

During the course of oral examination the departmental representatives requested the Committee to re-consider the position already stated.

After considering the whole matter the Committee recommend that in order to avoid heavy loss to the State by keeping costly Printing/Binding machines idle for a good length of time whenever there is a vacancy it should be immediately filled up on ad-hoc basis and as and when the reserved catagory persons are available their appointment letters be issued even if the posts have been advertised for the 3rd time.

The department in reply to the recommendation contained in the 8th Report of the Committee informed that the Department was making all efforts to make up the shortfall of Scheduled Caste persons in the department. After going through the reply, the Committee desired to know as to since when the shortfall in the posts of Mazdoor (Ministerial) was continuing and why did the Department not make any adhoc appointments of Scheduled Caste candidates on this post. The Committee also

### Filling up of posts of Mazdoor (Ministerial) Compositor

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wanted to know whether the post was advertised or a requisition sent to the Employment Exchange/S.S.S Board.

The Department in its written reply stated that previously the posts of Mazdoor were divided under two categories namely Technical and Ministerial. The rosters prepared for each category indicated that shortfall did exist under the Ministerial category but as a result of the Government decision to treat two categories as one common category the position had changed and that the shortfall was automatically made up, as one excess post having gone to the Scheduled Caste candidate under the Technical category had been adjusted against shortfall under the Ministerial category. As a result of these arrangements the two categories i.e. Technical and Ministerial had a joint seniority and common cadre,

During the course of oral examination, the departmental representatives explained to the Committee that since 9-2-1979 only 3 posts of Mazdoor (Ministerial) had been filled up and now 4th post will be filled up from amongst the Scheduled Caste candidates because the 4th post will go to Scheduled Castes quota. The departmental representatives further informed the Committee that at present no posts of Mazdoor (Ministerial) was lying vacant.

The Committee recommend that whenever 4th post falls vacant that should be filled up from persons belonging to Scheduled Castes. The Committee further recommend that categorization of the posts should be done away with and if after grouping of all the categories of posts there is a shortfall it should be made up at the earliest.

As regards the post of Compositor, the Committee desired to know as to why the department had not filled up the post of Compositor from amongst the Scheduled Caste candidates when there was a shortfall in these posts. The department in its written reply explained to the Committee that the cadre strength of Compositor was 61, out of which only 50 had been filled keeping in view the work load. Out of the 50 incumbents, 5 officials were promoted in April, 1984. The case for filling up of the resultant vacancies of Compositors had already been taken up and shortfall of 2 Scheduled Castes in this category will be made up as and when vacancies are filled up.

After hearing the departmental representatives the Committee recommend that consequent upon the promotion of some workers if there is a vacancy on the lower level that should be filled up from amongst the Scheduled Castes at the earliest even if by resort to direct recruitment.

During the course of oral examination, the departmental representatives further informed the Committee that there were 309 Class IV posts in all in the Printing and Stationery Department and out of them 7 were Sweepers, 565 Class III officials, 8 Class II Officers and only 1 Class I Officer in the Department.

After hearing the departmental representatives, the Committee desired the Department to furnish the latest information with regard to each category separately as it stood on 31.7.1984, indicating the



number of Scheduled Caste employees in each cadre and number of Class IV employees excluding the Sweepers.

The Committee regret to observe that the desired information had not been supplied to the Committee till the drafting of the Report and recommend that the requisite information be supplied to the Committee within a period of 3 months.

\_\_\_\_\_ In its 6th Report the Committee had observed that Training Facilities. to wipe out the non availability of Distributors the \_\_\_\_\_ Printing and Stationery Department should approach the Government to direct the Industrial Training Department to start the training of Distributors in the Industrial Training Institutes and that the Employment Exchanges may give wide publicity to attract more candidates to this trade in ITIs in the State of Haryana.

The Committee also desired that the action taken in this regard may be intimated to the Committee.

The Department in its written reply stated that the matter had been taken up with the Director, Industrial Training and Director of Employment Exchanges, Haryana. The Committee was not satisfied with the reply of the Department and made the following further observations—

- (i) As regards the Training Facilities, the Committee would like to have a copy of the reference made to the Director of Industrial Training and Director of Employment Exchanges, Haryana ;
- (ii) The Committee would also like to know the number of persons admitted for such training since the presentation of the Report in march, 1981 ;
- (iii) Further the Committee would also like to peruse the replies received from the Director, Industrial Training Haryana and Director of Employment Exchanges, Haryana, in this regard.

In reply to the above observations the Department in its written reply stated that as regards the training facilities a reference was made to the Director of Industrial Training, Haryana vide No. P& SH-82/9900/Admn., dated 23.12.1982. The Director, Industrial Training, Haryana, Chandigarh intimated vide his No T-1/Admission/Policy/83-84/8285, dated 25.1.1983 that the training of the trade of distributors could be undertaken if it is ensured that the persons after training are appointed within the span of 10 years. In this connection it is stated that there are 13 sanctioned posts of distributors in this Department, out of which 12 posts already stand filled up and the 13th post will be filled up by the general category candidate according to the roster. It therefore, could not be ascertained whether or not the trained persons could be absorbed in this Department. The Government in the Printing and Stationery Department, Haryana, had accordingly been

moved to advise in the matter vide No.P& SH-83/511/Admn., dated 21.2.1983 and that the matter was under consideration of the Government.

The Committee scrutinised the reply and made the following further observations—

The Committee was not satisfied with the reply furnished by the Department in as much as it would like to know whether the Industrial Training Department had been assured by the Department concerned that all the persons trained in the Institutes would be suitably absorbed in Government service during the next 10 years. Such an assurance could not hold good in the view of the Committee

The Committee desired that the training facilities for the distributors may be imparted in the Institutes irrespective of the fact whether trainees would be absorbed or not.

During the course of oral examination the departmental representatives explained to the Committee that the Industrial Training Department, Haryana could not be assured with any amount of certainty that all the trained persons would be absorbed during the next 10 years because the total strength of the distributors was 13 and 12 posts stood filled up. New posts were not likely to be created, so new trained candidates would not be assured of employment. However, the directions of the Committee for imparting this training had been communicated to the Industrial Training Department, Haryana on 23.7.1984.

After hearing the departmental representatives the Committee recommend that training of distributors must commence forthwith as it is doubtful whether all the departments have assured the Industrial Training Department, Haryana, that candidates trained in various trades would be suitably absorbed during the next 10 years.

# RECOMMENDATIONS CONTAINED IN THE 27TH REPORT OF THE COMMISSIONER FOR SCHEDULED CASTES AND SCHEDULED TRIBES IN SO FAR AS THESE RELATE TO THE STATE OF HARYANA.

The recommendations/observations of the Haryana State Govt. on the 27th Report of the Commissioner for Scheduled Castes and Scheduled Tribes as received from the Director, Welfare of Scheduled Castes and Backward Classes Department, Haryana, were placed before the Committee. The Committee scrutinised some recommendations and made the following observations.

The Committee desired that the comments of the Government on recommendations Nos 1 to 38 may also be sent to the Committee for its information.

## CHAPTER NO 2

### CONSTITUTIONAL SAFEGUARDS

39 It is reiterated that, though the protection of Civil Rights Act, 1955 does not provide for a discussion in Parliament on the Report laid by the Central Government every year on the working of Section 15-A of the Act, yet a discussion thereon would bring out in sharper focus the prevalence of untouchability and the steps that are still required to be taken for its abolition. Necessary provision should be made in the Act requiring the State Governments also to place Annual Report on the working of the Act on the Tables of the State Assemblies and to hold discussion on those. The Government replied that it relates to Government of India.

The Committee recommend that the State Government should also implement this recommendation of the Commissioner for Scheduled Castes and Scheduled Tribes and try to get the Report on the working of the Act laid on the table of the State Assembly so that a discussion could be held thereon.

50 The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services and Miscellaneous Provisions) Act, 1979 is quite comprehensive and attempts to deal with the basic problems of most vulnerable sections of the society. It is hoped that the State Governments/Union Territory Administrations concerned would strictly enforce the Act and ensure that rules framed thereunder are not violated. In reply to this recommendation the Government stated that it does not relate to State Government.

The Committee observed that the Director, Welfare of Scheduled Castes and Backward Classes, Haryana, may obtain a copy of the rules framed under the Inter State Migrant Workmen (Regulation of Employment and Conditions of Service and Miscellaneous Provisions) Act, 1979 for perusal by the Committee.

52. It is hoped that the Government of India will bring forward in the near future a suitable legislation for a comprehensive revision of the list of Scheduled Castes and Scheduled Tribes in the present

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Lok Sabha. The State Government replied that it also does not relate to the State Government.

The Committee observe that the Directorate of Welfare of Scheduled Castes and Backward Classes, Haryana, may bring to the notice of the Government of India that the Haidi and Naik should be included in the list of Scheduled Castes and Scheduled Tribes while revising the list of Scheduled Castes and Scheduled Tribes, as the treatment meted out to the Scheduled Castes in the State is also meted out to the Haidi and Naik communities.

53. Since Education has been included in the concurrent list of the constitution, the Government of India should consider the desirability of enacting Central Legislation in order to put a stop to the practice of admission to educational institutions, by payment of capitation fees. The Government replied that it does not relate to the State Government.

The Committee recommend that the Directorate of Welfare of Scheduled Castes and Backward Classes may ascertain from the Education Department if any, capitation fee is charged from the students belonging to Scheduled Castes and Scheduled Tribes by such institutions which are recognised and aided by the Haryana Government and intimate the Committee about it.

54. It is reiterated that the State Governments/Union Territory Administrations which have not so far achieved universal coverage in the grant of pre-matric stipends to Scheduled Castes/Tribes students, should take early action to achieve the same. In order to provide incentives to Scheduled Caste/Scheduled Tribe parents, specially those engaged in leather work, fishing, civil sanitation etc., to send their children to schools and to compensate them for the loss in family income which they may have to under go by sending their children to schools, they should be paid a monthly amount of atleast Rs. 20 per child sent to school, in the form of opportunity cost. The Government reply in this regard was that at present Rs. 20/- P.M. is given as scholarship to those Scheduled Caste children studying in 9th to 11th classes. Attendance fee @ Rs 10/- is also given to Harijan girls studying in primary classes. Under centrally sponsored scheme scholarships @ Rs. 145/- P.M. is given to those Scheduled Caste students studying in pre-matric classes and whose parents are engaged in unclean occupation due to financial constraint, the State Government is not in a position to pay a monthly amount of Rs. 20/- per child sent to school, in the form of opportunity cost to their parents.

The Committee observe that it is not clear whether any stipend is given to the students belonging to Scheduled Castes studying in primary classes. The Committee feel that to encourage maximum number of students to come forward for studies in schools, stipend should also be extended to the students of primary classes.

## CHAPTER 3

## REPRESENTATION OF SCHEDULED CASTES AND SCHEDULED TRIBES IN SERVICES

59. Though we have not made much headway quantitatively whatever has been achieved, has not percolated down to the weakest among the weak. In service matters, the benefit of reservation could not be distributed evenly amongst the Harijan castes and Tribes for various reasons, particularly due to the very low level of education among the weaker of the Scheduled Communities. The present state of their condition deserves greater attention than given earlier so that they also are made capable to compete alongwith others for a meaningful place in the mainstream. Their level of education will have to be raised with special care. The Government in its written reply informed that the State Government had decided that 20% seats in educational, technical and professional institutions controlled by Government be reserved for the members of Scheduled Castes and Scheduled Tribes. However, the total No. of seats as may be reserved for various categories should not exceed 50%. An All India Services Pre-Examination Trg Centre for Scheduled Castes and Scheduled Tribes has been set up, at Kurukshetra in 1981 under the scheme, "Govt. of India, Ministry of Home Affairs". This centre prepared SC/ST Candidates to compete effectively for various competitive examinations held by Central and State Governments and other recruitment agencies. In addition to this, the State Govt is running three Pre-Examination Training Centres at Ambala, Bhiwani and Rohtak in which SC students are given training for various competitive examinations.

After going through the written reply of the Govt; the Committee observe that there is no dearth of candidates amongst the Scheduled Castes and Scheduled Tribes but it is painful to note that the required reservation in various departments is not being fully effected. The strength of the Pre-examination training centres should also be raised and preferably each district headquarter should have atleast one such training centre.

60. Unless there are specific instructions to make formal reservation in favour of Sch Caste and Sch Tribe employees in adhoc promotions, their claims would not be considered and it would never be possible to curb the tendency of the appointing authorities to resort to adhoc promotions on one or the other pretext. The State Government in its reply stated that 20% of all the posts (in class I, II, III and IV) are reserved for SC in direct recruitment as well as adhoc appointments. 20% in class-III and IV posts on the basis of seniority cum merit are reserved in promotion. There is no reservation in Class-I and II posts in promotion cases.

In this respect the Committee observe that the policy of reservation should be strictly adhered to even in the adhoc appointments. The Committee further observe that the policy of reservation in promotions in class I and II posts is being followed by the Central Government and the Punjab State. This reservation has also been upheld in a judgement by the Supreme Court, The Committee fails

to understand as to why the Haryana Government is not implementing this policy of reservation in promotions in class I and II posts and that, in future, it should follow Centre.

62. The Department of personnel and Administrative Reforms is once again urged to issue immediate instructions to all concerned to ensure that the policy of the Government in regard to reservation which is based on the provisions made in the Constitution is properly interpreted before the courts and the cases do not go by default. At the State level, in the case of writ petitions challenging the instructions issued by the Government, State Governments should also issue similar instructions for getting the affidavits vetted by the Department responsible for the framing of rules and instructions in regard to reservation. The State Government informed that the 1st part relates to Govt. of India. The matter is being examined so far as II part is concerned.

With regard to examination of part II of this recommendation, the Committee observe that the action taken by the State Government in that regard may be intimated to the Committee.

63. The Central Government as well as the State Govts. should consider the desirability of giving legal aid to the associations of Scheduled Castes and Scheduled Tribes who are actively involved in defending cases pertaining to reservation in the Courts of law. The Government reply in this respect is that at present there is no provision in the Legal Aid Rules for giving aid to such associations.

With regard to this recommendation the Committee desire that the case for grant of legal aid to association of Scheduled Castes representing cases for reservation in services should be sympathetically considered by the Government, and specific provision for the purpose may be made.

66 It is recommended that the Government should take serious view of anti reservation activities and examine the matter entirely, if it is necessary, in consultation with the Ministry of Law in order to curb organised anti reservation activities of non Scheduled Caste/Scheduled Tribe employees and their associations. It is unfortunate that the note of caution sounded by the Commissioner in some of his reports on the anti-reservation trends in some parts of the country was not heeded to. It is felt that if timely action as suggested by the Commissioner had been taken perhaps much of the unpleasant situation witnessed today could have been avoided. It was informed to the Committee that it does not relate to the State

The Committee feel that if any anti reservation activities exist in the State of Haryana, suitable action should be taken against these activities.

71. There were instances particularly in the Southern States that persons professing Christian religion had managed to secure Scheduled Caste Certificates on the plea that their caste found a place in the Presidential Orders notifying the Scheduled Castes and Scheduled Tribes in various States. It is, therefore, necessary to introduce a provision

in the form of the Castes/Tribes certificate seeking information about the religion of the applicant with a foot note for the guidance of issuing authority that a Scheduled Castes certificate can be issued in favour of persons professing Hindu or Sikh religion only. Government replied that the State Government has considered these recommendations and necessary instructions have been issued to the concerned officers.

The Committee observe that a copy of necessary instructions issued by Government to the concerned officers may be supplied to the Committee immediately. The Committee would further like to know whether the Scheduled Castes persons who embraced Christianity or other religion on account of certain disabilities being suffered by them, and who revert back to the old Scheduled Caste in Hindu religion are entitled to the benefits being given to the members of the Scheduled Castes or not.

72. Similarly there were instances where some of the persons had got the Caste Certificates on the basis of their marriage to a spouse belonging to Scheduled Caste/Scheduled Tribe. According to the guiding principles the status of a person not belonging to Scheduled Caste/Scheduled Tribe is not changed by virtue of his/her marriage to a person belonging to Scheduled Castes/Scheduled Tribes. It is therefore, necessary to add a suitable note to this effect in the prescribed form for the guidance of the competent authorities. Government replied that the State Govt. has considered these recommendations and necessary instructions have been issued to the concerned officers.

With regard to this recommendation the Committee observe that a copy of the instructions is not enclosed with the replies furnished to the Committee. The same may be sent immediately.

77. It is reiterated that period of carry forward should not be restricted to 3 years and the reserved vacancies should not be allowed to lapse. It has been recommended that in order to ensure that quota reserved for Scheduled Castes and Scheduled Tribes is fully utilised, the reserved vacancies be carried forward till they are actually filled by the relevant category candidates. The reply from the Government was that the State Government does not agree with the recommendation as the work will suffer if a post is kept vacant for a long time.

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

83 There should be Legislature Committees in all the States on the pattern of Parliamentary Committee on the Welfare of Scheduled Castes/Scheduled Tribes to ensure follow-up action on the recommendations in the Commissioner's reports. The Govt in its written reply stated that a Committee on Welfare of Scheduled Castes/Tribes consisting of members of Haryana Vidhan Sabha had also been reviewing in detail Department wise representation of S. C. in State services. According to terms & reference of the Committee, it can also take follow up action on the recommendations in the Commissioner's Report.

With regard to this recommendation the Committee observe that the real benefit of setting up such Committees can be derived by the caste concerned only if the recommendations of the Committee are implemented in letter and spirit.

92 In some organisations the qualification of Higher Secondary for certain categories of posts and graduation/diploma for some other categories of posts was not prescribed for promotion to the next higher grade in the case of existing employees. The managements of such organisations later on decided to introduce an element of qualification for promotion to certain categories of posts. This has deprived mostly the employees belonging to Scheduled Castes and Scheduled Tribes of the benefit of promotion to next higher grade. It should, therefore, be ensured that any change made in the recruitment rules should not affect the existing employees. The reply from the Government was that Government instructions regarding reservation in direct recruitments/promotions are also applicable to all organisations.

With regard to this recommendation, the Committee desire to know the Government instructions regarding direct recruitments/promotions which are being implemented in Cooperative Institutions.

93. It is felt that still many persons belonging to Scheduled Castes and Scheduled Tribes are not going up to the level of post graduation and where they do, many do not secure first class. It is, therefore, suggested that Central and State Governments should issue suitable guidelines to prescribe the minimum qualification of graduation or post graduation, as the case may be, and not to insist on the first or high Second class particularly in a situation where sufficient number of candidates belonging to Scheduled Castes and Scheduled Tribes are not available. Govt replied that at present no basic qualification for any post is relaxed, however, to relax the experience of a particular post is under consideration of the Government.

The Committee observe that the decision taken by the Government with regard to the relaxation of experience for a particular post be communicated for its information

105. According to the information collected from the Directorate of Employment and Training, the special coaching scheme had been introduced in Delhi and Ghaziabad as a pilot project, keeping in view the difficulty being faced by various Ministers/Departments/State Governments/Public Sector Undertakings in filling up the vacancies of clerks/stenographers reserved for Scheduled Castes & Scheduled Tribes. According to an assessment made only about 60 percent of the trainees succeeded in getting employment in one or the other organisation. It would be necessary to ensure that the Training Centre authorities follow-up the matter to find out the exact number of successful Scheduled Castes/Scheduled Tribe Candidates as in the case of other pre examination training centres. State Government replied that three Crash courses were organised in 1980, 81 and 1982 to prepare SC boys/girls for the clerical cadre examination of the Banking Services Recruitment Board. In these courses, 74,108 & 99 candidates



were imparted training, out of which 57,48 and 24 respectively qualified in the written test. Information is being collected regarding the number of trainees who are finally selected.

The Committee desire that the information collected regarding the number of trainees, who have been finally selected, be furnished to it for its information.

108. It is recommended that all State Governments should make concerted efforts including special recruitment drive to clear the backlog. Where there are constraints in regard to the availability of enough vacancies to the extent of the backlog, the State Governments should create, where feasible, additional vacancies to be filled exclusively by Scheduled Castes/Scheduled Tribes candidates. Government reply was that it has considered the reservation policy in detail and revised instruction has been issued on 9-2-79.

The Committee desire to know what efforts and by which Departments of the Government have been made to clear the backlog and also desire that a copy of instructions issued in this regard be supplied to the Committee.

109. A special reference needs to be made to the recent announcement (February, 1981) by the Chief Minister of Uttar Pradesh wherein he has assured that all vacancies reserved for Scheduled Castes and Scheduled Tribes would be filled by the respective category candidates only and the efforts to select these candidates would continue till those candidates were eventually available for appointment. It is hoped that other State Governments would also take similar steps in order to ensure adequate representation of Scheduled Castes and Scheduled Tribes in their services. The Government replied that vigorous efforts are being made by the Welfare of SC/BC Department to collect upto date information regarding representation of SC and other reserved categories in Government Services and to locate and correct deficiency in representation in individual Departments. All the departments have been instructed to maintain reservation roster indicating the posts reserved for S.C. and other reserved categories.

In case of Non-availability of suitable candidates the reserved posts are carried forward for two years. Periodically checking of Rosters is also carried out to ensure that SC candidates are not deprived of services and other benefits reserved for these categories.

The Committee observe that the present practice of carrying forward posts for only two years, does not solve the issue. It is, therefore, suggested that the posts should be carried forward till the deficiency of Scheduled Castes candidates is made up on the pattern of U.P. Government.

110 It is reiterated that in every State/Union Territory, there should be a State level Committee to assess the performance of various Departments in the matter of implementation of Service safeguards. These Committees should preferably be under the

Chairmanship of the Chief Minister. It should also be ensured that such Committees should meet frequently to check up the progressive representation of Scheduled Castes and Scheduled Tribes in State/Union Territory Services and suggest measures to improve their intake. Government replied that a State level Cell has been set-up under the Chairmanship of Chief Minister. This cell reviews the position of representation of Scheduled Castes/Scheduled Tribes in services.

The Committee desire to be apprised about the number of meetings held by the Cell under the Chairmanship of the Chief Minister as also the extent to which this Cell has been able to mitigate the deficiency of Scheduled Castes in the services.

#### CHAPTER NO. 4 ECONOMIC DEVELOPMENT

116. The specific target groups among Scheduled Castes should be identified to the State Government concerned and the Scheduled Caste families in each target group should be listed for framing meaningful programmes for them in the Special Component Plans for Scheduled Castes. It should be ensured that while doing so, no Scheduled Caste family below the poverty line is left out. The Government replied that under Special Component plan for Scheduled Castes, efforts are being made to cover S.C. families living below poverty line. For example, under IRD a survey to identify the SC families living below poverty line is done and assistance is given to only those families which are below poverty line.

The Committee desire to know the time by which the survey to identify the Scheduled Caste families living below poverty line will be completed and whether any assistance is being given to such families, if so, to what extent.

118. The commercial Banks should be required to see that credit is advanced to Scheduled Castes persons against sound and viable schemes in the Special Component Plans for these communities. The practice of asking for third party surety should be completely given up in the case of Scheduled Castes beneficiaries and the only security to be insisted upon should be that of the asset created with the credit. A similar approach should also be followed in respect of Co-operative institutions dealing with short, medium and long term credit. Close liaison of banks and co-operatives with the Development Departments and agencies working in the field and Scheduled Castes Development Corporations should be maintained. In this regard the Government reply was that at present, the commercial banks are insisting upon the hypothecation of assets created with banks finance. In addition to, two or one guarantee as approved by the bank, is required. For the members of Scheduled Castes, it is not always possible to produce the guarantees as per liking of the financing commercial banks & it practically amounts to denial of credit to the members of SC. It should be sufficient if the asset created is hypothecated to the financing banks as security. As far the crops are concerned, no mortgage in respect of S.T. loan is insisted upon. Similarly, for medium term

loans upto Rs. 5,000 no mortgage of any securities is asked for. However, the borrowing members have to produce two sureties, who are members of the same society.

The Committee observe that if the mortgage is necessary the Government should stand surety in respect of loans granted to the Harijans in case they are unable to produce surety as desired by the banks.

119. All the State Governments concerned should take necessary action to ensure that the implementation of various development programmes for Scheduled Castes in the Special Component plans, is paid special attention by the District authorities concerned. For the success of the various developmental programmes for the Scheduled Castes, it is also necessary that the arrangements for concurrent monitoring and evaluation should be made at all levels—the Block, the District, the State and the Centre. In respect of composite schemes, the departments which have been charged with the overall responsibility should be made responsible for monitoring and evaluation as well as for necessary correctional measure. The Government replied that at the State level for the monitoring and evaluation of Special Component Plan, the case of establishing a cell is under consideration of the State Government.

The Committee desire to know the time by which a decision about establishing the cell is likely to be taken.

120. The State Governments concerned which have not so far provided separate budgetary heads for the special component plans for Scheduled Castes should take early action to do so. In this respect Government replied that the Finance Department has already issued instructions for providing separate budgetary head/Sub-head of the Special Component Plan for SC. However, this may create hurdle in the implementation of certain integrated programmes like lining of field channels, NREP etc

The Committee desire to know what sort of hurdles the Government envisage by providing separate budgetary heads for the special component plan.

131. The State Governments/Union Territory Administrations concerned should take urgent necessary action to implement the recommendations made in the meeting organised by the National Cooperative Development Corporation on 10th September, 1980 at New Delhi to discuss the problems of Scheduled Caste Cooperatives in order to ensure that the Scheduled Caste Cooperatives are able to secure adequate financial assistance from the N.C.D.C. The State Government in its written reply stated that action will be taken to discuss the problems of Scheduled Caste Cooperatives for securing adequate financial assistance from NCDC for the Scheduled Caste Cooperatives.

The Committee desire to know the action taken by the Government to discuss the problems of Scheduled Caste Cooperative Societies

**for securing adequate financial assistance from National Cooperative Development Corporation**

132. A stage has been reached when any half hearted attempts to eliminate scavenging of dry latrines will not serve any purpose and a time bound programme should be formulated by the Government of India in this regard to eliminate scavenging completely and not to allow its continuance even in a reduced or attenuated form any more.

The Government in its written reply stated that in Haryana to eliminate scavenging of dry latrines, the sewerage system has been introduced completely or partially in 33 towns. The expenditure on sewerage system is very high and for introducing this system in all the towns of Haryana, a huge amount of money is required which is difficult to obtain this from the limited resources of the State Government.

Water scarcity is also there at many places. Under UNDP technical assistance, a Low-cost sanitation scheme has been started at Gharounda and Hodal. The scheme will also be introduced in more towns. At present, there are total 81 towns in Haryana and out of these, the sewerage scheme has been implemented in 33 towns and in the remaining 48 towns, if a low cost sanitation scheme is implemented then an amount of Rs. 9.60 Crores will be required, if the work of carrying night soil is to be completely abolished and it is possible only if the above amount of money is made available by Government of India.

The Committee desire to know the amount earmarked by the State out of the required sum of Rs. 9 60 crores for implementation of the low cost sanitation scheme and the efforts so far made to seek the residuary amount from the Government of India.

The Committee would also like to know whether certain schemes to accommodate labour on alternate jobs have been formulated or not.

138. All the State Governments/Union Territory Administrations concerned should ensure that the percentage of Scheduled Caste/Scheduled Tribe entrepreneurs identified and assisted under the Scheme of Distt. Industries Centres, are at least in proportion to the population of Scheduled Castes/Scheduled Tribes in the target groups. The Government in its written reply stated that the Rural housing scheme was started during the year 1977-78. 11,083 small scale units have been set up by the end of December, 1982. Out of which 2,964 belonged to Scheduled Castes. Their percentage comes out to be 26 against 19% population of Scheduled Caste in the State.

The Committee observe that the reply to this recommendation is not properly worded and there is some mis-understanding as the question pertains to the setting up of the industries by the Scheduled Castes. The Committee desire to know the total number of industrial units out of 2,964 belonging to Scheduled Castes which are still working, districtwise and tehsilwise.

## GENERAL RECOMMENDATIONS

<div style="border-bottom: 1px solid black; padding-bottom: 5px;"> <b>Allotment of evacuee land</b> </div>	It was brought to the notice of the Committee that inferior evacuee land which was to be allotted to Harijans on lease hold basis for their livelihood was not being allotted to them rather it was being auctioned in open.
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The Committee observed that the inferior evacuee land belonging to the State Government was given on lease hold basis to the Harijans on the condition that after the expiry of period of lease the land shall be transferred to the said lessees on payment of some fixed price. The Committee noted with concern that mostly the inferior evacuee land so leased out had not so far been transferred as stipulated in the agreement entered into between the State Government and the lessees. The Committee desired to know the exact position in this regard.

During the course of oral examination, the representatives of the Rehabilitation Department, Haryana, stated that the inferior evacuee land was transferred by the Government of India to the State Government through a package deal in the year 1960. It was leased out to the Harijans and landless persons. In 1969 this work was transferred by the Revenue Department to the Rehabilitation Department. Those lessees who had fulfilled the terms and conditions of lease were allowed to purchase the land at fixed price incorporated in the lease deed. However, as most of the lessees did not fulfil the terms and conditions of the lease deed, to avoid hardship to the lessees, a new policy was framed. Such lessees if in cultivating possession were allowed to purchase the land as per Press Note issued in this regard on 10-11-1981. Some of the lessees could not apply in time. To afford them another opportunity, Press Note dated 7th June, 1983 was issued extending the date for filing the application upto 30-6-83. The Joint Secretary to Government, Haryana, Rehabilitation Department could, however, condone delay upto 30-9-1983.

The Committee recommend to the Government that those lessees who had made the land cultivable at the time of application of transfer and had applied prior to the date of the Press Note in 1981 should be considered for the transfer of this land under lease at the previous price stipulated in the agreement.

<div style="border-bottom: 1px solid black; padding-bottom: 5px;"> <b>Promotion of AETOs to the posts of ETOs</b> </div>	It had been brought to the notice of the Committee that the posts of AETOs in the Excise and Taxation Department, Haryana, fell in the category of Class III and that their promotion on account of reservation in promotion was due to the post of ETOs. The Committee however, noted with concern that there was some move in the Department that in order to deprive these AETOs from promotion to the post of ETOs, the posts of AETOs were being upgraded from Class III to Class II, because there was no reservation in promotion for class II posts. The Department in its written reply stated that
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the cadre of AETOs in Haryana came into existence on 1-11-1966 and was governed by the Punjab Excise and Taxation Department (State Services Class III A) Rules, 1956. The Department further stated that these posts had always been treated as Gazetted Posts and equivalent to class II posts.

During the course of oral examination the Chief Secretary to Government, Haryana, on being asked stated that at that stage it was difficult to say as to which class the posts of AETOs were equivalent i.e. Class II or Class III as the matter of classification of these posts w.e.f. 1-11-1966 was yet to be finally decided by the Cabinet. He also stated that the Department had already designated the posts of AETOs as Class II w.e.f. 1973. The Chief Secretary to Government Haryana, however, assured the Committee that the view of the Committee regarding designating the posts of AETOs from Class III A to Class II with retrospective effect i.e. from 1966 will be placed before the Cabinet.

The Committee feel that the designating of the posts of AETOs from Class III A to Class II with retrospective effect i.e. from 1-11-1966 will be derogatory to the interests of the Scheduled Caste employees.

The Committee, therefore, recommend that the posts of AETOs should not be designated as Class II w.e.f. 1-11-1966 as these had already been designated as Class II from 1973.

<div style="border: 1px solid black; padding: 5px; width: fit-content;"> <b>Opening of Pre-examination training/Coaching Centres</b> </div>	<p>The representatives of the Welfare of Scheduled Castes and Backward Classes Department informed the Committee that the Department had opened pre-examinations training Centres/Coaching Centres for clerical examinations so that the poor Harijan candidates could be trained to qualify the competitive examinations.</p>
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During the course of oral examination, the Departmental representatives stated that at that time there was no proposal to open such Pre-examination/Coaching Centres at Sirsa and Ambala. The Committee, therefore, recommend that such type of centres should also be opened at Sirsa and Ambala as there was concentration of Scheduled Castes people in these two Parliamentary Constituencies and these Constituencies had been reserved by the Election Commission of India keeping in view the majority of Scheduled Castes people in these Constituencies.

<div style="border: 1px solid black; padding: 5px; width: fit-content;"> <b>Pension for old age, Widows and Handicapped persons</b> </div>	<p>The Committee in one of its meetings observed that there were a large number of old-age, Widows and physically handicapped pensioners who were being looked after by the Social Welfare Department of Haryana but there was no officer/official of the Social Welfare Department either at the Block level or at the District level to attend such cases promptly and to guide the needy people in this regard.</p>
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The Committee, therefore, recommend that some officer/official of the Social Welfare Department should be posted at the Block

level/District level in order to look after old age, Widows and physically handicapped pensioners.

The Committee in one of its meetings observed that the report of the Malkani Committee was not being fully implemented regarding the Uplift of Sweepers and scavengers because the facilities suggested by the Malkani Committee have not yet been provided to the Sweepers and scavengers in the State.

**Uplift of sweepers/  
Scavengers**

The Department in its written reply stated that the Municipal Committees in Haryana had adopted recommendations of the Malkani Committee in toto. The Department further stated that under section 164 of Municipal Committee Act, 1973, no person less than 18 years could carry night soil in any receptacle on his head. The customary rights had been abolished completely from the date of commencement of the Act. Some of the Municipal Committees had undertaken the construction work of residential colonies for the residence of Scavengers and Safai Muzdcoors. The state Government was providing facilities to women scavengers by way of maternity benefits and opening of creche etc. for their children in order to improve their lot. There was complete parity in the wages payable to Municipal and State Government Safai Karamcharis in Haryana. Moreover, the Safai Karmcharis are being paid Rs. 65 each per month as special allowance alongwith uniforms, Wheel barrows and other essential commodities e.g. soap, mustard oil, Chap-pals, Shoes, Socks besides medical aid, educational and financial assistance.

After hearing the Departmental representatives the Committee observed that the recommendations made by Malkani Committee were not being fully implemented. The Committee, therefore, strongly recommend that the Department should ensure that the measures suggested by Malkani Committee be taken in hand in order to improve the economic as well as the social conditions of the Scavengers and Safai Karamcharis working in the various Municipal Committees in the Haryana State. The Committee may also be informed about the steps taken by the Government in this behalf

The Departmental representatives of the Welfare of Scheduled Castes and Backward Classes Department on the earlier observation of the Committee informed that the Department had sent the observation of the Committee to all heads of Departments, for calculating the representation of Scheduled Castes persons in Class IV posts, excluding the posts of Sweepers and Scavengers. The Welfare of Scheduled Castes and Backward Classes Department had already received such information from 60 Departments of the State Government and the over all percentage comes to 29.9% after including the sweepers and Scavengers in Class IV posts and after excluding them, the percentage comes to 20.7%

**Percentage of Scheduled Castes in class IV posts**

On a question from the Chairman as to whether there is any

Department of the Government which does not fulfill the 20% representation of Scheduled Castes in Class IV posts even after including the Scavengers and Sweepers in that category, it was informed by the Departmental representatives that there were atleast 10 Departments which did not have the required representation of 20%.

The Committee recommend to the Chief Secretary to Govt. Haryana to issue instructions that the posts of Scavengers and Sweepers should not be taken into account of class IV category while calculating the reservation quota in class IV posts because the scavenging and sweeping profession is being done only by the Balmikis and not by any other caste. The Committee further, recommend that instructions may be issued to all heads of Departments where the short fall of Scheduled Castes representation in class IV posts excluding the Sweepers and Scavengers exists, that the short fall be made up at the earliest & the Committee be informed within a period of 3 months.

The Committee noted with regret that no quarterly return relating to the representation of Scheduled Castes employees in Government Departments had been furnished to it after the quarterly return ending 31-3-1984. The Committee, in its meetings held on 6-2-1985 and 13-2-1985 desired the Director, Welfare of Scheduled Castes and Backward Classes Department to furnish the quarterly return for the period ending 31-12-1984 for being incorporated in its report.

The Director, Welfare of Scheduled Castes and Backward Classes Department vide his letter, dated 20-2-85 (Appendix 4(a)) intimated that a meeting of the Heads of Departments was held under the Chairmanship of the Commissioner & Secretary to Government, Haryana, Welfare of Scheduled Castes and Backward Classes Department on 15-5-1984 to review the representation of Scheduled Castes employees and in that meeting, it was felt that the proforma for collecting the information was incomplete and needed modification. Consequently a revised proforma was designed and circulated to all Heads of Departments of Government. A short training programme was also organised by the Government to train the dealing Assistants of all the Departments in the technique of filling up the proforma from 27-8-84 to 29-8-1984. Four subsequent reminders had also been issued by the Department but the Committee is constrained to observe that even after a lapse of about 6 months, only 16 Departments out of 75 Departments had so far cared to supply the requisite information. Even out of these 16 Departments, the information supplied by the Five Departments was found to be defective and was returned for correction. A perusal of the enclosure to the letter bears out that out of 11 departments from which the information was received, the short fall in representation of Scheduled Castes in Class III in four departments was more than 10%. The Committee deeply deprecate the callous and indifferent attitude on the part of the Government departments in not supplying vital statistics to the



Welfare of Scheduled Castes Department. The Committee strongly feel that no proper planning and persuing of the Government programmes and policies is possible in the absence of essential data for the welfare of scheduled Castes to which the Government is committed.

The Committee, therefore, strongly recommend to the Chief Secretary to Government, Haryana to impress upon the Heads of Departments the dire need of furnishing the necessary data to the Director, Welfare of Scheduled Castes and Backward Classes Department by the first week of the month in which the quarterly return is due i.e. by 7th of April, 7th of July, 7th of October and 7th of January. The Committee also recommend that the Chief Secretary should hold the Heads of Departments personally responsible for non-supply of such information and any lapse on this account should be viewed seriously by the Government. The Committee further recommend that the Director, Welfare of Scheduled Castes and Backward Classes Department should supply the consolidated quarterly return to the Committee by the end of the month in which it is due.

## ANNEXURE 'A'

No. EC-3/85/4093

From

The Director,  
Welfare of Scheduled Castes and  
Backward Classes Deptt, Haryana.

To

The Secretary, Haryana Vidhan Sabha  
Committee for Welfare of Scheduled Castes and  
Scheduled Tribes.

Dated Chandigarh, the 20-2-85.

Subject :—Quarterly Report regarding reservation for Scheduled Castes  
quarter ending on 31-12-84.

Sir,

The Haryana Vidhan Sabha Committee on Welfare of Scheduled Castes & Scheduled Tribes had desired in its meeting held on dated 13-2-85, that the quarterly return relating to the representations of Scheduled Castes employees in Govt. Departments should be supplied to it immediately.

2. In this connection it is stated that a meeting was held under the Chairmanship of Commissioner, Welfare of Scheduled Castes and Backward Classes Deptt. Haryana, with Heads of Departments on 15-5-84, to review the representations of Scheduled Castes employees. In this meeting it was felt that the present proforma for collecting this information was incomplete and needed modification, consequently a revised proforma was designed and circulated to all Departments of the Govt. A short training programme was organised by this Department to train the dealing Assistants of all Departments from 27-8-84 to 29-8-84 in the technique of filling up of the proforma.

3. Four subsequent reminders have issued by this Department on 16-10-84, 2-1-85, 8-2-85 and 19-2-85 but only 16 Departments have so far supplied the requisite information. Further the information supplied by Five Departments was found to be defective and had been sent back for correction.

4. It is hoped that complete information from all Departments will become available shortly and will be supplied to the Committee in the near future. However, information from 11 Departments is enclosed.

Yours faithfully,

Sd/-  
Statistical Officer  
Welfare of Scheduled Castes &  
Backward Classes Department.

**Representation of Scheduled Castes Employees in Haryana Govt. Departments for the Quarter ending 31-12-84, (Data based on Category and cadre wise information)**

Sr. No.	Name of Department	Total No. of Employees				Total No. Post Reserved for Sch. Castes				Actual No. of Sch. Castes employees				Actual Shortfall				Percentage of short fall			
		CL I	CL II	CL III	CL IV	CL I	CL II	CL III	CL IV	CL I	CL II	CL III	CL IV	CL I	CL II	CL III	CL IV	CL I	CL II	CL III	CL IV
1.	Director, Hospitality	1	2	57	120	—	—	5	10	—	6	33	—	—	—	—	—	—	—	—	—
2.	Architecture	14	9	103	31	—	2	16	5	—	11	2	—	2	5	3	—	20%	6.3%	12%	—
3.	Advocate General	6	1	51	18	—	—	6	3	—	3	3	—	—	3	—	—	—	—	10.0%	—
4.	Examiner Local Fund Accounts.	1	49*	270	37	—	—	43	6	—	32	7	—	—	11	—	—	—	—	5.0%	—
5.	Director, Sports.	2	138	166	98	—	24	29	17	—	5	10	26	—	19	19	—	—	15.9%	13.1%	—
6.	Director, Archives	1	—	17	8	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—
7.	Administrator General Trustee.	1	—	7	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
8.	Director, Archaeology	1	3	29	15	—	—	3	3	—	2	3	—	—	—	—	—	—	—	—	—
9.	Raj Bhawan	6	3	26	65	—	—	4	8	—	—	16	—	—	4	—	—	—	—	20%	—
10.	Law & Legislative	10	15	35	22	—	1	10	2	—	5	3	—	1	5	—	—	—	20%	10%	—
11.	Welfare of S.C. & B.C.	—	47	223	75	—	3	45	15	—	7	82	46	—	—	—	—	—	—	—	—

\*No reservation as posts are filled by promotion.

## ANNEXURE 'B'

**Procedure for Dealing with the Implementation of the Recommendation/Observation of the Committee on Welfare of Scheduled Castes and Scheduled Tribes.**

- (a) After a Report is presented to the Haryana Vidhan Sabha, copies thereof will be forwarded by the Secretary, Haryana Vidhan Sabha directly to the Administrative Secretaries concerned with the subject matter of the Report.
- (b) The Administrative Secretaries concerned with the subject matter of the Report will consider the recommendations of the Committee on Welfare of Scheduled Castes and Scheduled Tribes, a copy of the letter being endorsed to the head of department concerned simultaneously, General recommendations will be dealt with in the Welfare of Scheduled Castes and Backward Classes Department.
- (c) Heads of Departments concerned shall furnish their comments on the recommendation of the Committee on Welfare of Scheduled Castes and Scheduled Tribes to the Administrative Secretaries concerned, on receipt of the Report of the Committee.
- (d) The Administrative Department concerned will then take immediate steps for implementation of recommendations of the Committee concerning it. It will take the case to the Minister Incharge of the Department or the Council of Ministers, as the case may be.
- (e) The cases in which the Administrative Department does not agree with the recommendations of the Committee will be forwarded to Secretary, Haryana Vidhan Sabha, with detailed reasons for comments. Then Secretary, Vidhan Sabha will forward these Comments to the Department of Welfare of Scheduled Castes and Backward Classes to examine such cases and offer their comments.
- (f) The Administrative Department will then take immediate steps for arriving at a decision in such cases. It would take such cases to the Ministers Incharge of the Department or to the Council of Ministers, if necessary, in incorporating in the Memorandum for the Council, the views 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 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 Welfare of Scheduled Castes and Scheduled Tribes is proposed to be accepted. Cases involving financial irregularities will invariably be decided in consultation with the Finance Department.

- (i) The Secretary, Haryana Vidhan Sabha will prepare a 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 of the Govt. of Haryana for necessary action.
- (j) The Vidhan Sabha Secretariat will maintain a list of outstanding recommendations of the Committee on Welfare of Scheduled Castes and Scheduled Tribes and periodically remind the Department concerned. A quarterly report ending on 31st March, 30th June, 30th September and 31st December will be furnished by the 15th April, 15th July, 15th October and 15th January to the Secretary Vidhan Sabha by the Heads of Department/Administrative Secretaries about the implementation of the recommendations of the Committee. Every effort should be made by the Administrative Secretaries-Heads of Departments to expedite the action on the recommendations/observations of the Committee and this work should be treated as a general rule on "Top Priority" basis.

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Published under the authority of the Haryana Vidhan Sabha  
and Printed by the Controller, Printing and Stationery Haryana,  
Chandigarh.