



HARYANA VIDHAN SABHA

**Committee on Welfare of
Scheduled Castes & Scheduled Tribes
(1985-86)**

SIXTH VIDHAN SABHA

ELEVENTH REPORT

ON THE

**(General Working of the Education and
Local Bodies Departments of Haryana)**

Presented to the House on 28th February, 1986.

**HARYANA VIDHAN SABHA SECRETARIAT,
CHANDIGARH.**

February, 1986.

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**COMPOSITION OF THE COMMITTEE ON WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES FOR THE YEAR 1985-86.**

Chairman

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

Members

2. Shri Bhagi Ram, M.L.A.
3. Shri Bhalle Ram, M.L.A.
4. Shri Dhirpal Singh, M.L.A.
5. Shri Hanuman Singh, M.L.A.
6. Shri Nirmal Singh, M.L.A.
7. Shri Prabhu Ram, M.L.A.
8. Prof. Sampat Singh, M.L.A.
9. Shri Sube Singh, Punia, M.L.A.

Secretariat

1. Shri G.L. Batra, Secretary.
2. Shri V.P. Narang, Under Secretary.

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 General Working of the Education and Local Bodies Departments of Haryana in respect of representation of Scheduled Castes in Government services and on some general aspects pertaining to the problems of persons belonging to Scheduled Castes.

The report is based on the replies given by the Departments and explanation and clarifications received during the deliberations/oral examinations

2. The Committee examined the Administrative Secretaries of Education and Local Government Departments.

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 Commissioners and Secretaries to Government, Haryana Education and Local Government and their representatives who appeared before it for oral examination in regard to General Working of the Education and Local Bodies Departments

The Committee places on record the commendable services rendered by the Secretary and the concerned staff of the Haryana Vidhan Sabha Secretariat to them in their deliberations.

Chandigarh:
The 11th February, 1986.

Neki Ram,
Chairman

REPORT

The Committee on Welfare of Scheduled Castes and Scheduled Tribes for the year 1985-86 was constituted by the Haryana Vidhan Sabha by election vide Notification dated the 17th April, 1985 under Rule 260A(I) 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 thirty six sittings. The Committee visited the State of Karnataka and Union Territory of Goa from 26-7-1985 to 6-8-1985 to discuss matters of common interest with its counterparts and to study measures taken by the above mentioned States for the Welfare of Scheduled Castes and Scheduled Tribes.

The Committee in its first meeting held on 8th May, 1985 selected the following five Departments for examination during its tenure :—

1. Education,
2. Local Bodies,
3. Public Health,
4. Health, and
5. Social Welfare.

The Committee in this meeting also decided that the replies to the questionnaire already received from the Education Department and Local Bodies Department be placed before it for scrutiny and a reminder to the Commissioner and Secretary to Government, Haryana, Public Health Department requesting him to furnish the replies to the questionnaire framed by the Committee be sent. The Committee further decided that the Health and Social Welfare Departments be requested to furnish the material relating to reservation/representation of Scheduled Castes persons in Government services for the last three years for framing of questionnaire thereon. The Vidhan Sabha Secretariat vide letters dated 17-5-1985 requested the Commissioner and Secretaries to Government, Haryana, 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, 1985 together with reasons, if any, for shortfall in each class of service and the steps taken to make up the shortfall for use of the Committee within a fortnight of the above mentioned communications. In response to the above letter and its reminder dated 26-6-1985 the material relating to Social Welfare Department was received on 16-7-1985 but in case of Health Department the Committee regret to point-out that the material was supplied on 4-11-1985 after about six months of the Vidhan Sabha Secretariat communication dated 17-5-1985, followed by four reminders thereto.

The Vidhan Sabha Secretariat also requested the Commissioner and Secretary to Government Haryana, Public Health Department vide its 4th reminder dated 27-5-85 to supply 35 copies of the reply to the questionnaire already sent vide letter dated 10-8-1984 (reference of which has also been made in the 10th Report of the Committee) within a fortnight from the date of receipt of that communication positively. The Committee regret to point out here that the above referred reply was received on 31-10-1985 after a period of more than one year.

The Committee, therefore, vehemently reiterate its earlier observation and strongly recommend to the Chief Secretary to Government, Haryana, to direct all Heads of Departments to supply the desired information to the Committee within the stipulated period positively and also not to ignore the instructions issued by the Government from time to time in this regard.

EDUCATION DEPARTMENT

Education is an instrument of progress not only for the Country as a whole but also for the various groups particularly the weaker sections of the society i.e. Scheduled Castes and Scheduled Tribes. Any programme designed for the Socio-economic development of Scheduled Castes, therefore, should be based on the educational development of these groups. Hence educational development is the essential prerequisite for the all round development of this community. The Committee realise the importance of education and desire that only educational uplift of the people belonging to Scheduled Castes can absorb them in gainful employment. In fact what is required for Scheduled Castes is self-respect and self-reliance which can only be achieved through education. The Committee orally examined the Commissioner and Secretary to Government, Haryana, Education Department, in connection with the representation of Scheduled Caste persons in Government services and other facilities being provided to them, in its meetings held on 14th, 26th August and 11th September, 1985 and after hearing the Departmental representatives the Committee made the following recommendations.

General level of literacy among Scheduled Castes

The Committee are of the view that the general level of literacy among the Scheduled Caste people continues to be much lower in Haryana State inspite of the best efforts made by the Government in this regard. The educational development of Scheduled Caste persons is still far behind than that of other communities. Some of the families have hardly any educated person among them and in case of women the condition of education is all the more unsatisfactory.

The Committee, therefore, recommend that well planned and concerted efforts should be made to raise the percentage of literacy by making liberal financial allocations for various educational schemes. The Committee further recommend that special schemes should be evolved for attracting the children of Scheduled Caste families to get admission in schools and to make them understand the benefits they can derive from the education. Special attention should be given for imparting female education and opening residential schools for them at tehsil level in the State.

Technical Education and Employment opportunity

After going through the written replies furnished by the Department and hearing the Departmental representatives the Committee realised that although enrolment of Scheduled Caste persons in elementary classes is gradually increasing yet it has been observed that most of the efforts made and money spent to achieve this aim goes waste because a large number of children belonging to Scheduled Castes drop-out by the time they are due to complete the primary stage. Technical education is necessary for rapid development of Scheduled Castes. The Committee are of the opinion that quality of education for the Scheduled Caste persons should be improved in such a way that they may realise importance of technical education. The Committee observe that subjects like science and Mathematics should be popularised among the Scheduled Caste students. In the technical institutions employment oriented trades should be introduced.

The Committee, therefore, strongly recommend that sincere efforts should be made by the department to impart technical education to the Scheduled Caste students in schools and offer training facilities in engineering, polytechnics and technical institutions so that the increasing gap in respect of technical education among Scheduled Castes may not rise further. The Committee further recommend that Government should set-up a standing Committee consisting of representatives of education, technical education and labour and employment Departments to review the pattern of technical education and employment opportunities.

Educational Allowances

During the course of oral examination the Committee was informed by the Departmental representatives that the State Government is providing lot of benefits to the boys and girls studying in different classes at school stage. An amount of Rs. 20/- per annum is given to each student belonging to Scheduled Castes for the purchase of stationery articles. Besides it four meters of cloth is given to Harijan girls of primary and middle classes and attendance prize @ Rs. 10/- per month per student is given in primary classes. After hearing the Departmental representatives, the Committee felt that with an amount of Rs 20/- hardly a few exercise note books can be purchased which cannot meet the requirement of a student even for a period of two months. It was found that no attendance scholarship is given to Scheduled Caste boys in primary classes. It is essential to increase enrolment at the primary level and to check drop-outs and wastage in education. The Committee also felt that one uniform to Scheduled Caste girls in a year is not sufficient. It is further found that the Scheduled Caste girls who are provided cloth for uniform of a particular colour are easily identified and as such they develop inferiority complex. The Committee, therefore, feel that any benefit which the State Government intend to provide should be adequate so that it may not appear that the Government is only giving a formal help to this backward section of the society.

The Committee, therefore, strongly recommend to the Government that keeping in view the smooth and effective implementation of programmes it would be appropriate if various incentives are combined together and implemented in the form of educational allowance. At least Rs. 300 per annum should be given to each Scheduled Caste student studying in primary and middle classes in addition to the other incentives like pre-matric stipends, hostel facilities and extra coaching etc. The Committee further desired that the decision taken by the Government be intimated to the Committee in this regard.

Educational facilities in Rural habitations

The Committee studied in detail the problems of educational facilities being given to Scheduled Castes in Rural habitations predominantly inhabited by them. It has been observed that the enrolment position of Scheduled Castes at the primary and middle stages, in the rural areas is worse than that in the urban areas. This is specially true because educational facilities are not available to the Scheduled Caste people who are living in rural habitations.

The Committee, therefore, recommend that the State Government should take early action to ensure that such rural habitations have primary and middle

schools within a walking distance so that more Scheduled Caste children from such habitations could be enrolled in these schools.

Adult Education Centres

During the course of oral examination of the Departmental representatives it has come to the notice of the Committee that the Adult Education Programme which was started with a view to

extend educational facilities to the illiterate persons belonging to Scheduled Castes is not attracting the people due to reasons one or the other. Though the enrolment of Scheduled Caste persons is found satisfactory in comparison with the ratio of their population. Yet, it has been observed that the programme incorporates the essential features of non-formal education which does not give significance to environment and learners needs. Hence the Committee observe that flexibility in duration of time, location, instructional arrangements, curricular activities, and learning material should be stressed upon while incorporating such programmes.

The Committee, therefore, recommend that while implementing the programme the Education Department should ensure that the guidelines issued by the Government be taken into consideration and while opening adult education centres priority be given to such areas which are predominantly inhabited by the Scheduled Caste communities so that the majority of illiterate Scheduled Caste adults could be benefitted.

Representation of Scheduled Caste persons

The Committee desired to know the factual position regarding the representation/reservation of Scheduled Caste in class I, II & III in the Education Department together with the reasons of shortfall. The Department in its written reply

informed that representation to Scheduled Caste is being given in accordance with the standing instructions but the shortfall is due to non-availability of candidates belonging to this category. During the course of oral examination when the Committee invited the attention of the Department towards this problem, the Departmental representatives could not satisfy the Committee regarding the steps taken by the Department for making up the shortfall of the Scheduled Caste officers/officials. The Committee further observed that employees belonging to general category were adjusted against the reserved vacancies and the policy of de-reservation of posts was not followed in this regard. The Committee is pained to observe that the policy of reservation is not being followed properly by the Department.

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

LOCAL BODIES

The Social progress of the person belonging to Scheduled Castes has been impeded by their educational backwardness and it is due to their employment in certain unclean occupations and trades like Sweeping and Scavenging. The persons belonging to Scheduled Castes engaged in unclean jobs are treated as the lowest in caste hierarchy. The Committee observed that they suffer from extreme social disabilities and economic deprivation because of the nature and poor returns from the occupation in which they are engaged. The Committee orally examined the Commissioner and Secretary to Government, Haryana, Local Government Department in respect of representation of Scheduled Castes and also in regard to the improvement of working and living conditions of these people employed in the Local Bodies i.e. Municipalities in the State of Haryana.

Improvement of the working condition of Sweepers / Scavengers

Keeping in view the recommendations made by the Scavenging Conditions Enquiry Committee headed by Prof. M.R. Malkani, the Departmental representatives informed the Committee that the Government has taken up comprehensive programme for the betterment of working conditions of Sweepers/Scavengers. It is also informed that the State Government sanctioned grant-in-aid to the Municipalities for the purchase of hand-carts, Wheel Barrows and other implements like Gum boots, Scrappers, hand gloves and buckets for betterment of working conditions of Sweepers and Scavengers.

The Committee observed that the actual achievements under this scheme indicated that the scheme had not made much headway as the funds allotted to Local Bodies by the State Government for improvement in the working conditions were in many cases spent on unsuitable equipments or could not be utilized at all or diverted for other purposes. The Departmental representatives have also brought to the notice of the Committee that financial position of various Municipal Committees is not sound. This leads the Committee to the conclusion that the above tools and equipments could not be supplied on regular basis.

In order to improve the working condition of Sweepers and Scavengers, the Committee strongly recommend that a well planned scheme for providing the above said tools and equipments should be introduced with immediate effect to ensure the regular supply of these articles. Besides, the Local Bodies should also select suitable spots where the wheel barrows etc. could be washed and kept properly after the day's work.

Programme for elimination of Scavenging

During the course of oral examination the Departmental representatives informed the Committee that the State Government has taken up Scavenging elimination programme through low cost sanitation in Bawal, Hodal, Samalkha, Bawani-khera, Kalanaur, Chhachhrauli, Qutubpur, Gharaunda and Shahbad. The Committee appreciate that programme has been started by the State Government to eliminate Scavenging from Haryana which is the main cause of untouchability. The Committee observed that few towns have been covered under the Scavenging elimination programme through low cost sanitation.

The Committee, therefore, recommend that an adequate financial provision be made in order to ensure that Haryana State is made free from Scavenging during the 7th plan and Committee be informed accordingly.

Conversion of dry latrines into flush out latrines

The Committee observed that in most of the towns there are dry latrines due to which practice of carrying filth load on head is still in existence inspite of the fact that section 164 of the Haryana Municipal Act, 1973, forbids practice of carrying night soil on head. The Committee felt that cleaning of dry latrines which is the most disagreeable occupation in its present form has to be tackled as a special case. The Committee fully agreed with the version of the Departmental representatives that Scavenging work in most of the towns is in private hands and this practice could not be put to an end because of non-cooperation of private Safai Mazdoors. Therefore, the Committee stressed that dry latrines should be converted into water borne one's under time bound programme of conversion with assistance of the Government. Since the Local Bodies alone may not be able to bear the burden of this scheme, loans on easy instalments may be arranged for this purpose by the Government to both i.e. Local Bodies and the house owners.

The Committee, therefore, recommend that the Government should earmark a specific amount for conversion of dry latrines into flush out latrines and induce Local Bodies to draw up a phased programme to abolish dry latrines altogether and those who are engaged in cleaning these should be given alternative employment.

Improvement of living condition of Sweepers/Scavengers.

With a view to effecting improvement in the living conditions of Scavengers, Safai Mazdoors Rules 1976 have been framed by the Government. These Rules have been adopted by all Municipalities in the State for their betterment and all facilities such as housing, uniforms, soap, mustered oil, medical aid and shoes are being provided to Safai Mazdoors as stated by the Department. But the Committee is pained to observe that the physical achievements with regard to houses for the Sweepers/Scavengers is much less than the target, due to which the living condition of these persons is quite unsatisfactory in the State. The growth of urbanisation thereby creating slums has aggravated their living conditions. Moreover, it was found that the houses have been constructed in unhealthy surroundings where necessary amenities like schools for children and primary health centres etc. do not exist. It was also found that most of the houses constructed under this scheme were not actually allotted to the Safai Mazdoors and Scavengers. The Department in its written reply informed the Committee that financial difficulties are the main reasons for this dismal performance otherwise they could be properly accommodated. The Committee has also noted with great concern that scheme for providing suitable houses to Sweepers and Scavengers has not made much headway so far.

The Committee, therefore, recommend that an exclusive scheme to help these people should be formulated by the Local Bodies and the Government should provide more funds to civic bodies to undertake the programme of constructing more houses in healthy localities for Sweepers/Scavengers so that their living conditions may improve.

**Regularisation of the
services of Daily
Wages workers**

During the course of oral examination, the departmental representatives stated that there is a complete parity in the wages payable to Municipal and State Government Safai Karamcharis in Haryana. But there are 735 Sweepers who are working on daily wages for quite a long time. The Committee noticed that the nature of work and duration of time indicate that their services are required on a regular basis. It is also noticed that Sweepers and Scavengers appointed on daily wages are not entitled to get benefits like uniforms, leave and medical benefits etc. and even there is no parity in wages payable to them like other regular employees. The Committee observe that the service conditions of Sweepers employed on daily wages should be at par with other class IV Government employees such as peons etc.

In view of this, the Committee strongly recommend to the Government that the services of persons belonging to Scheduled Castes working on daily wages in all Municipalities should be regularised and in future the appointments of Sweepers/Scavengers be also made on regular basis. The Committee be intimated about the steps taken by the Government in this regard.

**Reservation policy in
Municipalities**

During the discussion the Committee has come to know that no review regarding the Municipal Committees is being done by the Local Bodies Department so as to ensure proper implementation of the reservation policy of the Government.

The Committee noticed with great concern that there are shortfalls even upto 15% in most of the Municipal Committees so far as the representation of Scheduled Castes persons is concerned. It seems that the Municipal Committees are not strictly following the instructions issued by the Government in this regard. The Departmental representatives when asked did not give any satisfactory reply about it.

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 recommend 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.

GENERAL RECOMMENDATIONS

Maintenance of Roster

In reply to the questionnaire framed by the Committee on the material received from the various Departments the Committee observed that Roster is not being maintained properly by most of the Departments as a result of which the clear picture regarding filling up the posts meant for reserved categories does not come up. The Committee, therefore, recommend that all the Departments be instructed to maintain the Roster regularly in a proper form so that the clear position could be seen from time to time. The Committee further recommend that the Directorate of Welfare of Scheduled Castes and Backward Classes Department should depute an officer, who is dealing with the affairs of the Committee, to examine the Rosters of the various Departments personally and report to the Committee about the latest position at the end of every quarter of the financial year.

Filling up the vacant reserved posts

The Committee while reviewing the reports of the Haryana Public Service Commission and Haryana Employment exchanges and examining the material/information of the Departments found that most of the posts reserved for persons belonging to Scheduled Castes are not being filled up due to the non-availability of suitable candidates. The Committee observe that these two words 'available' and 'suitable' are the hindrances in the way of filling up the reserved posts.

The Committee, therefore, strongly recommend to the Government that some ways and means be found out so that suitable candidates could be available and the reserved posts may not remain vacant for a long period. The Committee further recommend that the Welfare of Scheduled Castes and Backward Classes Department should be asked to take requisite steps in this regard.

Janata Housing Scheme for Scheduled Castes

During its tenure the Committee undertook the tour of Karnataka State and the Union Territory of Goa, Daman and Diu and observed that in Karnataka State a separate Janata Housing scheme has been implemented for the persons belonging to Scheduled Castes. During the discussion with the sister Committee of Karnataka Legislative Assembly, it was informed that under this scheme Government is constructing separate houses for the persons belonging to Scheduled Castes on subsidised rates, called Janata Colony. It was felt that Scheduled Castes people will have no problem in keeping these colonies clean whereas non-Scheduled Caste persons would realise the difficulty to keep their houses clean without the help of Scheduled Caste persons. The Committee also realised that for constructing such type of colonies it is necessary to ensure that funds earmarked for this purpose should be spent and not allowed to lapse or diverted to other programme.

The Committee, therefore, recommend to the Government that like Karnataka State separate Janata Housing colonies should also be constructed for the persons belonging to Scheduled Castes in Haryana State and the houses be allotted to Harijans on concessional rates i.e. @ Rs. 20/- per month as instalments as are being given in Karnataka State. Decision taken in this respect may kindly be intimated to the Committee.

Self-respect and self-reliance for Scheduled Castes

During its visit to other States the Committee found that the problems of Scheduled Castes are by and large the same everywhere. Untouchability is still in existence in various parts of rural areas. There is a stigma in this regard.

The State Governments in the country are taking various measures for the uplift of Scheduled Castes. But the Committee felt that in fact what is required for Scheduled Castes is self-respect and self-reliance as Dr. Ambedkar has also emphasised these aspects.

The Committee, therefore, recommend to the Government that apart from the measures already taken for the uplift of the Scheduled Castes some more valuable programmes be implemented which may create a phenomenon of self-respect and self-reliance among Scheduled Castes.

APPENDIX—'A'

Statement showing the Representation/Position of Persons belonging to Scheduled Castes in various categories on 30-6-1985
(School Education)

Sr. No.	Category of post or class/cadre made of recruitment	Total strength	No. of S.C. @ 20% required	No. of S.C. in position	Percentage of shortfall, if any	Remarks, reasons, if any
1	2	3	4	5	6	7
1.	HES-I School & Inspection side	44 21 Cadre 23 Ex.Cadre	3 (According to Roster)	—	15%	1. There is no reservation in promotion quota. 2. There is also separate cadre of Men & Women.
Out of 44 posts						
	20 By Direct					
	24 By Promotion					
2.	HES-II School and Inspection side	159+5 held in abeyance				
Out of 159+5						
	59+2 By Direct		12	8	6.78%	1. Do
	100+3 By Promotion					2. Do

Sr. No.	Category of post or class/cadre mode of recruitment	Total strength	No. of S.C. @ 20% required	No. of S.C. in position	Percentage of shortfall, if any	Remarks, reasons, if any
1.	2	3	4	5	6	7
1.	Headmasters/Head-mistresses/B.E.Os etc.	1505	301	53	83%	No suitable candidates available recommended by the S.S.S. Board, as well as for promotion quota.

Sr. No.	Category of post or class/cadre/mode of recruitment	Total strength	No. of S.C. @ 20% required	No. of S.C. in position	Percentage of shortfall, if any	Remarks, reasons, if any
1	2	3	4	5	6	7
1.	Masters/Mistresses Direct 67% Promotion 33%	13507	839	256	27%	The shortfall in masters/mistresses Direct Quota were advertised for the second time but the candidates of S.C. were not available. Efforts are being made to re-advertise the post for the third time at an early date.
2.	Lecturers(School Cadre) Men & Women Direct 25% Promotion 75%	505	100	2	98%	75% Posts are filled from amongst the masters/mistresses. The shortfall of S.C. category is due to not availability of the candidates. The short-fall in S.C. Lecturers (male/female) in Direct Quota due advertisement in near future.

Sr. No.	Category of post or class/cadre mode of recruitment	Total strength	No. of S.C. @ 20% required	No. of S.C. in position	Percentage of shortfall, if any	Remarks, reasons, if any
1	2	3	4	5	6	7
J.B.T./C & V teachers Direct	100 %	45021	2825	1572	44 36 %	<p>(i) Before 1971 there was no provision to forward these posts.</p> <p>(ii) The candidates belonging to S.C. were not available according to the demand.</p> <p>(iii) During the strike period in 1973 the Govt. decided that all the teachers appointed during the strike period should continue and later on the services of such eligible teachers were regularised w.e.f 1-1-79. By regularising the services of such teachers, the Govt. relaxed the reservation policy. On the same pattern the Govt. also again revised the reservation policy while regularising services of all adhoc teachers on the completion of two years service on 31-12-79 and 15-9-82.</p>

Sr. No.	Category of post or class/cadre mode of recruitment	Total strength	No. of S.C. @ 20% required	No. of S.C. in position	Percentage of shortfall, if any	Remarks, reasons, if any
1	2	3	4	5	6	7
1.	Class-III (Sub-offices) Direct Promotion 80% 20%	2262	278	209	24.8%	Due to non availability of suitable candidates through S.S.S. Board, Haryana.

This information includes both school and Higher education sides as no bifurcation of Ministerial staff has so far been made.

APPENDIX—'B'

Statement showing the Representation/Position of persons belonging to Scheduled Castes in various categories as on 30-6-1985 (Higher Education)

Sr. No.	Category of post or class/cadre	Mode of recruitment	Total strength	No. of S.C. @ 20% required	No. of S.C. in position	Percentage of shortfall, position if any	Remarks
1.	J.D.C.(Class-I)	By promotion	1	—	—	—	See reasons on page 2 ante
2.	Principals(Class-I)	By Direct	9	2	—	100 %	Do
		By promotion	27	—	—	—	Do
3.	Class-II (College side)	By promotion	2	—	—	—	Do
4.	Class-II(Language Cell)	By promotion	1	1	—	—	Do
Ministerial Cadre							
5.	Asstt. Director (Class-II)	Do	3	—	—	—	Do
6.	Supdt (Class-II)	Do	19	—	3	—	Do
7.	R.E./BO/ARE(Class-II)	Do	3	—	—	—	Do
8.	Dy.Supts.(Class-II)	Do	10	2	1	50 %	See reasons on page 2 ante
9.	Asstt./Stat. Asstt.	Do	137	27	12	11 %	Do
10.	Clerks	By Direct	107	21	10	15 %	Do
11.	Computers	Do	2	—	—	—	—
12.	P.A.	By promotion	2	—	—	—	—
13.	Sr. Scale Stenographer	Do	3	—	—	—	—
14.	Jr. Scale Stenographer	By Prom./Dire.	12	2	2	—	—
15.	Steno Typist	Do	8	2	1	50 %	See reasons on page 2 ante
16.	Research Assistant	By promotion	2	—	—	—	—

1	2	3	4	5	6	7	8
17.	Translator	By Direct	5	1	—	100%	See reasons on page 2 ante
18.	Draftsman	Do	1	—	—	—	—
19.	Librarian	Do	1	—	—	—	—
20.	Gestetner Operator	By promotion	2	—	—	—	—
21.	Restorers	Do	8	2	3	—	—
22.	Drivers	By Direct/ By promotion	8	2	1	50%	See reasons on page 2 ante
23.	Proof Reader	By Direct	1	—	—	—	—
24.	Film Mechanic	Do	1	—	—	—	—
25.	Daftiri (Class—IV)	By promotion	7	1	1	—	—
25-A	Editor/Auditor Class—II	By Direct	2	—	—	—	—
25-B, Jr	Auditor Class—III	By promotion	2	—	—	—	—
26.	Jamadar Class—IV	By promotion	2	—	—	—	—
27.	Peons	By Direct	58	12	18	—	—
28.	Chowkidar	Do	2	2	—	—	—
29.	Sweepers	Do	2	—	2	—	—

Reasons of Shortfall

1. General :—Reservation for Scheduled Caste candidates prior to 9-2-79 on new creation of posts on year to year basis. Hence shortfall in certain categories of posts prior to 9-2-79 is due to different reservation policy of the Govt. when Roster was maintained on year to year basis.

Class—I College side

1. Due to taking over of privately managed Colleges one post of promotion quota of Principals had to be filled up by direct quota.
- 2 While taking over the services of Principals of Private Colleges the reservation policy could not be adhered to. Hence shortfall is due to non availability of vacancies.

Ministerial

Clerks : The requisition was sent to S.S.B., Haryana to fill up the posts of clerks reserved for S.C. Candidates. But Board intimated to the to Directorate that no suitable S.C. candidate was available possessing the qualification.

Dy. Supdts. :—Shortfall is due to different reservation policy prior to 9-2-79.

Asstt./Stat. Asstt. :—Shortfall is due to different reservation policy prior to 9-2-79.

Drivers :—Six vacancies become available after 9-2-79. Out of these six posts one post reserved for S.C. has been filled up. Hence no shortfall.

Translators :—The posts of translators were filled prior to 9-2-79. After 9-2-79 one post become available. Hence no shortfall.

Steno Typist :—Candidates are not available with the S.S.B., Haryana.

Sr. No.	Category of post or class/ cadre mode of recruitment	Total strength	No. of S.C. @ 20% required	No. of S.C. in position	Percentage of short fall if any	Remarks, reasons, if any
1	2	3	4	5	6	7
1.	Head Clerk (Promotion)	16	3	Nil	20%	One post lying vacant to be filled by promotion.
2.	Assistant (Promotion)	3	—	1	Excess	—
3.	Accountant (Promotion)	16	3	2	6%	One post was lying vacant on 30-6-85.
4	Clerks (Direct)	114	23	16	6%	11 post of clerks were lying vacant. on 30-6-85.
5	Drivers (Direct)	53	10	4	11.3%	Actually 37 Drivers were in position on 30-6-85.
6.	Lascars (Direct)	155	31	36	Excess	—
7.	Jr Scale Stenographers (Direct)	2	Nil	Nil	—	Two posts are lying unfilled.
8.	A.M.I. (Direct)	2	—	—	—	—
9.	Ship modelling Mechanic	1	—	—	—	—
10.	Store Keeper (Direct)	1	—	—	—	—
11.	Peons (Direct)	20	4	*Not known	—	Total 27 Class IV S.C.'s were in position on 30-6-85.
12	Chowkidars (Direct)	19	4	Do	—	*These posts to the institutional cadre.
13.	Sweepers (Direct)	19	4	Do	—	Hence complete information at the Directorate level is not available.
14.	Boat Keepers (Direct)	2	—	Do	—	—

Sr.No.	Category of post or class/ cadre mode of recruitment	Total strength	No. of S.C. @ 20% required	No. of S.C. in position	Percentage of shortfall, if any	Remarks, reasons, if any
1	2	3	4	5	6	7
Direct Recruitment						
Class II						
Lecturers		1522	169	35	21%	1. Non-availability of suitable persons belonging to reserved category from S.S.S. Board, Hr./HPSC. 2. By inheriting staff from the composite state of Punjab and taken over colleges.
Class III						
DPE		51	9	—	100%	—do—
SLA		54	10	2	20%	—do—
J.L.A.		128	25	14	56%	—do—
T.W.I.		32	6	—	100%	—do—
Table Players		26	5	3	60%	—do—
Gasman		14	3	3	no shortfall	—
1. Senior Librarian		32	6	Nil	100%	Attached
2. Junior Librarian		22	4	Nil	100%	—do—
3. Restorer		35	7	1	85.7%	—do—
Class IV						
Local recruitment institution-wise cadre		483	96	144	Excess	There is no shortfall in class-IV in Govt. Colleges.

REASONS FOR SHORTEFALL

1. The shortfall is due to non-availability of suitable persons belonging to the category.

2. Vacancies could not be offered to the category because addition made to the cadre strength by way of taking over of Non-Govt. Colleges had to be made in accordance with the terms and conditions of taking over.

3. Shortfall is to be made good while filling up vacancies in future as after 1980 no regular appointment could be made so far because the recruiting agency was not in existence.

APPENDIX—'C'

अनुबन्धक

हरियाणा की नगरपालिकाओं में दैनिक वेतन पर लगे सफाई कर्मचारियों के बारे में नगरपालिका वार सूचना ।

क्रम	जिला का नाम	नगरपालिका का नाम	दैनिक वेतन पर लगे पुरुष/महिला सफाई कर्मचारियों की संख्या	कुल सफाई कर्मचारियों को दिया जाने वाला मासिक वेतन तथा अन्य सुविधाओं का विवरण जैसे आकस्मिक अवकाश, अर्जित अवकाश, प्रसूति अवकाश आदि-आदि
सं०				

जिनकी सेवा दो जिनकी सेवा पांच जिनकी सेवा पांच वर्ष की हो चुकी वर्ष की हो चुकी वर्ष से अधिक हो है । है । है ।

1	2	3	पुरुष	स्त्री	पुरुष	स्त्री	पुरुष	स्त्री	5	6
1.	अम्बाला	अम्बाला शहर	15	1	52	5	—	—	73	महिला सफाई कर्मचारियों को
		अम्बाला संदर	11	—	12	1	16	5	45	पुरुष सफाई कर्मचारियों के
		यमुनानगर	36	—	34	6	60	16	152	बराबर वेतन (मासिक/दैनिक)
		जगाधरी	14	5	7	—	—	—	26	उपायुक्त द्वारा निर्धारित दरों पर दिया जाता है।
2.	हिसार	हिसार	58	11	30	31	—	2	132	इसके अतिरिक्त अवकाश की
		हांसी	1	—	—	—	—	—	1	कोई सुविधा नहीं दी जाती।
		बरवाला	6	5	—	—	—	—	11	प्रायः सप्ताह में एक रैस्ट दिया जाता है।
		रतिया	1	—	—	—	—	—	1	
3.	सिरसा	रानियाँ	1	—	—	—	—	—	1	
4.	भिवानी	भिवानी	5	5	1	4	—	1	16	
		चरखी-दादरी	1	—	—	—	—	—	1	

1	2	3	4	5	6
		तोशाम			
		लोहरू	1	—	—
		रोहतक	—	—	—
5.	रोहतक	क्षेजर	1	—	1
		नरवाना	3	2	63
		कलायत	2	1	136
6.	जीन्द	महेन्द्रगढ़	1	—	—
		बावल	5	8	7
		थनेसर	—	—	—
7.	नारनौल	चीका	—	2	13
		इन्द्री	1	2	14
		फिरोजपुर-क्षिरका	6	7	3
		नूह	—	1	15
8.	कुरुक्षेत्र	पटौदी	—	—	15
		सोहना	3	2	—
		तावडू	22	1	5
9.	करनाल		—	—	23
			5	1	—
10.	गुड़गांव		1	—	8
			3	1	1
			—	—	—
			8	2	18
			2	—	4
			—	—	—
			—	1	2
			211	57	150
			56	159	102
			735		

नोट :—नगरपालिका कालका, रायपुर रानी, नारायणगढ़, छछरौली, बुढ़िया, साडौरा, शहजादपुर, सोनीपत, गोहाना, गन्नौर, खरबौदा, टोहाना, फतेहाबाद, जाखल, उकलाना मण्डी, सिरसा, मण्डी डबवाली, ऐलनाबाद, कालावाली, बवानी खेडा, बहादुरगढ़, बेरी, कलानौर, महम, जीन्द, सफीदों, उचाना, जुलाना, हथीन, पलवल, हसनपुर, होडल, रिवाडी, नारनौल, कनीना, अटेलीमण्डी, कैथल, शाहबाद, लाडवा, पेहेवा, पुण्डरी, रादौर, करनाल, पानीपत, अंसन्ध, घरौण्डा, नीलोखेडी, समालखा, तरावडी, गुडगांव, फरूखनगर, हेलीमण्डी में से जिन नगरपालिकाओं में दैनिक वेतन पर सफाई कर्मचारी नियुक्त हुए हैं, वे एक वर्ष की अवधि से भी कम हैं।

APPENDIX—'D'

Statement of income and expenditure in respect of Municipal Committees, during the year, 1985-86.

Sr. No.	Name of M.C.	Total Income	Total Expenditure
'A' Class M.Cs.			
1	2	3	4
1.	Ambala	236.11	228.30
2.	Ambala (City)	117.31	115.76
3.	Yamuna Nagar	152.53	151.25
4.	Kaithal	63.15	62.04
5.	Thanesar	65.47	60.89
6.	Karnal	150.23	136.68
7.	Panipat	172.45	164.36
8.	Sonepat	125.41	112.25
9.	Gurgaon	143.06	142.88
10.	Jind	97.39	83.85
11.	Hissar	235.99	209.50
12.	Hansi	55.58	48.85
13.	Sirsa	107.55	107.04
14.	Bhiwani	107.51	90.90
15.	Rohtak	242.79	190.76
16.	Riwari	76.38	72.53
Total		2148.91	1977.84

'B' Class M.Cs.

17.	Kalka	19.96	19.25
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1	2	3	4
18.	Jagadhri	63.64	61.65
19.	Shahbad	33.52	33.50
20.	Gohana	37.50	28.60
21.	Narwana	35.08	36.99
22.	Fatehabad	47.35	37.69
23.	Tohana	29.44	25.45
24.	Mandi Dabwali	43.93	42.87
25.	Charki Dadri	46.37	44.33
26.	Bahadurgarh	67.96	67.09
27.	Narnaul	65.60	40.80
28.	Palwal	52.19	49.09
29.	Jhajjar	28.44	25.92
Total :		570.98	513.13
'C' Class M.Cs.			
30.	Taura	8.85	6.26
31.	Sohana	26.14	13.74
32.	Hailly Mandi	6.66	6.61
33.	Nuh	7.29	6.19
34.	Pataudi	5.00	4.36
35.	Ferozepur Jhirka	9.38	7.94
36.	Farukh Nagar	5.52	4.71
37.	Shazadpur	5.80	5.17
38.	Chhachrauli	7.26	5.94
39.	Indri	17.45	15.46
40.	Asandh	11.28	10.53
41.	Hassanpur	4.77	4.35

1	2	3	4
42.	Hodel	17.76	16.70
43.	Ellanabad	7.76	7.16
44.	Rania	6.18	5.09
45.	Barawala	13.02	7.83
46.	Jakhal	11.95	7.14
47.	Uklana Mandi	11.55	9.33
48.	Ratia	15.40	11.43
49.	Ladwa	21.50	20.62
50.	Pehowa	27.07	25.24
51.	Kanina	6.00	4.22
52.	Pundri	6.71	6.69
53.	Toshani	7.53	6.44
54.	Loharu	6.49	5.62
55.	Kharkhoda	13.06	11.65
56.	Cheeka	16.37	15.84
57.	Kalanaur	6.85	6.45
58.	Samalkha	26.12	23.52
59.	Gharaunda	23.14	19.64
60.	Tarauri	31.98	29.27
61.	Nilokheri	11.15	10.64
62.	Kalayati	5.87	5.68
63.	Meham	13.63	13.00
64.	Uchana	8.65	6.14
65.	Safidon	17.71	17.02
66.	Ateli Mandi	6.08	5.72
67.	Mehendergarh	15.02	13.58
68.	Bawal	9.72	5.01

1	2	3	4
69	Kalanwali	13.28	12.34
70.	Buria	1 82	1.46
71.	Radaur	9.98	8.56
72.	Sadhaura	8.83	8.38
73.	Naraingarh	14 90	14.00
74.	Beri	6 42	6.28
75.	Raipur Rani	3 05	2.82
76.	Julana	8.75	9.81
77.	Hathin	12.56	11.21
78	Bawan Khera	8.48	6.53
Total		609.34	526 54
Grand Total		3329 23	3017 51

नगरपालिकाओं के बजट का अवलोकन किया गया है और यह अनुभव किया गया है कि उनमें से अधिकतर 'सी' श्रेणी नगरपालिकाओं की वित्तीय स्थिति काफी कमजोर है फिर भी सभी नगरपालिकाओं ने केवल 9 नगरपालिकाओं को छोड़ कर अपने सफाई कर्मचारियों को वहील बैरोज उपलब्ध किए हैं। जिन 9 नगरपालिकाओं ने अपनी कमजोर वित्तीय स्थिति के कारण वहील बैरोज अभी तक उपलब्ध नहीं किए गए हैं उन्हें निदेश जारी किए गए हैं कि वे वहील बैरोज यथा शीघ्र उपलब्ध करें और 31.12.85 तक इस बारे की गई कार्यवाही की अनुपालना रिपोर्ट भेजे।

APPENDIX 'E'

Procedure for Dealing with the Implementation of the Recommendations/ Observations 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 of 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, 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 Departments/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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