

HARYANA VIDHAN SABHA

COMMITTEE

ON WELFARE OF

**Scheduled Castes and Scheduled Tribes
(1986-87)**

(SIXTH VIDHAN SABHA)

TWELFTH REPORT

ON

**(Reservation/representation of Scheduled Castes in P.W.D.
(Public Health), Irrigation Department and Haryana
State Small Industries and Export Corporation Ltd.
and action taken by the Government on the
Recommendations contained in its
Ninth Report)**



Presented to the House on 5 MAR 1987

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH.**

March, 1987

CONTENTS

	<i>Pages</i>
1. Composition of the Committee	(iii)
2. Introduction	(v)
3. Report	1—12
(i) P.W.D. (Public Health).	3—4
(ii) Irrigation Department.	4—7
(iii) Haryana State Small Industries and Export Corporation Ltd.	8—10
(iv) General recommendations.	11—12
(v) Implementation of recommendations/ observations contained in the Ninth Report.	13
4. Appendices :—	
(a) Statement showing staff strength and representation of Scheduled Castes employees in the Irrigation Department.	14—18
(b) Statement showing the representation of persons belonging to Scheduled Castes employees in position as on 30-6-86 in Haryana State Small Industries and Export Corporation Ltd.	19—23
(c) Statement showing the outstanding recommendations/observations together- with further observations in respect of Ninth Report.	24—35
(d) Procedure for implementation of recommendations/observations made by the Committee in its Reports.	36—37

**"COMPOSITION OF THE COMMITTEE ON WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES FOR THE
YEAR 1986-87**

CHAIRMAN

1. Shri Neki Ram,

MEMBERS

- * 2. Shri Azmad Khan
3. Shri Bhalle Ram
4. Shri Devi Dass
5. Shri Dilu Ram
6. Shri Jogi Ram
7. Shri Kundan Lal
8. Shri Prabhu Ram
9. Shri Ram Singh
- ** 10. Shri Banarsi Dass Balmiki

SECRETARIAT

1. Shri G.L. Batra, Secretary
2. Shri Janardhan Singh, Under Secretary

* Shri Azmad Khan, M.L.A. resigned from the membership of the Committee w.e.f. 18th June, 1986.

** Shri Banarsi Dass Balmiki, M.L.A. was elected as a member of the Committee w.e.f. 28th November, 1986.

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 reservation/representation of Scheduled Castes in Public Works Department (Public Health), Irrigation Department and Haryana State Small Industries and Export Corporation and action taken by the Government on the recommendations/observations contained in the Ninth Report of the Committee on Welfare of Scheduled Castes and Scheduled Tribes in respect of representation of Scheduled Castes.

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

2. The Committee examined the Administrative Secretaries of P.W.D. (Public Health), Irrigation Department and Industries 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 place 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 Commissioner and Secretary to Government, Haryana, P.W.D. (Public Health), Commissioner and Secretary to Government, Haryana, Irrigation Department, Commissioner and Secretary to Government, Haryana, Industries Department and Heads of P.W.D. (Public Health), P.W.D. Irrigation Branch and Managing Director, Haryana State Small Industries and Export Corporation Ltd. and their representatives who appeared before the Committee for oral examination in regard to the reservation/representation of Scheduled Castes in their respective Departments/Corporation.

The Committee are also thankful to the Secretary, Under Secretary and the staff of the Haryana Vidhan Sabha Secretariat for the whole hearted cooperation and unstinted assistance given in preparing this Report.

Chandigarh,
The 18th February, 1987.

NEKI RAM,
CHAIRMAN

REPORT

The Committee on Welfare of Scheduled Castes and Scheduled Tribes for the year 1986-87 was constituted by the Haryana Vidhan Sabha by election vide Notification dated the 29th April, 1986 under Rule 260A(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.

The Committee during its tenure held 36 meetings.

The Committee in its first meeting held on 29th May, 1986 decided to examine the following Departments/Board/Public Undertaking :—

1. Health Department
2. P.W.D. (Public Health)
3. Social Welfare Department
4. Industries Department
5. Irrigation Department
6. Haryana State Agricultural Marketing Board.
7. Haryana State Small Industries and Export Corporation Ltd.

In pursuance of the above decision of the Committee the Industries Department, Irrigation Department, Haryana State Agricultural Marketing Board and Haryana State Small Industries and Export Corporation were requested by Vidhan Sabha Secretariat on the 13th June, 1986 to supply 35 copies of the statement showing the reservation/representation of Scheduled Castes in the said Department/Board/Corporation during the last three years ending 31st March, 1986. The Health Department and Social Welfare Department were sent reminders to expedite the supply of the required material as these Departments were selected for examination by the Committee in the previous year and had not supplied the requisite information.

The Social Welfare Department supplied the requisite information, but the Committee could not thoroughly examine the material for want of time.

The Health Department, Industries Department and Haryana State Agricultural Marketing Board did not supply the required material till the writing of this Report.

The failure on the part of these Departments/Board to furnish the desired information leads the Committee to believe that these Departments/Board either do not possess the required information or there may

be great shortfall in the reservation/representation of Scheduled Castes employees in their Departments/Board. The Committee take serious note for this lapse and again recommend the Chief Secretary to Government, Haryana, to impress upon the Heads of Departments of the Government to supply the required information to the Committee within the prescribed period meticulously.

The P.W.D. (Public Health), Irrigation Department and the Haryana State Small Industries and Export Corporation, Ltd., however, supplied the required material. After examining the material of these Departments/Corporation, the Committee also examined the concerned departmental representatives and framed their recommendations/observations which find mention in the succeeding paragraphs of this report.

P.W.D. (PUBLIC HEALTH)

The previous Committee asked the Department to supply to them the statement showing the reservation/representation of officers/ officials belonging to the Scheduled Castes in the P.W.D. (Public Health) as it stood during the years 1981-82, 1982-83 and 1983-84.

The Department supplied the required information as under :—

Year	Class of employees	Total No. of employees	Total No. of Scheduled Castes/Tribes employees	Percentage	Percentage of shortfall
1981-82	Class-I	53	—	—	—
	Class-II	78	4	5.15 %	14.85 %
	Class-III	1473	128	8.69 %	11.31 %
	Class-IV	737	193	26 %	—
1982-83	Class-I	53	2	—	—
	Class-II	76	6	8 %	12 %
	Class-III	1839	165	9 %	11 %
	Class-IV	737	193	26 %	—
1983-84	Class-I	52	2	—	—
	Class-II	144	7	12 %	8 %
	Class-III	1839	191	10.39 %	9.61 %
	Class-IV	737	182	25 %	—

The reasons for shortfall as explained by the Department in their written reply are as under :—

- (i) Less allocation of reserved category posts at the time of formation of Haryana State.
- (ii) The Public Service Commission and Subordinate Services Selection Board had been recommending candidates much less than those notified in the requisitions sent by the Department for reserved category.

- (iii) Prior to February, 1979 carrying over of posts from one year to the next was not possible as the total number of reserved category posts was restricted to 50%. The break up was as under :—

Scheduled Castes	20%
Backward Classes	2%
Ex-Servicemen	28%
Total :	50%

The final shortfall from 9-2-1979 to date, has been intimated as follows :—

Particulars		Shortfall	Actually required
(i) Direct	Class-I	—	2
	Class-II	3	58
	Class-III	30	379
(ii) By promotion	Class-I	No Reservation	
	Class-II	No Reservation	
	Class-III	14	Suitable candidates with proper experience were not available.

The Department in their written reply while explaining the overall position of Class-III posts, has stated that during the years 1981-82, 1982-83, 1983-84, a total requisition for 515 posts was sent. The reservation for Scheduled Castes Category at the rate of 20% was worked out to 102. The Subordinate Services Selection Board recommended a total number of 379 candidates including 72 Scheduled Caste Candidates. The shortfall in the category is 30. As 136 vacancies still exist the shortfall of 30 shall be made good.

The Committee also examined the departmental representative in this regard. The Committee feel satisfied to certain extent over the reservation/representation of Scheduled Castes in the P.W.D. (Public Health). However, they (Committee) recommend that the Department should take suitable steps to clear the backlog as early as possible and result thereof intimated to them.

IRRIGATION DEPARTMENT

The Committee asked the Department to supply to them the statement showing the reservation/representation of persons belonging to Scheduled Castes in Irrigation Department in the years 1983-84, 1984-85 and 1985-86.

The Irrigation Department supplied the required information as under:—

Year	Total No. of employees (Class of employees)				Total No. of Scheduled Castes employees.				Percentage				Percentage of shortfall			
	2				3				4				5			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
1983-1984	P-187 D-8	P-189 D-295	9305	9127	Nil	P-nil D-25	837	2478	Nil	8.47%	8.99%	27.15%	100%	57.62%	55.02%	No Short- fall.
1984-1985	P-187 D-8	P-185 D-295	9282	9200	Nil	P-nil D-28	864	2515	Nil	9.49%	9.31%	27.33%	100%	52.54%	53.44%	—do—
1985-1986	P-187 D-8	P-186 D-293	9576	9600	Nil	P-nil D-25	917	2650	Nil	8.53%	9.57%	27.6%	100%	56.89%	52.11%	—do—

*D for direct recruitment
P for promotion.

In reply to the questionnaire the Department inter-alia stated that there was no shortfall in respect of Class I and II services. Originally, shortfall in Class I and II was inadvertently shown. This was because the posts belong to these categories were got re-advertised stating therein that in the event of their non-availability these reserved posts would be filled up through the available candidates of the general categories. As regards class III posts barring the following categories there was no shortfall in the other categories.

The Committee point out that whenever any information is required by them it should be supplied correctly and meticulously so as to avoid their unnecessary wastage of time.

Senior Scale Stenographers and Junior Scale Stenographers

The Department has stated in their written reply that there is a shortfall of two posts of Senior Scale Stenographers and three posts of Junior Scale Stenographers. It has been further stated that the post of Senior Scale Stenographers are filled up by promotion. In fact names of Scheduled Castes for appointment as Junior Scale Stenographers have been received from Subordinate Services Selection Board and as and when their antecedents are verified, will be appointed against the reserved vacancies. They will also be considered for promotion to the post of Senior Scale Stenographers subject to qualifying the prescribed test.

The Committee recommend that appointment of Scheduled Castes candidates recommended by the Subordinate Services Selection Board for the posts of Junior Scale Stenographers be expedited and the shortfall of Senior Scale Stenographers be also made good at the earliest.

Clerks

The Department has stated in their written reply that there were 130 sanctioned post of Clerks in IBHO and 20% of these posts comes to 26. Twenty two Scheduled Castes candidates have already been appointed against these reserved posts. Thus there is a shortage of only 4 Clerks. Requisition to Subordinate Services Selection Board has been placed for recommending the names of Scheduled Castes against these posts.

The Committee desire to be informed soon after these posts are filled up.

Zileendars

The Department in their written reply has stated that in the year 1981 the S. S. S. Board recommended 205 candidates for the post of Zileendars. Out of which 22 candidates belonged to Scheduled Castes category. In accordance with Zileedar Services Rules, 1955, the candidates Zileendars are required to pass Zileendars Examination after two years training conducted by the Department. The regular appointment is given only to those candidates Zileendars who qualify the said examination. Out of 22 candidates Zileedar (SC) only 4 qualified the examination and have been given regular appointment and the names of the rest of the candidates have been removed from the Select list. The 14 posts of Zileedar reserved for Scheduled Castes category, were

filled in by the general category candidates in the absence of non-availability of qualified Scheduled Castes candidates.

The Committee are very much pained to mention that representation of Scheduled Castes on the posts of Zileedars is distressingly low. The Committee recommend that special efforts be made to increase their intake in this service under intimation to them.

Junior Engineers	In their written reply the Department has stated that all the candidates numbering 54 belonging to Scheduled Castes category as recommended by the Subordinate Services Selection Board have already been given appointments. The present shortfall is of 84 persons. The shortfall is, however, due to non-availability of the reserved Scheduled candidates by the Subordinate Services Selection Board. A requisition for making good the shortfall was placed with the S.S.S. Board in October, 1981. Thereafter the Board was abolished and subsequently some Divisions were abolished and presently the Government have imposed the ban. Whenever new requirement is made, shortfall will be kept in view.
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The Committee are unhappy to note the inordinate delay in making these recruitments. They hope that these posts will be filled up soon avoiding any further delay.

Irrigation Booking Clerks	The Department in their written reply has stated that there was a shortfall of 9 Irrigation Booking Clerks. At present no post of Irrigation Booking Clerk is lying vacant. However, as and when the posts would be available steps would be taken to make good the shortfall.
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The Committee are unhappy to note the shortfall in this service and recommend that the backlog be wiped off as early as possible.

Circle Superintendents and Head Clerks (Field Cadre)	The Department in their written reply has not furnished any information regarding the reservation/representation of Scheduled Castes on these posts. The Committee are unable to offer their comments in the absence of the details required to be furnished by the Department. However, the Committee urge that shortfall, if any, in these services be made good at the earliest.
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HARYANA STATE SMALL INDUSTRIES AND EXPORT CORPORATION LTD.

The Committee asked the Industries Department to supply to them the statement showing the reservation/representation of persons belonging to the Scheduled Castes in the Haryana State Small Scale Industries & Export Corporation Ltd. during the years 1983-84, 1984-85 and 1985-86.

The Industries Department supplied the required information as under :—

Year	Total number of posts sanctioned		Total No. of employees other than S.C.	Total No. of S. C. employees	Approximate percentage	Percentage of short-fall
Class						
1983-84	I	20	10	—	—	—
	II	25	20	—	—	—
	III	573	431	48	9%	11%
	IV	243	142	59	24%	—
1984-85	I	20	9	—	—	—
	II	25	20	—	—	—
	III	573	433	50	9%	11%
	IV	243	141	60	24%	—
1985-86	I	20	9	—	—	—
	II	25	20	—	—	—
	III	527	394	44	8%	12%
	IV	207	119	48	23%	—

While scrutinising the material furnished by the Department the Committee observed that in 1983-84, 1984-85, and 1985-86 there was an overall shortfall of 11% in the representation of Scheduled Castes in Class III services and 100% in Class I and Class II services. The Committee, therefore, desired to know the reasons for the shortfall and the steps taken by the Corporation to overcome the shortfall in all the three classes of services.

Reservation/Representation of Scheduled Castes on Class I & II posts.

The Corporation while furnishing reply to the above observation of the Committee supplied the details of posts of various categories belonging to Class I and Class II (Annexure 'B' and 'C') and stated that in all there were 20 class I posts on 30-6-1986, six of them viz., Managing Director, Addl. Managing Director, General Manager (Raw Material) General Manager, Black Partridge Haryana Emporium, New Delhi, General Manager (Finance & Accounts) and General Manager (Rural Industries) were meant for officers on deputation from the State Govt. On the 30th June, 1986, two posts meant for deputationist viz., Addl. Managing Director and General Manager, Black Partridge Haryana Emporium, New Delhi were un-filled in addition to nine other posts which were lying vacant. Three posts were filled up by promotion and two posts by direct recruitment. It was further stated that each Class I, post has a separate identity and cannot be clubbed with any other post to form a common cadre. Although some of them carry similar nomenclature, yet each one of them is meant for different Division with different qualifications on account of various functional needs of the Corporation. The scales of pay also vary. In these circumstances reservation is not applicable so far as Class I posts are concerned.

Similar position is also revealed by persual of Annexure 'C' in respect of Class II posts.

During the course of oral examination the departmental representatives also confirmed the above position.

The Committee is not satisfied with the reasons advanced by the Corporation that each Class I & Class II posts has a separate identity and can not be clubbed with any other post to form a common cadre.

The Committee feel greatly distressed to find that there is no reservation/representation of Scheduled Castes on Class I & II posts of the Corporation and recommend that Government should seriously consider this aspect of non-reservation/representation of Scheduled Castes on Class I & II posts in the Corporation and to recommend find out some via-media so that some posts of class I & II may be reserved for Scheduled Castes.

Short fall in class III posts

In their written reply the Corporation has stated that out of 527 sanctioned posts of class III as on 30-6-1986, 436 posts were filled up, 44 posts were held by Scheduled Castes employees. The sanctioned posts include as many as 108 posts of 85 categories when the number of posts did not exceed 3 as per details given in Annexure 'D'. After excluding 108 posts from the sanctioned strength of 527, the shortfall on the remaining posts comes to 10% for Scheduled Castes. It has further been stated that all out efforts would be made to make up the deficiency when the vacant posts would be filled up.

The Committee express their deep concern on the state of affair that there has been more than 10% shortfall in the representation of Scheduled Castes on III posts in the Corporation and recommend that urgent steps be taken to fill up the posts and wipe off the backlog.

The Committee further desire to be informed regarding the steps taken by the Corporation to make up the deficiency.

Non-availability of candidates belonging to Scheduled Castes for Accountant posts.

During the course of oral examination the departmental representatives stated that one of the reasons for the short-fall of Scheduled Castes in class III posts in the Corporation was that candidates belonging to Scheduled Castes possessing requisite qualification/experience for the posts of Accountants were not available.

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

Maintenance of Roster Register

In their written reply the Corporation has stated that the roster register for reservation were not being maintained in the past. However, these registers have been started.

The departmental representative also admitted during the course of oral examination that it was a serious lapse on the part of the Corporation.

The Committee are surprised to note why the roster registers were not maintained in the past. The Committee strongly recommend that instructions issued by State Government from time to time regarding reservation of Scheduled Castes in the services should strictly be adhered to.

GENERAL RECOMMENDATIONS

Constitutional Position

Prior to the attainment of independence, the Scheduled Castes and Scheduled Tribes, because of their social/educational and economic backwardness had not been able to secure adequate representation in Government service. The Constitution of India provides adequate representation for the Scheduled Castes and Scheduled Tribes in Government service. Article 16, while giving equality of opportunity for the Scheduled Castes and Scheduled Tribes on matters of public employment states that "nothing in this Article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of citizens which in the opinion of the State is not adequately represented in the services under the State." (Article 16 (4). Article 335 ensures that "the claims of the members of Scheduled Castes and Scheduled Tribes shall be taken into consideration consistently with the maintenance of efficiency of administration in the making of appointments to services and posts in connection with the affairs of the Union or of a State" In pursuance of the above Articles, Government of India and State Governments have issued executive orders reserving a certain percentage of vacancies in posts and services under them in favour of the Scheduled Castes and Scheduled Tribes.

Having regard to the above provisions Government of Haryana have also made reservation for Candidates belonging to Scheduled Castes. But there has not been any appreciable increase in the intake of this community in service.

Relaxation in experience for Scheduled Castes Candidates.

The Committee have come across instances where the appointing authorities have filled vacancies reserved for Scheduled Castes by members of other communities on the plea of non-availability of suitable candidates belonging to Scheduled Castes. It is difficult to accept the fact that even for lower posts suitable candidates are not available in the face of the fact that a number of qualified persons are available on the live registers of the Employment Exchanges. The Committee would suggest that if candidates who have near enough the prescribed qualifications could be obtained they may be recruited and made fit for the various types of posts reserved for Scheduled Castes by giving them necessary training. In the case of posts requiring technical qualification and experience the Committee consider that restriction regarding experience should be relaxed.

Special cell in Public Service Commission and S.S.S. Board.

The Committee have observed that there is inordinate delay in finalising selection of candidates by the Public Service Commission and Subordinate Services Selection Board. To avoid delay the Committee suggest that a special cell may be constituted in the offices of the Public Service Commission and S.S.S. Board in order to give special attention in the matter of recruitment of Scheduled Castes Candidates.

To ensure the prospect of the Scheduled Castes, the Committee

Reservation of promotion quota in class I and II posts	reiterate their earlier recommendation made in Tenth Report, to fix a promotion quota in class I and II posts for them for vacancies filled by promotion.
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The Committee feels that several concessions/benefits being given by Government to the members of the Scheduled Castes, Backward Classes, etc , are not known to them in exact form resulting in that most of the deserving people of these communities do not fully derive the benefits of these schemes. The Committee are, therefore, of the opinion that an exhaustive brochure containing all types of concessions/benefits, under various schemes, being given to Scheduled Castes in particular and other communities in general, be prepared by the Government and displayed at conspicuous places at the Head -quarters so that the beneficiaries could know about these benefits/concessions in full details and derive the desired benefits. The copies of such brochure may also be distributed among the Members of the State Assembly.

It has been noticed by the Committee that Roster which should depict the upto date position regarding representation of Scheduled Castes in the services of various Departments and Corporations/Boards in the State Government is not being maintained properly. The Committee, therefore, recommend that suitable instructions in this behalf be issued by the Government to all Government Departments and Corporations/Boards for strict compliance.

**IMPLEMENTATION OF RECOMMENDATIONS /OBSERVATIONS
CONTAINED IN THE 9TH REPORT**

The Committee considered/scrutinised the action taken by the Government on the recommendations/observations contained in the Ninth report.

The committee, after having felt satisfied with the action taken by the Government dropped some of the recommendations/observations. The recommendations/observations which are outstanding are given in Annexure 'E' togetherwith further observations of the Committee.

ANNEXTURE 'A'

Statement showing the representation of persons belonging to Scheduled Castes in Irrigation Department as on 30-6-1986

Category of posts	Sanctioned posts	Filled posts	No. of posts created/ filled from 9-2-79 to 30-6-86	Total Posts meant for S.C.	No. of posts actually filled by S.C.	Shortfall	Total No. of S.C. employees on 30-6-86
1	2	3	4	5	6	7	8
1. There is no shortfall in Class I & II Posts.							
2. Dy. Supdt.	6	6	17	3	3	Nil	1
3. Assistant	108	106	19	4	4	Nil	18
4. P.A.	7	6	6	—	—	—	No reservation as the posts were upgraded from Sr. Scale Stenographer to P.A.
5. Sr. Scale Stenographer	9	9	8	2	—	2	Due to suitable candidates not available.
6. Junior Scale Stenographer	27	20	21	4	1	3	1 No suitable candidates recommended by S.S.S. Board,
7. Steno Typist	3	4	—	—	—	—	—

1	2	3	4	5	6	7	8
8. Clerks	130	129	98	19	12	4	22 There are 130 sanctioned posts of clerks in IBHO and 20% of these posts comes to 26. As against these we have got 22 S. C. clerks. Thus there is only shortfall of 4. Requisition has been placed to S.S.S. Board for recommending S. C. candidates.
9. Driver	8	8	4	1	—	1	A requisition for filling the post of driver belonging to S.C. is being placed with S.S.S. Board.
10. Restorer	7	7	3	—	—	—	1
11. Photodar	1	1	—	—	—	—	—
12. Gestetner Opt.	1	1	—	—	—	—	—
13. Azo Opt.	1	1	—	—	—	—	—
14. Circle Supdt.	31	31	54	6	6	Nil	Not available
15. Head Clerk	142	142	114	23	23	Nil	Not available

1	2	3	4	5	6	7	8
16. Zilledar	189	189	89	18	4	14	In 1981 the S.S.S. Board recommended 205 candidate Zilledar, out of which 22 candidates were S. C. In accordance with Zilledar Service Rules 1955 the candidates are required to pass Zilledari exam after 2 years training conducted by the Department. But regular appointment is given only to those candidates who qualify the said exam. Out of 22 candidate Zilledar (S.C.) only 4 qualified the exam and have been given regular appointment and the name of the rest have been removed from the select list. 14 number posts filled in by the general category in absence of non-availability of qualified S. C. candidates.
17. C.H.D.	55	50	14	3	3	Nil	7
18. D.H.D.	170	170	61	12	12	Nil	21
19. Draftsman	360	362	44	4	4	Nil	27
20. Tracer	332	329	46	5	10	Nil	38

1	2	3	4	5	6	7	8
21. Junior Engineer	2155	1962	694	138	54	84	All the candidates numbering 54 belonging to S.C. category as recommended by S.S.S. Board have already been given appointment. The shortfall is, however, due to non-availability of the reserved S.C. candidates by the S.S.S Board. A requisition for making good the shortfall was placed with the S. S. S. Board in October, 1981. Thereafter the Board was abolished & subsequently some Divisions/sub Divisions of this Department were abolished & presently govt. have imposed the ban. Whenever new recruitment is made, shortfall will be kept in view.
22. Accounts Clerk	327	314	48	2	5	Nil	
23. S.D.C.	660	658	97	16	20	Nil	
24. Clerks (Field)	1192	1180	177	19	42	Nil	
25. Stenographer	32	32	1	—	—	Nil	
26. Steno Typist	108	95	15	—	2	Nil	

1	2	3	4	5	6	7	8
27. Driver	169	160	95	8	5	3	10 Including work charged employees brought on regular cadre.
28. H.R.C.	23	22	—	—	—	—	—
29. Assessment Clerk	18	18	—	—	—	—	—
30. Rev. Clerk	104	102	7	—	—	—	10
31. Asstt. Rev. Clerk	197	197	4	—	—	—	22
32. IBCs	1603	1590	68	9	—	9	151 Presently no post of IBCs is lying vacant. As and when the posts are available steps will be taken to make good the shortfall
33. Head Signaller	15	15	Nil	—	—	—	—
34. Signaller Silt	130	130	—	—	—	—	5
35. Anylists	1	1	—	—	—	—	—
36. Telephone attendant	63	63	22	—	—	—	2
Class IV Establishment (Field Offices)							
1. Other than Sweepers	8208	7928	1707	161	269	—	1826
2. Sweepers	498	404	1	—	—	—	405
Class IV (H.O.)							
1. Other than Sweepers	127	115	59	11	13	—	25
2. Sweepers	7	5	—	—	—	—	5

ANNEXURE 'B'

Statement Showing the details of Class-I posts in Haryana State Small Industries and Export Corporation Ltd. as on 30-6-1986

Sr. No.	Name of post	Pay Scale	No. of posts sanctioned	Mode of recruitment
1.	Managing Director	IAS Cadre	1	Through deputation.
2.	Addl. Managing Director	—do—	1	Through deputation but presently vacant.
3.	General Manager (Personnel, Raw Material)	HCS CADRE	1	Through deputation.
4.	General Manager (Finance & Accounts)	SAS Cadre 1500—2000	1	—do—
5.	General Manager (Export).	1760—2300	1	Promotion.
6.	Company Secretary	1500—2000	1	Direct
7.	General Manager (Marketing)	1760—2300	1	Promotion
8.	General Manager (Rural Industries)	1760—2300 HCS Cadre	1	Deputation.
9.	General Manager (Technical)	2100—2500	1	Vacant.
10.	General Manager BPHE.	HCS Cadre	1	Through deputation/presently Vacant.
11.	Manager (Export)	1500—2000	1	Vacant.
12.	Manager (Proc. & Sales)	1500—2000	1	Promotion
13.	Manager (Raw Material)	1500—2000	1	Vacant.
14.	Manager (Rural Industries)	1500—2000	1	Promotion
15.	Manager (Marketing)	1500—2000	1	Vacant
16.	Manager (Project)	700—1200	1	—do—
17.	Manager (Technical)	700—1200	1	—do—
18.	Manager (Electrical Appliances)	700—1200	1	—do—
19.	Training Officer	700—1200	1	—do—
20.	Sr. Manager (Tech. Electronics)	700—1200	1	—do—
Total :			20	

ANNEXURE 'C'

Statement showing the details of Class—II posts in Haryana State Small Industries and Export Corporation Ltd. as on 30-6-1986

Sr No.	Name of post	Pay Scale	No. of posts sanctioned	Mode of recruitment
1.	Private Secretary	Rs 800—1600+ S.P.	2	Through promotion.
2.	Establishment Officer	Rs. 800—1600	1	Through deputation.
3.	Manager, Accounts/ Sr. Accts. Officer	Rs. 1000—1800	1	Through deputation.
4.	Audit Officer	Rs. 800—1600	1	Through deputation.
5.	Dy. Manager (Export)	Rs. 800—1600	3	One through promotion and two posts are vacant.
6.	Dy. Manager (Proc. & Sales)	Rs. 800—1600	1	Through promotion.
7.	Dy. Manager Accounts	Rs. 800—1600	3	2 through promotion. 1 Direct recruitment
8.	Dy Manager (Marketing)	Rs. 800—1600	1	Through direct, presently vacant.
9.	Manager (Sports Goods Complex)	Rs 500—850 (Un-revised)	1	Through direct.
10.	Dy. Manager (Purchase)	- do—	1	Through upgradation.
11.	Superintendent (Heat treatment)	Rs 500—900 (Unrevised)	1	Direct, presently vacant.
12.	Manager (Tool Room -cum-Common Facility Centre)		1	Through direct.
13.	Public Relations Officer	800—1600	1	Through direct.
14.	Distt Project Officer	800—1600	1	Through direct.
15.	Manager (Emporia)	800—1600	2	Through promotion.
16.	Dy. Manager (Artistic Pottery Centre)	800—1600	1	Through promotion.
17.	Manager (Artistic Pottery).		1	Direct, presently vacant.
18.	Research and Survey Officer.	800—1600	1	Through direct.
19.	Dy. Manager (D.T.M.C.)	800—1600	1	Through promotion.
Total			25	

ANNEXURE 'D'

Statement showing the details of class—III posts in Haryana State Small Industries and Export Corporation Ltd. as on 30-6-1986.

Sr. No.	Name of post	No. of posts sanctioned
1.	P.B.X. Operator	2
2.	Machineman	1
3.	Daftri	1
4.	Telex Operator	1
5.	Proc. Officer	1
6.	Liaison Officer	1
7.	Company Assistant	1
8.	Cost Supervisor	1
9.	Assistant Manager (Marketing)	1
10.	Field Officer	1
11.	Deputy Superintendent	1
12.	Monitoring Officer	2
13.	Technical Assistant	1
14.	Junior Engineer	1
15.	Senior Draughtsman	1
16.	Manager Emporium	3
17.	Assistant Security Officer	2
18.	Instructor (Punja Durrie)	1
19.	Supervisor (Black Smithy)	1
20.	Instructor (B.S)	1
21.	Supervisor (Mudha Making)	1
22.	Technician (Mudha Making)	1
23.	Supervisor (Fancy Item)	1
24.	Foreman (Shoe Making)	1
25.	Instructor (Shoe Making)	1
26.	Foreman (A.P.)	1
27.	Assistant Foreman (A. Pottery)	1
28.	Instructor-cum-Fireman	1

29. Supervisor (Jute Tat Pati)	1	
30. Foreman (Hosiery)	1	
31. Instructor	1	
32. Incharge (S.F.C.)	1	
33. Quality Control Inspector (Wood Work)	1	
34. Quality Control Inspector	2	
35. Assistant Quality Control Inspector	1	
36. Electrician	}	2
37. Air Conditioner		
38. Lady Technician		2
39. Assistant Lady Technician		2
40. Assistant Foreman (Moulding)		2
41. Die-fitter		2
42. Senior Technician (Moulding)		1
43. Machinist-cum-Fitter		1+1
44. Skilled Worker		2
45. Asstt. Foreman (Assembly)		2
46. Press Operator		2
47. Chemist		2
48. Asstt. Press Operator		2
49. Welder		1
50. Electrician		1+1
51. Technician (NSU)		1
52. Shearing Machine Opt.		1
53. Painter		1
54. Machineman (SGC)		2
55. Senior Technician (S.G.C.)		1
56. Fireman		1
57. Artist-cum-Painter		1
58. Master Potter		1
59. Moulder		1
60. Kiln Attendant-cum-Sorter		1
61. Proof Reader-cum-Production Asstt.		1

62. Asstt. Editor (Hindi)	1
63. Draughtsman	3
64. Designer-cum-Moulder	1
65. Artist	2
66. Ceramic Expert	1
67. Asstt. Ceramic Expert	1
68. Designer (Brass Ware)	1
69. Dev. Officer	1
70. Dev. Officer	1
71. Supervisor (E.A.)	1
72. Cutter Tailor	1
73. Technical Supervisor (Football & Volleyball)	1
74. Technical Supervisor (Cricket ball)	1
75. Technical Supervisor (Badminton/ Tennis Rackets)	1
76. Laboratory Assistant (Dyeing)	1
77. Bioler Attendant	1
78. Hosiery Knitwear Instructor	1
79. Technical (Press Section)	1
80. Technical (Heat Treatment)	1
81. Technical Foregings	1
82. Tech. Weaving	1
83. Helper (Artisan)	2
84. Sales Officer	1
85. Asstt. Manager (Emporia)	2

ANNEXURE—'E' **COOPERATION DEPARTMENT**

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

Filling up the post of Tanning-cum-leather Expert

The Committee recommend that the Department should make earnest efforts to get it filled up through the Haryana Public Service Commission at the earliest.

The Committee further recommend that so long as a candidate is not recommended by the Haryana Public Service Commission, the Department should fill up such posts through the employment exchange on ad-hoc basis.

A requisition to fill up the post of the Tanning & Leather Expert had been sent to the H.P.S.C. by Govt. vide No. 8934-CI-83/41940 dated 20.12.83. This post has been advertised by the H. P. S. C. on 30.11.84.

With a view to fill up the post of Tanning and Leather Expert on adhoc basis, a requisition was sent to the Employment Exchange, Haryana on 2.2.1984 to sponsor the candidates possessing the prescribed qualifications and experience by 29.2.84. Simultaneously, the post was also advertised in the Daily Tribune on 9.2.84. No candidate became available from the Employment Exchange. Out of the two candidates who had applied for the post in response to the advertisement, in the Daily Tribune only one candidate appeared for interview on 18.6.84. He has since been selected and appointed by the Govt. on adhoc basis. The incumbent has since joined on 12.11.84.

The Committee would like to know the qualifications now prescribed for this post, as well as the pay scale of the post. The Committee would also like to know as to whether the incumbent of the post of tanning-cum-leather expert has been recommended by the Haryana Public Service Commission for regular appointment.

Filling of vacant post by the Department

The Committee recommend that these posts should be taken out of the purview of the Commission/Board for the time being and be filled by the Department itself as the Haryana Public Service Commission and the S.S. Board generally take very long time to recommend suitable candidates. The Committee further recommend that the Department should take up this matter with the Government immediately.

Promotion Prospects

The Committee recommend that the shortfall should be made up at the earliest, even by relaxing the condition of experience etc. The action taken by the Department in this connection should be intimated to the Committee.

The Committee would like to know the latest position whether the Department has taken up the matter with the Government to take out certain posts out of the purview of the S.S. Board and H.P.S.C. as recommended by the Committee.

As a measure of economy in expenditure, Govt. have already issued instructions to keep 10% posts vacant. In view of the ban imposed by Govt. such posts as are lying vacant in the Department at the moment are within the norm of 10% and are not to be filled up by direct recruitments. As and when the restrictions are withdrawn by Govt. the matter to take out the posts of each category out of the purview of the S.S. Board/H.P.S.C. will be taken up if need be.

The Committee have gone through the written reply and the statement furnished by the Department indicating number of posts held by the Scheduled Castes employees. The position shown in the statement relates to the period ending 30.9.86. The Committee feel that no sincere efforts have been made to open promotion prospects for the Scheduled Castes employees. The Committee would therefore, like to know the latest

The present position in manning the posts of Sr Auditors, Insp (A) and Junior Auditors by members belonging to the Scheduled Castes on the basis of promotion quota is given as under :—

1

2

3

position in the case and like to know as to whether the question of granting relaxation in the experience condition for members of Scheduled Castes, Backward Classes, Ex-servicemen and handicapped candidates was considered by the Department, if not, the reasons thereof.

Posts to be maintained by members belonging to Scheduled Castes.

Sr. No.	Category of Posts	Sanctioned Strength	Promotion quota	Posts to be maintained by members belonging to Scheduled Castes.		
				Required	In position	Shortfall
1.	Sr. Auditor	37	50%(19)	4	3	1
2.	Inspector (Audit)	72	100%(72)	14	9	5
3.	Jr. Auditors	49	2/3rd(33)	6	6	—

From the above it would be noticed that the shortfall exists in case of Insp.(A) & Senior Auditors, who are required to conduct and supervise the audit of primary socs./Central and Apex Institutions. The Junior Auditors promoted from Sub-Inspector (A) are attached to the audit parties headed by Senior Auditors to conduct audit of Apex Secondary Coop. Institutions, such as Hafed, Harcobank, H.S.L.D. Bank, Central Coop Banks, Coop Sugar Mills and Spinning Mills etc. The audit work is of technical nature and it is, therefore, imperative that the persons on promotion should have reasonable experience of 3 years for graduates and 4 years for non-Graduates for promotion from Sub-Insp (A) to Junior Auditor, 2 years for graduates and 3 years for non-graduates from Junior Auditor to Inspector (A) and 4 years from Inspector (Audit) to Senior Auditor as prescribed for these posts at present. It is considered that it will not be in the interest of the efficiency in the Department to grant any relaxation in respect to experience prescribed for promotion.

1

2

3

Implementation of recommendation contained in the 27th Report—removal of third party surety.

The Committee recommend that the Department should take up the matter afresh with the concerned authorities so that the condition of providing two guaranters is waived off so as to enable the Scheduled Castes persons to get credit from the Banks easily.

The Committee would like to know the latest position in the matter.

As per the decision taken in the meeting held on 14.12.83 the matter regarding waiving of personal sureties in case of Cooperative loans was duly examined by this Department. The views of the department on the matter were communicated to the State Govt. (Cooperation Department) vide Memo No. 7971, dated 20.12.83, for taking appropriate decision. The matter is still under consideration of the State Govt.

Assistance for Cooperatives from N.C.D.C.

The Committee recommend to the Department that the schemes for which assistance from the N.C.D.C. is available should be examined and implemented in the State as far as possible.

The information regarding financial assistance available for various kinds of Scheduled Castes Cooperative Societies as detailed circulated by N.C.D.C. was furnished to the Haryana Vidhan Sabha vide this office Memo No. 1109, dated 3-4-84. From the perusal of the information regarding Cooperative Societies for which assistance is available from N.C.D.C. it was ob-

The Committee would like to know the latest position in the matter.

served that such Societies neither exist in Haryana nor such Societies could be organised. However, steps are being taken to organise fishery and handloom Cooperatives with majority of Scheduled Castes members and also to open consumer shops in Haryana localities. Instructions in this respect were issued to the field staff

No progress regarding organisation of such Societies has yet been reported. The matter is being pursued regularly.

As a result of identification of Cooperative Societies having majority of Scheduled Castes members, it had been found that following types of such Societies exist in Haryana, but financial assistance for these types of Societies is not available from N. C. D. C. :—

- (i) Housing Cooperatives.
- (ii) Labour & construction Cooperatives.
- (iii) Piggery Societies.
- (iv) Small Scale Industrial Cooperatives.
- (v) Leather Cooperatives.

while sending the information required by the Parliamentary Committee on Scheduled Castes and Scheduled Tribes through the State Govt. it had been suggested by this Department, that the above type of Societies should also be included in the Schemes for providing financial assistance by N.C. D. C.

Position of Scheduled Castes in Cooperative Institutions.

The Committee observed that great injustice was being done to the persons belonging to the Scheduled Castes as they were not getting their reserved share in service and no efforts were being made to make up the shortfall.

Therefore, the Committee strongly recommend that the Chief Secretary to Government, Haryana may personally look into the matter and direct the Coop Department to fulfill the reservation quota in all the institutions/Boards working under the Department and further desire that the action taken in this behalf be intimated to the Committee at the earliest.

The information regarding representation of Scheduled Castes in Cooperative Institutions is sent to Govt. as well as to the Director, Welfare of Scheduled Castes and Backward Classes, Haryana regularly every quarter. Institution-wise information upto the quarter ended 31-3-84 has already been sent. It has been observed that shortfall still exists in many categories in almost all the Cooperative Institutions. The matter is being pursued with the institutions to make up the existing shortfall. But on account of ban on recruitment substantial progress could not be made.

The Committee recommend that the Chief Secretary to Govt. Haryana may look into the matter and direct the Cooperative Department to make up the reservation quota in all the Institutions/Boards working under the Department and desire that the action taken in this behalf be intimated to the Committee at the earliest together with the number of posts filled from the persons belonging to Scheduled Castes from 1-4-84 to date which did not come under the ban imposed by the Government.

FRESH GENERAL RECOMMENDATIONS

Recommendation of the Committee	Action taken by Government	Further observation of the Committee
1	2	3
<p>The Committee observe that Threshers/Toka Machines were being operated in the fields by farmers by employing farm labourers who generally belong to Scheduled Castes Community. It has been noticed that the Threshers/Toka Machines were operated without any safety device and on account of little negligence and mis handling of the machines the accidents take place resulting in-greivous injury to the farmers/farm labourers. The Committee view this problem with concern and recommend to the Government that to minimise the accidents Threshers/Toka Machines with safety devices should only be allowed to be operated. It also recommend that proper provision for compensation to the victims of accidents should also be made in the existing law of the State on the pattern of compensation payable to the Industrial labour. The Committee further recommend that intensive checking of the Threshers/Toka Machines should also be undertaken to check the irregularities regarding safety devices in the Threshers which are put to use by the farmers.</p>	<p>No reply received.</p>	<p>The Committee regret that more than two years have been elapsed but no action has so far been taken by the Government. The Committee strongly recommend that the recommendation should be implemented without any further delay.</p>

The Committee also wanted to have the information about the accidents which occurred during the last three years due to negligence and mis-handling while operating the Threshers/Toka Machines.

WELFARE OF SCHEDULED CASTES AND BACKWARD CLASSES DEPARTMENT

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

The Committee in its 7th Report recommended to the Department/Government that field agencies of the Welfare of Scheduled Castes & Backward Classes Department be suitably strengthened to carry on the implementation of the programmes for Welfare of Scheduled Castes at the field level. The Department in its written reply informed the Committee that the office of the Tehsil Welfare Officer had been suitably strengthened by providing a clerk in the office to enable the office to remain open when the Tehsil Welfare Officer was on tour. It also relieved the Tehsil Welfare Officer from routine office work and the time so saved could be devoted for implementation of programme in the field. Now the total strength of the staff in each District Welfare Office, was as under :—

1. District Welfare Officer 1
2. Statistical Assistant 1
3. Assistant 1
4. Accountant-Cum-Clerk 1
5. Steno-typist 1

No reply received

The Committee regret that more than two years have been elapsed but no action has so far been taken by the Government. The Committee strongly recommend that the recommendation should be implemented without any further delay.

	1	2	3
6. Driver	1		
7. Clerk	1		
8. Peon	1		
9. Sweeper-Cum-Chowkidar	1		

At District level the District Welfare Officer had also been provided a jeep. This led to more efficiency in the discharge of his duty.

After examining the replies furnished by the Department the Committee recommend that a special Harijan cell be also created in the Industries Department to look after industries (especially cottage industries) run by the Harijans. The Committee further recommend that an expert in the field of industry may be posted at the district Head quarters to co-ordinate with the Industries Department for setting up of various types of industries by Harijans.

The Committee in its 7th Report recommended to the Government that the condition of personal surety may be substituted by mutual surety by the members of society as every loanee could not give personal surety. By doing so the loan facilities could be made available to the larger number of Scheduled Castes persons and weaker sections of the society. The Department in its written reply to this recommendation informed that to ameliorate the social, economic and educational conditions of the Scheduled Castes in the State, cheap and easy credit was being provided by the

No reply recieved

The Committee regret that more than two years have been elapsed but no action has so far been taken by the Government. The Committee strongly recommend that the recommendation should be implemented without any further delay.

Twenty Point Programme granting of loan

3

2

1

Haryana Harijan Kalyan Nigam, Haryana Backward Classes Kalyan Nigam and Haryana Economically Weaker Sections Kalyan Nigam by giving them loans/marginal money for various productive trades and professions. During 1982-83, the amount of loan disbursed and the number of beneficiaries was as under :—

	Beneficiaries	amount sanctioned
1. Haryana Harijan Kalyan Nigam Ltd.	12256	Rs. 4.17 crores
2. Haryana Backward Classes Kalyan Nigam Ltd	3909	Rs. 1.44 crores
3. Haryana Economically Weaker Sections Kalyan Nigam Ltd.	1121	Rs. 0.50 crores

The proposal for Government standing surety for S C., B.C. and other weaker sections of the societies is under consideration of the Government. A proposal to this effect for approval of the Cabinet is being prepared. As soon as it is approved by the Cabinet, the decision will take immediate effect.

After going through the reply furnished by the Department the Committee recommend that the Department may inform the Committee about the decision taken by the Government in this regard at the earliest.

GENERAL RECOMMENDATIONS

Recommendation of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
<p>In its meeting held on 5.7.1983 the representatives of the Welfare of Scheduled Castes and Backward Classes Department explained about the Legal aid given to Harijans by the Government. The Committee was not satisfied with the reply given by them about the publicity carried by the Department for giving legal aid and recommend that more publicity should be carried out in the villages for giving aid to the Harijans so that the maximum number of persons could avail of this facility.</p> <p>Legal aid</p>	No reply recieved	<p>The Committee regret that more than two years have been elapsed but no action has so far been taken by the Government. The Committee strongly recommend that the recommendation should be implemented without any further delay.</p>
<p>During the course of oral examination of the representatives of the Welfare of Scheduled Castes and Backward Classes Department on a question from the Chairman, the Committee was informed that at present there is not even a single Judge of High Court belonging to Scheduled Castes. The Committee felt that there must be representation of Scheduled Castes persons in the appointment of High Court Judges. The Committee, therefore, recommend to the Government after considering the matter that the Government should take the issue with the Central Government and appoint a suitable Scheduled Castes and Scheduled Tribes person as Judge of the High Court.</p> <p>Representation of Scheduled Castes persons in the Appointment of High Court Judges</p>	<p>The matter is already under consideration of the State Government and the issue has been taken up with the Punjab & Haryana High Court.</p>	<p>The Committee would like to know the latest position in the matter.</p>

1

2

3

The Committee in its 8th Report had recommended that a report on the follow-up action on the recommendations contained in the Report of the Commissioner for Scheduled Castes and Scheduled Tribes, Government of India pertaining to the State of Haryana be supplied to the Committee within the shortest possible period.

The Committee regret that more than two years have been elapsed but no action has so far been taken by the Government. The Committee strongly recommend that the recommended should be implemented without any further delay.

The Committee is constrained to observe that no Department of the Government supplied the information and cared to comply with the recommendations contained in the 27th Report of the Commissioner for Scheduled Castes and Scheduled Tribes.

The Director, Welfare of Scheduled Castes and Backward Classes Department, Haryana, however, sent the comments received on the follow up action on the above said report relating to various Departments, save in regard to Cooperation Department sent earlier as referred to at the appropriate place in foregoing paras, on 14-2-1984 at the fag end of the tenure of the Committee. The Committee, therefore, was unable to take further action on it and examine the concerned Department. The Committee recommend that the Chief Secretary to Government, Haryana should direct all Heads of Departments to implement the recommendations of the Commissioner for S.C. and S.T. well in time and inform the Committee accordingly.

ANNEXURE 'F'

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 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.

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 half yearly report ending on 30th June and 31st December will be furnished by the 15th July and 15th January to the Director, Welfare of Scheduled Castes and Backward Classes Department by the Heads of 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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