



HARYANA VIDHAN SABHA

## THIRD REPORT

OF THE

**Committee on the Welfare of  
Scheduled Castes and Scheduled Tribes**

**VIDHAN SABHA SECRETARIAT, CHANDIGARH  
JANUARY, 1976.**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES FOR THE  
YEAR 1973-74, 1974-75 AND 1975-76.**

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**Chairman**

1. Rao Nihal Singh, M.L.A.

**Members**

2. Shri Fateh Singh, M.L.A.
3. Shri Gulab Singh Jain, M.L.A.
4. Chaudhri Manphul Singh, M.L.A.
5. Chaudhri Peer Chand, M.L.A.
6. Chaudhri Phool Chand (Rohat), M.L.A.
7. Chaudhri Phul Singh Kataria, M.L.A.
8. Comrade Ram Kishan Azad, M.L.A.
9. Chaudhri Ram Parshad, M.L.A.

**Secretariat**

- |                             |                      |
|-----------------------------|----------------------|
| 1. Shri Raj Kumar Malhotra, | .. Secretary         |
| 2. Shri Raj Krishan         | .. Deputy Secretary  |
| 3. Capt. S. S. Ahlawat      | .. Research Officer. |

(v)

## INTRODUCTION

1. I, the Chairman of the Committee, on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee in this behalf, present this Report on the grant of various concessions/benefits to the members belonging to the Scheduled Castes and Scheduled Tribes as also on their reservation/representation in the services of the following Departments :—

1. Haryana State Electricity Board ; and

2. Co-operation Department.

2. The Committee examined the Chairman of the Haryana State Electricity Board and the Administrative Secretaries/their representatives of the Departments mentioned above.

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

4. The Committee place on record their appreciation of the valuable assistance given by the Commissioner and Secretary to Government, Haryana, Welfare of Scheduled Castes and Backward Classes Department and his staff and are thankful to the Commissioner and Secretary to Government, Haryana, Irrigation and Power Department, the Chairman, Haryana State Electricity Board, the Commissioner and Secretary to Government, Haryana, Co-operation Department and the Registrar, Co-operation Department and their representatives who appeared before the Committee for oral examination. The Committee are also deeply thankful to the Secretary, Haryana Vidhan Sabha and his Officers and staff for the whole-hearted co-operation and assistance given by them.

CHANDIGARH.

The 5th January, 1976

NIHAL SINGH  
Chairman.

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## REPORT

### HARYANA STATE ELECTRICITY BOARD

The Committee asked the State Electricity Board to supply to them the statement showing the reservation of persons belonging to the Scheduled Castes and Scheduled Tribes in the Haryana State Electricity Board as it stood on 31st March, 1975.

The Board supplied the required information as under :—

- |   |          |
|---|----------|
| (i) Total number including ad-hoc employees.                                    | = 19,779 |
| (ii) Total number of posts held by Scheduled Castes/Tribes, excluding Sweepers. | = 2,646  |
| (iii) Percentage of posts held by the Scheduled Castes/Tribes.‡                 | = 13.38  |

The Board further clarified that no direct appointment to Class-I posts is being made in the Haryana State Electricity Board. All Class-I posts are filled in on seniority-cum-merit basis by promotion. However, appointment to the post of G.T.As./A.E Class-II is resorted to and the reservation quota of 22% for Scheduled Castes/Scheduled Tribes and Backward Classes is invariably shown in the requisitions and advertisements. Efforts are made to recruit members of Scheduled Castes/Scheduled Tribes in services of the Board according to the instructions issued by the State Government for members belonging to these Castes but unfortunately adequate number of qualified persons belonging to these castes do not become available and perform, in the interest of work, candidates belonging to other communities are appointed.

As desired by the Committee a written statement showing the position of persons belonging to Scheduled Castes and Scheduled Tribes in various categories of posts as on 31st March, 1975 was supplied by the Board to the Committee (Please see appendix-i).

As further desired by the Committee a statement showing the number of posts filled up during 1972-73, 1973-74 and 1974-75 through advertisements or otherwise was supplied by the Board (Please see appendix ii).

On perusal of the information supplied by the Board the shortfall in the following categories of posts merits the special consideration of the Committee.

Sr. No.	Name of posts (Please see appendix-i)	Total No. of employees as on 31.3.1975	Scheduled Castes/Scheduled Tribes employees as on 31.3.1975.	Percentage.
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#### Class- III Posts

1.	Head Clerk	56	—	—
2.	Upper Division Clerk.	1050	80	7.62
3.	Lower Division Clerk	1751	212	12.11
4.	Cashier.	77	6	7.79
5.	Driver.	284	24	8.45
6.	Telephone Attendant.	54	—	—
7.	Bill Distributor.	391	59	15.09
8.	Steno-Typist.	19	—	—
9.	Store Munsif.	3	—	—
10.	Receptionist/Telephone Operator.	6	1	16.67
11.	Restorer.	7	—	—
12.	Assistant (Head Office).	191	11	5.76

#### Class-IV Posts

1.	Havildar.	30	5	16.67
2.	Daftry.	21	—	—
3.	Tradesman Mate/Store Mate.	195	33	16.92
4.	Record Lifter.	1	—	—
5.	Peon Cum Glass Cleaner.	3	—	—
6.	Cycle Attendant.	2	—	—

The main reason advanced by the Board for the shortfall in the quota of Scheduled Castes/Scheduled Tribes for technical posts was non-availability of suitable candidates,

The Committee are constrained to observe that the Board did not make any efforts to implement the policy/instructions of the Government issued from time to time regarding the recruitment of persons belonging to the Scheduled Castes/Scheduled Tribes against the posts reserved for them in the Board. The information supplied by the Board, mentioned above, makes it categorically clear that the Board has deliberately avoided to recruit the Scheduled Castes/ Scheduled Tribes candidates against the posts which were reserved for such candidates and particularly, against those posts where no technical qualification was required. The Committee therefore, recommend to the Government that a special drive may be launched by the Board to fill up those posts, technical/non-technical, by Scheduled Castes/Scheduled Tribes persons as early as possible.

The Committee further recommend to take necessary steps to set up special institutions for Scheduled Castes employees in the Board to impart them technical Education especially when the Board is an autonomous body and the permission of the Government is also not required. This facility may also be extended to non-employees of the Board in deserving cases. The Committee feel that with the setting up of aforesaid institution, the Board will not face any difficulty to get the members of Scheduled Castes/ Scheduled Tribes candidates for the Technical posts,

The Committee are also constrained to note the slow progress of the Board in recruiting the Scheduled Castes candidates for reserved posts. Therefore, the Committee recommend that a separate list for Scheduled Castes candidates be maintained by the Board.

The Committee further recommend that an up-to-date Roster of Scheduled Castes/Scheduled Tribes employees in the various categories of posts may be maintained which may show the exact percentage of Scheduled Castes/Scheduled Tribes employees.

During the course of oral examination it was observed by the **Setting up a Special Committee** Committee that special attention was not paid to recruit/promote the Scheduled/Castes/Tribes candidates to wipe out the short fall for the last many years. Therefore, the Committee recommend to the Government to set up a special Committee of 2 or 3 senior Members of the Board who will watch the interest of the Scheduled Castes/Scheduled Tribes candidates in the Board. That Committee will further guide the Board in the matter of prescribing qualifications and experience for the Scheduled Castes/Scheduled Tribes candidates. That Committee will also inspect the Roster of Scheduled Castes/Scheduled Tribes employees of the Board from time to time as also hold enquiries if there is any shortfall in the quota of employees belonging to Scheduled Castes and Scheduled Tribes in the different categories of posts in the Board and submit periodical statement to the Chairman of the Board.

During the course of oral examination of the representatives of the **Carrying forward of posts** State Electricity Board, the Committee were told that the vacant posts meant for being filled up by persons belonging to the Scheduled Castes were sometimes filled up by persons other than the Scheduled Castes because the candidates belonging to the Scheduled Castes with the requisite qualifications and experience were not available

The Committee do not feel satisfied with the explanation given by the Board and recommend that the vacant posts earmarked for the Scheduled

Castes must be carried forward year to year for a period prescribed by the Government from time to time till these are filled up by persons belonging to the Scheduled Castes and Scheduled Tribes.

During the course of oral examination the Chairman of the Board **Promotions to Technical/Non-Technical posts** informed the Committee that so far as requisite experience for promotion to Technical posts is concerned there is no relaxation. He further stated that, at the time of filling up a promotional post an officer/official belonging to the Scheduled Castes with requisite experience was not available the post was not kept pending but was filled up by promoting Non-Harijan official

The Committee recommend that promotional posts on technical side should be kept pending atleast for a period of two years so that technical hands available in the Department having experience for less than two years may become eligible to get promotions against such posts.

The Committee further recommend to the Government that if non-Scheduled Castes/Scheduled Tribes officials are promoted to those posts which were reserved for Scheduled Castes/Scheduled Tribes candidates, in that case it may be made categorically clear to the non-Scheduled Castes/Scheduled Tribes officials that when Scheduled Castes/Scheduled Tribes candidates become eligible for promotion, they will be reverted and Scheduled Castes/Scheduled Tribes officials will be promoted against those posts within a period of two years.

During the course of oral examination the Chairman of the State **Constitution of the Board** Electricity Board stated before the Committee that the Board consists of 3 wholetime Members, 3 Non-Official (Part-time) Members and one Ex-officio Member who represents the Finance Department. He further clarified that so far as 3 wholetime Members are concerned, one of them ought to be Technical Member, another has to be an Administrative Member and the third to be the Finance and Accounts Member as per the provisions of the Act of the Board.

On being enquired, the Chairman of the Board informed that since the inception of the Board no Scheduled Castes/Scheduled Tribes person has ever been appointed as a Members of the Board. The Committee feel that this may be one of the main reasons for the shortfall in the percentage of Scheduled Castes/Scheduled Tribes officials in the Board

The Committee, therefore, recommend to the Government that if no person belonging to Scheduled Castes is appointed as whole-time Member, atleast a Scheduled Castes/Scheduled Tribes persons may be appointed as a Non official Member of the Board, in order to safeguard the interests of Scheduled Castes/Scheduled Tribes in the Board.

During the course of oral examination, the Chairman of the Board **Shortfall of Harijan candidates for U.D.C posts** informed the Committee about the reasons of shortfall of Harijan candidates recruited during the year 1972-73. The Chairman stated that out of 224 Scheduled Castes candidates, 31 candidates have been appointed as Upper



Divisional Clerks in the year 1972-73, the percentage of which came to 15.4%. The Chairman further stated that obviously there was no apparent reason for not achieving required percentage of shortfall. But he would go through the process of screening, try to achieve the required percentage of shortfall now. Since the shortfall was only 5% it would not be difficult to make up the deficiency.

The Committee recommend that necessary steps may be taken immediately by the Board to make up deficiency of 5% shortfall of Scheduled Castes candidates as early as possible.

During the course of oral examination the Chairman of the Board Players stated that recruitment of the players for various games in the Board is made through the Employment Exchange, by promotion from the existing staff working on lower posts, from the contingent staff on the basis of seniority. The Board also employs outstanding sportsmen by taking them on deputation from the Government Departments or other organisations without going in for advertisements.

The Committee was not satisfied with this explanation and was of the view that some really talented players do not get a chance to show their worth. Unless the vacancies are advertised in the newspapers, it does not come to public notice. Although Haryana State Electricity Board is an autonomous body but if its players win in National Games, that brings laurels to the State. That can only be achieved if outstanding players are attracted from all parts of the country. Accordingly the Committee recommend that players of various games be recruited in the Board by advertising the posts in the leading Newspapers.

### CO-OPERATION DEPARTMENT

The Committee asked the Co-operation Department to supply to them the statement showing the reservation of persons belonging to the Scheduled Castes and Scheduled Tribes in the Co-operation Department.

The Co-operation Department supplied the required information in respect of Registrar, Co-operative Societies and Audit Section as under :—

#### Registrar Co-operative Societies

(i) Total number including ad-hoc employees.	1,627
(ii) Total number of posts held by Scheduled Castes/ Scheduled Tribes.	267
(iii) Percentage of posts held by the Scheduled Castes/ Scheduled Tribes,	16%

#### Audit Section

(i) Total number including ad-hoc employees.	431
(ii) Total number of posts held by Scheduled Castes/ Backward Classes.	84
(iii) Percentage of posts held by the Scheduled Castes/ Backward Classes.	15%

2class  
During the course of oral examination the Commissioner and secretary to Government, Haryana informed the Committee that so far as direct recruitments to I & II posts were concerned, there was reservation of 20% for Scheduled Castes and Scheduled Tribes but that was not so in promotion cases. He further informed the Committee that regarding Class III & IV posts there was reservation in promotional posts in the Department

He further stated that the Department had been following the instructions, issued by the Government on this subject

The Committee feel that had the Department followed the Government's instructions on the subject, the shortfall would not have occurred. It seems the Government's instructions have not been implemented in totality. The Committee further recommend that the shortfall may be made up as early as possible

As desired by the Committee a written statement showing the position of persons belonging to Scheduled Castes and Scheduled Tribes in various categories of posts was supplied by the Registrar, Co-operative Societies and the Chief Auditor to the Committee (Appendices III & IV)

On perusal of the information supplied by the department, the Committee notices the shortfall of percentage in various categories of the posts which is as under —

#### REGISTRAR CO-OPERATIVE SOCIETIES

Sr	Name of posts	Total No of employees	Scheduled Castes/ Scheduled Tribes employees.	Percentage
1.	Head Assistants	7	1	14.29 %
2.	Head Clerks.	3	—	Nil
3.	Statistical Assistants.	17	—	Nil
4.	Inspectors.	184	22	11.95 %
5.	Assistants/Head Clerks/ Accountant.	71	4	5.7 %
6.	Sub-Inspectors.	580	90	15.5 %
7.	Drivers.	13	1	7.69 %

The Committee observed that the shortfall in these categories is on the very high side and particularly in the case of Inspectors, Assistant/Head Clerks/Accountants and Statistical Assistants is really alarming. The Committee fail to understand why suitable candidates could not be appointed against these posts. The Committee feel that the Department had not made sincere efforts as there was no dearth of the Scheduled Castes and Scheduled

Tribes suitable candidates for these posts. The Committee further strongly recommend that earnest efforts be made to fill up the shortfall of representation in these categories of posts.

The Departmental Representative stated that the important Co-operative Institutions, namely Haryana State Co-operative Bank, Haryana State Land Mortgage Bank, Co-operative Consumers Federations, Marketing Federations etc. have adopted Common Cadre Rules for centralized recruitment. Through this process these instructions seek to fulfil the quota of reservation fixed for Scheduled Castes and Scheduled Tribes. The Committee recommend that the Department should ensure that these Co-operative Institutions give prescribed representation in employment to the members of Scheduled Castes and Scheduled Tribes.

The Department may also consider the desirability of maintaining a Roster by each Institution referred to above, depicting the upto date position regarding members of Scheduled Castes and Scheduled Tribes in the services of these institutions, so that the Department may be fully aware of the position of representation of Scheduled Castes and Scheduled Tribes.

The Committee further recommend that the 20% reservation for the members of Scheduled Castes and Scheduled Tribes in District Level Institutions of these apex bodies be also strictly enforced.

It came to the notice of the Committee that the recruitments Managers to the posts of Managers at District level Co-operative Institutions is being made. The Committee desired that the Department should ensure that the Scheduled Castes and Scheduled Tribes get their prescribed reservation quota.

It was stated before the Committee that there is a provision of one Board of Directors Member belonging to the Scheduled Castes in the composition of the Board of Directors. If any such person is not elected in the normal process as a Member then the Registrar has the power to co-opt one person belonging to the Scheduled Castes. The Committee recommend that the relevant provision of the Act should be strictly enforced and the Department should see that there is a representation of one person belonging to the Scheduled Castes in the Board of Directors of various Co-operative Institutions.

During the course of oral examination of the representatives of the Carrying forward of posts Co-operation Department, the Committee were told that the vacant posts meant for being filled up by persons belonging to the Scheduled Castes <sup>were</sup> sometimes filled by persons other than the Scheduled Castes because the candidates belonging to the Scheduled Castes with the requisite qualifications and experience were not available.

The Committee do not feel satisfied with the explanation given by the Co-operation Department and recommend that the vacant posts earmarked for the Scheduled Castes must be carried forward year to year for a period prescribed by the Government from time to time.

### AUDIT SECTION

The Committee asked the Department to supply to them the statement showing the Reservation/Representation of persons belonging to the Scheduled Castes and Scheduled Tribes in the Audit Section of the Co-operation Department as on 31.10.1975. The Department supplied the requisite information as under :—

Categories as on 31.10.1975 is as under :—

Total Strength	No. of employees in position			Percentage of			Shortfall if any	Remarks
	S C.	B.C.	Total	S.C.	B.C.	Total		
Class I. 1	—	—	—	—	—	—	—	—
„ II. 4	1	—	1	25%	—	25%	—	—
„ III. 431	67	35	102	15%	8%	23%	5%	—
„ IV 33	9	8	17	28%	24%	50%	—	—

(For detailed see appendix—IV)

The Committee observed that there is shortfall of 5% in representation in Class III posts. The Committee recommend that this shortfall be made up at a very early date.

### GENERAL RECOMMENDATIONS

The Prime Minister has given a great stress in her 20-point programme **Twenty point Programme.** that cheap and easy credit facilities should be provided to the members of the Scheduled Castes/Scheduled Tribes and weaker section of the Society.

Instances have come to the notice of the Committee where persons taking loan of say Rs. 500/-had to pay 3/4 times of the amount, including interest, at the time of re-payment. The Committee recommend that in no case recovery be made where the loanee has already paid double the amount of the principal, including interest thereon.

2. During the course of oral examination the departmental representatives stated that sufficient loan is not advanced to the members of the Scheduled Castes/Scheduled Tribes and weaker section of the Society for non-agricultural purposes because the Reserve Bank of India does not refinance for non-agricultural purposes. The Committee are not satisfied with the reply given by the Department and recommend that in view of the 20-point programme launched by the Prime Minister, the Government should devise ways and means for providing credit facilities to the members of the Scheduled

Castes/Scheduled Tribes and weaker section of the Society on easy and simple conditions for non-agricultural purposes also so that they could carry out their day to day professions.

3. During the course of oral examination it was stated by the departmental representatives that separate agricultural credit Co-operative Societies of the members belonging to Scheduled Castes/Scheduled Tribes do not exist in the State nor they are given any encouragement for forming such credit societies

The Committee feel that persons belonging to Scheduled Castes joining the membership of the general societies alongwith persons of other castes are not receiving due shares and advantage from these societies. The Committee, therefore, recommend that separate Harijan credit co-operative and other multipurpose societies should be formed and they be extended easy credit facilities to promote their trades.

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**“APPENDICES”**

# APPENDIX (I)

Statement showing the percentage of posts held by the S.C./S.T. in each Category of posts in each class in respect of Haryana State Electricity Board

Sr. No.	Name of posts Class/ Category-wise	Total posts held as on 31-3-1975	Post held by the S.C./S.T. as on 31-3-75	Per- centage
1	2	3	4	5
<b>Class-I Posts</b>				
1	Chief Engineer	2	—	—
2	Chief Accounts Officer	1	—	—
3	Chief Auditor	1	—	—
4	Financial Advisor	1	—	—
5	Secretary	1	—	—
6	Deputy Secretary	3	—	—
7	S E./Project Officer	21	—	—
8	Director Research	1	—	—
9	Vigilance Officer	1	—	—
10	Executive Engineer	96	—	—
11	Architect	1	—	—
12	Chief Medical Officer	1	—	—
13	Senior Accounts Officer	6	—	—
14	Under Secretary	7	—	—
15	Accounts Officer	24	—	—
16	Assistant Engineer Class-I	100	—	—
17	Assistant Engineer Class-II	312	3	0.96
18	Assistant Director Research	4	—	—
19	Assistant Power Controller	4	—	—
		587	3	0.51
<b>Class-II Posts</b>				
1	Junior Engineer	61	—	—
2	Circle Supdt	13	—	—
3	Circle Head Draftsman	13	1	7.69
4	S A S Accountant	35	1	2.86
5	Doctor (Part-time)	2	—	—
6	Chief Draftsman	3	1	33.33
7	Superintendent	17	—	—
8	Asstt Vigilance Officer	1	—	—
9	Chief Security Officer	2	—	—
10	Public Relations Officer	1	—	—
11	Industrial Relations Officer	1	—	—
12	Statistical Officer	2	—	—
13	Medical Officer	1	—	—
14	Law Officer	2	—	—
15	Assistant Architect	1	—	—
16	Deputy Superintendents	14	2	14.29
17	Private Secretary	1	—	—
18	Master Foreman	4	1	25.00
19	Senior Arch. Draftsman	1	—	—
20	Boiler Controller	4	1	25%
21	Graduate Technical Assistant	68	1	1.47
22	Chemist	2	—	—
		249	8	3.21

1	2	3	4	5
<b>Class-III Posts</b>				
1	Divisional Accountant	54	—	—
2	Head Clerk	56	—	—
3	Head Draftsman	62	—	—
4	Line Supdt /Foreman	674	28	4 15
5	Asstt Foreman	770	69	8.96
6	Linesman	2763	402	14.55
7	Assistant Linesman	6126	1216	19 85
8	Sub Station Operator	136	2	1 47
9	Sub Station Attendant	232	8	3 45
10	Asstt Sub Station Attendant	245	14	5 71
11	Shift Attendant	537	53	9 87
12	Junior/Senior Stenographer	137	1	0 73
13	Commercial/Circle Assistant	135	1	0 74
14	Upper Division Clerk	1050	80	7 62
15	Lower Division Clerk	1751	212	12 11
16	Cashier	77	6	7.79
17	Meter Reader	582	75	12 89
18	Driver	284	24	8.45
19	Cable Jointer	28	2	7 14
20	Installation Inspector	25	—	—
21	Sectional Officer (Civil)	97	—	—
22	Electrical Mistry	26	1	3.85
23	Draftsman	175	10	5 71
24	Junior Draftsman	54	—	—
25	Telephone Attendant	5	—	—
26	Boiler Attendant	11	1	9 09
27	Boiler Foreman	1	—	—
28	Boiler Operator	4	—	—
29	Turbine Foreman	1	—	—
30	Turbine Operator	1	—	—
31	Machine Operator	2	—	—
32	Dispenser	8	—	—
33	Bill Distributor	391	59	15.09
34	Cable Jointer Mate	13	—	—
35	Test Inspector	31	—	—
36	Telephone Supervisor	20	—	—
37	Telephone/Radio Mechanic	32	2	6 25
38	Lab. Assistant	17	—	—
39	Instrument Mechanic	9	—	—
40	Meter Mechanic	14	1	7.14
41	Carrier Attendant	38	2	5.26
42	Special Foreman	17	1	5.88
43	Technical Assistant	20	—	—
44	Junior Accountant	2	—	—
45	Assistant Storekeeper	13	1	7.69
46	Storekeeper	19	—	—
47	Azo Printer	1	—	—
48	Fitter	15	1	6.67
49	Head Mistry	14	2	14 29
50	Electrician	6	1	16.67
51	Welder	3	1	33.33
52	Mistry	10	3	30 00
53	Head Storekeeper/Stock Verifier	12	—	—
54	Steno-typist	19	—	—
55	Store Munshi	3	—	—
56	Telephonist	7	—	—
57	Receptionist/Telephone Operator	6	1	16 67
58	Project Operator	1	—	—
59	Photographer	1	—	—
60	Information Assistant	1	—	—
61	Sub Inspector Welfare	3	—	—
62	Publicity Supervisor	1	—	—



1	2	3	4	5
63	Junior Librarian	1	—	—
64	Labour & Welfare Inspector	4	1	25.00
65	Duplicating Machine Attendant	5	1	20.00
66	Typewriter Mechanic	5	—	—
67	Restorer	7	—	—
68	Auto Mechanic	1	—	—
69	Photodar	1	—	—
70	Assistant (Head Office)	191	11	5.76
71	P As.	3	—	—
72	Security Officer	7	1	14.29
73	Security Havildar	27	2	7.41
74	Security Guards	250	23	9.20
75	Hindi Instructor	1	—	—
76	Editing Assistant	1	—	—
77	Assistant Law Officer	7	—	—
78	Assistant Boiler Controller	6	—	—
79	Thermal Supervisor	134	6	4.48
80	Turner	2	—	—
81	Pattern Maker	1	—	—
82	Hammerman	2	—	—
83	Driver-cum-Attendant	2	—	—
84	Mason	3	—	—
85	Assistant Chemist	4	—	—
86	Fireman	5	2	40.00
87	Carpenter	3	—	—
88	Special Cable Jointer	1	—	—
89	Blacksmith	2	—	—
90	Emergency Accountant	1	—	—
91	Jr. Arch. Draftsman	2	—	—
92	Auto Mistry	1	—	—
93	Auto Foreman	1	—	—
		17529	2327	13.28

## Class-IV Posts

1	Havildar	30	5	16.67
2	Daftry	21	—	—
3	Peon/Ferro Khalasi	857	181	21.12
4	Chowkidar	277	83	29.96
5	Sweeper	12	12	100.00
6	Tradesman Mate/Store Mate	195	33	16.92
7	Cook	2	—	—
8	Bearer	1	—	—
9	Lab. Attendant	16	—	—
10	Store Attendant	1	—	—
11	Mali	7	5	71.43
12	Record Lifter	1	—	—
13	Peon-cum-Glass Cleaner	3	—	—
14	Cycle Attendant	2	—	—
15	Sweeper-cum-Chowkidar	1	1	100.00
16	Peon-cum-Sweeper	1	1	100.00
		1427	321	22.49

**Abstract**

Class	Total No of employees	No of Scheduled Castes/Tribes employees	Percentage
1	2	3	4
Class-I	587	3	0 51
Class-II	249	8	3 21
Class-III	17529	2327	13 28
Class-IV	1427	321	22 49
	19792	2659	13.43

*Note* :—This includes 13 sweepers/Sweeper-cum-Chowkidar.

# APPENDIX-II

Statement showing the number of posts filled in during 1972-73, 1973-74 and 1974-75 through advertisement or other-wise.

Sr No.	Staff (Category-wise/year-wise)	Posts filled through		No. of candidates applied for		No. of candidates selected and appointed		Percentage	
		Advertise-ment	Other-wise	Others	Scheduled Castes/S.T.	Others	Scheduled Castes/S.T.		
1	2	3	4	5	6	7	8	9	
<b>Year 1972-73</b>									
<b>Class I</b>									
1.	Executive Engineer	—	4	—	—	4	—	—	—
2.	Assistant Engineer	—	8	22	—	7	1	14	29
<b>Class II</b>									
1.	S A.S. Accountant	—	7	—	—	7	—	—	—
2.	G.T. As.	—	4	—	—	4	—	—	—
<b>Class III</b>									
1.	Head Draftsman	—	2	—	—	2	—	—	—
2.	Shift Attendants	—	50	52	17	42	8	19.05	
3.	Upper Division Clerk	21	23	—	—	41	3	7	32
4.	Assistant Lineman	—	443	—	—	333	110	31.23	
5.	Bill Distributor	—	4	4	1	3	1	33.03	

1	2	3	4	5	6	7	8	9
---	---	---	---	---	---	---	---	---

### Class III

6. Junior Draftsman	—	21	—	—	—	18	3	16 67
7. Lower Division Clerk	57	40	—	—	—	81	16	19 75
8. Drivers	1	1	1	8	1	1	1	50 00
9. Assistant Store Keeper	—	3	—	—	—	3	—	—
10. Carrier Attendant	—	5	—	—	—	5	—	—
11. Divisional Accountant	—	17	—	—	—	17	—	—
12. Typewriter Mechanic	2	—	—	—	—	2	—	—
13. Security Guard	—	13	—	—	—	13	—	—
14. Sr Scale Steno-grapher	—	1	—	—	—	1	—	—

18

### Class IV

1. Peon	—	33	11	8	28	5	17 86
2. Chowkidar	—	2	1	—	1	1	50.00
3. Store Mates	—	3	—	—	3	—	—
4. Lab. Attendant	—	5	—	—	5	—	—
5. Peon cum-Chowkidar	—	7	6	2	5	2	40 00
6 T-Mate	—	4	—	—	0	4	100 00
7. Cycle Attendant	—	2	—	—	2	—	—

1	2	3	4	5	6	7	8	9
Year 1973-74								
Class I								
1. Executive Engineer		—	1	—	—	1	—	—
2. Assistant Engineer-II		—	7	—	—	7	—	—
Class II								
1. S.A.S. Accountant		—	4	—	—	4	—	—
2. Architect		—	1	7	—	1	—	—
3. Graduate Technical Assistant		—	135	245	4	133	2	1 50
Class III								
1. Head Draftsman		—	2	—	—	2	—	—
2. Assistant Lineman		—	1009	—	—	795	214	26.92
3. Bill Distributor		—	26	2	—	26	—	—
4. Shift Attendant		—	22	20	8	16	6	37.50
5. L.D.C./Meter Reader		—	89	—	—	84	5	5 95
6. Line Superintendent		—	22	—	—	21	1	4 76
7. Assistant Foreman		—	20	—	—	20	—	—
8. Lineman		—	11	—	—	10	1	10.00
9. Assistant Store Keeper		—	1	—	—	1	—	—

1	2	3	4	5	6	7	8	9
10.	Divisional Accountant	—	4	—	—	4	—	—
11.	Driver	—	2	13	—	2	—	—
12.	Pharmacist	5	—	7	—	5	—	—
13.	Assistant Law Officer	6	—	39	6	6	—	—
14.	Security Guard	—	14	—	—	14	—	—
15.	Type writer Mechanic	1	1	—	—	2	—	—
16.	Jr. Scale Steno grapher	—	7	—	—	7	—	—
17.	U.D.C.	—	60	—	—	55	5	9.09
18.	Jr Accountant	—	2	—	—	2	—	—
19.	Draftsman	—	2	—	—	2	—	—
20.	Sectional Officer (Civil)	—	8	—	—	8	—	—
21.	Steno-Typist	—	2	—	—	2	—	—
<b>Class IV</b>								
1.	Peon	—	46	—	—	37	9	24.32
2.	Store Mate	—	7	—	—	7	—	—
3.	Laboratory Attendant	—	3	—	—	3	—	—
4.	Chowkidar	—	20	—	—	18	2	11.11
5.	Sweeper	—	1	—	—	—	1	100 00
6.	Daftry	—	1	—	—	1	—	—
7.	Peon-cum-Chowkidar	—	16	12	6	11	5	45.45
8.	Cycle Attendant	—	1	—	—	1	—	—

	1	2	3	4	5	6	7	8	9
<b>Year 1974-75</b>									
<b>Class I</b>									
1. Executive Engineer	—	2	—	—	—	—	2	—	—
2. Sr. Accounts Officer	—	1	—	—	—	—	1	—	—
3. Assistant Engineer	—	6	—	—	—	—	6	—	—
<b>Class II</b>									
1. S.A.S. Accountant	—	10	—	—	—	—	10	—	—
2. Medical Officer	—	1	—	—	—	—	1	—	—
3. Boiler Controller	5	—	22	—	—	—	5	—	—
4. Master Foreman	4	—	23	—	—	—	4	—	—
5. Junior Engineer	—	1	—	—	—	—	1	—	—
6. Graduate Technical Assistant	—	18	41	—	—	—	18	—	—
<b>Class III</b>									
1. Lower Division Clerk	702	24	11,615	2,612	592	134	22.64	—	—
2. Meter Reader	252	—	10,444	3,230	188	64	34.04	—	—
3. Shift Attendant	—	49	51	13	43	6	13.95	—	—
4. Assistant Lineman	—	175	184	40	138	37	26.81	—	—
5. Upper Division Clerk	247	32	3,000	197	265	14	5.28	—	—
6. Sectional Officer (Civil)	—	1	—	—	1	—	—	—	—

1	2	3	4	5	6	7	8	9
7.	Junior Draftsman	—	1	—	—	1	—	—
8.	Lorry Driver	—	3	—	—	3	—	—
9.	Steno Typist	—	8	—	—	8	—	—
10	Laboratory Assistant	—	2	—	—	2	—	—
11.	Assistant Store Keeper	—	2	—	—	2	—	—
12.	Store Munshi	—	3	—	—	3	—	—
13.	Carrier Attendant	—	3	—	—	3	—	—
14.	Divisional Accountant	—	17	—	—	17	—	—
15.	Thermal Supervisor	100	—	593	1	99	1	1.01
16.	Receptionist	1	3	10	1	3	1	33.33
17.	Assistant Foreman	5	—	95	1	4	1	25.00
18.	Spl. Foreman	7	—	38	1	6	1	16.67
19.	Foreman	9	—	59	1	8	1	12.50
20.	Assistant Boiler Controller	7	—	18	—	7	—	—
21.	Boiler Operator	5	—	32	—	5	—	—
22.	Turbine Operator	4	—	6	1	3	1	33.33
23.	Instrument Mechanic	5	—	32	—	5	—	—
24.	Assistant Chemist	4	—	29	—	4	—	—
25.	Security Guard	—	89	—	—	86	3	3.49
26.	Line Superintendent	—	5	—	—	5	—	—

22.7



1	2	3	4	5	6	7	8	9
27.	Jr. Scale Stenographer	12	2	26	—	14	—	—
28.	Security Havildar	19	—	42	2	17	—	11.76
<b>Class IV</b>								
1.	Peon	—	31	—	—	27	4	14.81
2.	Chowkidar	—	10	—	—	10	—	—
3.	Store Mate	—	3	—	—	3	—	—
4.	Laboratory Attendant	—	3	—	—	3	—	—
5.	Cook	—	1	—	—	1	—	—
6.	Store Attendant	—	1	—	—	1	—	—
7.	Peon-cum-Chowkidar	—	3	2	1	2	1	50.00

### APPENDIX III

Sr. No.	Category of post	Sanctioned strength	Regular		Ad-hoc	
			S/C	Other	S/C	Other
1	Registrar	1	1	—	—	—
2	Joint Registrars	3	1	1	—	—
3	Deputy Registrars	7	2	5	—	—
4	Principal (C T.I.)	1	—	1	—	—
5	Assistant Registrars	28	1	27	—	—
6	Establishment Officer	1	—	1	—	—
7	Tanning and Leather Expert	1	—	1	—	—
8	Statistical Officer	1	—	1	—	—
9	Deputy Superintendent Police	1	—	1	—	—
10	Probationary Assistant Registrars	10	2	4	—	—
11	Lecturers	5	2	3	—	—
12	Superintendent	1	—	1	—	—
13	Leather Supervisors	2	1	—	—	—
14	Head Assistants	7	1	6	—	—
15	Head Clerks (225—500)	3	—	3	—	—
16	Assistant Accounts Officer	1	—	1	—	—
17	Statistical Assistants	17	—	14	—	—
18	Inspectors	184	22	160	—	—
19	Inspector (Police)	2	—	2	—	—
20	Assistants/Head Clerks/Accountants	71	4	64	—	—
21	Senior Scale Steno	2	—	2	—	—
22	Junior Scale Steno	6	2	4	—	—
23	Sub-Inspectors	580	88	459	2	20
24	Constable Police	12	2	9	—	—
25	Legal Assistant	1	—	1	—	—
26	Leather designer	1	1	—	—	—
27	Helper to leather designer	1	1	—	—	—
28	Clerks/Steno-typists	377	64	248	4	26
29	Care taker	1	1	—	—	—

Sr. Category No.	Sanctioned strength	Regular		Ad-hoc	
		S/C	Other	S/C	Other
30 Restorer	1	—	1	—	—
31 Drivers	13	1	9	—	—
32 Class IV Employees	285	63	196	1	1
<b>Grand Total</b>	<b>1627</b>	<b>260</b>	<b>1225</b>	<b>7</b>	<b>47</b>

Against the total strength of 1627 employees belonging to all categories of the department, 267 employees belong to scheduled castes. It means there are 16% in scheduled castes employees of the total strength. The category-wise detail of the staff position is given in Annexure 'A' (iv).

# APPENDIX IV

Sr No.	Category of post	Sanctioned strength	Scheduled Castes	Backward Class	Others
1	<b>Class I</b>				
	Chief Auditor	1	6	—	1
2	<b>Class II</b>				
	Audit Officers	4	1	—	3
3	<b>Class III</b>				
	Senior Auditors	22	2	1	19
4	Inspectors (Audit)	44	3	3	38
5	Junior Auditors	25	4	2	19
6	Steno Typists	6	2	—	4
7	Head Clerks	3	1	—	2
8	Head Assistant	1	—	—	1
9	Sub Inspectors (Audit)	278	31	23	224
10	Clerks	48	8	4	36
11	Assistant Accounts Officer	1	—	—	1
12	Assistants	3	—	—	3
Total —		436	52	33	351

*Note :—*In addition 16 Scheduled Castes & two Backward Classes Sub Inspectors (Audit) candidates recently recommended by the S.S.S Board Haryana are under going training in the Cooperative Training Institute Rohtak. These are not included in the above figures.

## Class IV

1	Peons & Sweepers	33	9	8	16
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