



HARYANA VIDHAN SABHA

FOURTH REPORT

OF THE

Committee on the Welfare of
Scheduled Castes and Scheduled Tribes

Presented to the House on the 29th March, 1979.

HARYANA VIDHAN SABHA SECRETARIAT,
CHANDIGARH.
MARCH, 1979.

CONTENTS

	Pages
1. Composition of the Committee	(iii)
2. Introduction	(v)
3. Report:—	
1. Industries Department	1-4
2. Irrigation Department ✓	4-8
3. Excise and Taxation Department	8-9
4. Agriculture Department	9-14
4. Appendices :	
(i) Statements showing the position of persons belonging to Scheduled Castes in the Industries, Irrigation, Excise and Taxation and Agriculture Departments in various categories of posts as on 30-11-77 and 30-11-78.	23-82
(ii) Statement showing the position of persons belonging to Scheduled Castes in :—	
(1) Haryana State Small Industries and Export Corporation.	32-35
(2) Haryana State Industrial Development Corporation.	36-39
(3) Haryana Financial Corporation.	40-41
(4) Haryana State Handicrafts and Handlooms Corporation in various categories of posts as on 30-11-77.	42-50
(iii) General recommendations	14-19
(iv) Procedure for implementation on the recommendation of the Committee in previous Reports,	83-84

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES FOR THE
YEARS 1977-78 and 1978-79.**

the term of the Committee 1977-78 was extended for the next financial year *i. e.* 1978-79.

Chairman

1. *Shri Bhale Ram, MLA

Members

2. Shri Bhagi Ram, MLA
3. **Chaudhri Gaya Lal, MLA
4. Chaudhri Ishwar Singh, MLA
5. Master Jogi Ram, MLA
6. Shri Jai Narain, MLA
7. Captain Mange Ram, MLA
8. Chaudhri Narain Singh, MLA
9. Chaudhri Peer Chand, MLA

Secretariat

- | | |
|------------------------|------------------|
| 1. Shri Raj Krishan | Secretary |
| 2. Shri S. S. Ahalawat | Deputy Secretary |
| 3. Shri K. L. Dawar | Superintendent |
| 4. Shri Vikram Singh | Superintendent |

*Shri Bhale Ram ceased to be member of the Committee on his appointment as Parliamentary Secretary *w. e. f.* 6th April, 1978.

**Chaudhri Gaya Lal was appointed Chairman of the Committee in place of Shri Bhale Ram.

INTRODUCTION

1. I, the Chairman of the Committee on the welfare of Scheduled Castes and Schedule 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 Industries, Excise and Taxation, Irrigation and Agriculture Departments.

2. The Committee examined the Administrative Secretaries/the representatives of the Industries, Irrigation, Excise and Taxation and Agriculture Departments.

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

4. The Committee places on record its appreciation of the valuable assistance given by the Commissioner and Secretary to Government, Haryana, Welfare of Scheduled Castes and Backward Classes Department and his staff and is thankful to the Heads of Industries, Irrigation, Excise and Taxation and Agriculture Departments and their representatives who appeared before the Committee for oral examination. The Committee places on record the commendable services rendered by the Secretary, Deputy Secretary and other Secretariat Staff of the Haryana Vidhan Sabha to them in their deliberations.

Chandigarh,
the 27th March, 1979.

GAYA LAL
CHAIRMAN

REPORT

1. INDUSTRIES DEPARTMENT

When asked by the Committee to state the action taken by the Government to implement the recommendations contained in the Nineteenth Report of the Commissioner for Scheduled Castes and Scheduled Tribes to the following effect :-

The schemes for the benefit of weaker sections should be so oriented that weaker sections are able to derive the maximum benefit out of them. It is necessary to liberalise the rules and procedure for grant of loans and subsidies. Certain conditions in respect of grants and loans have already been liberalised but we understand they have not been put into effect in all cases. The conditions of furnishing security for loans should be relaxed in their cases. The principle of credit-worthy purpose, should be put into practice.

The depepartment in its written reply submitted as under :-

- (1) No specific scheme for the benefit of Scheduled castes/Scheduled tribes exclusively is implemented by the Industries Department. However details of the schemes being implemented or proposed to be implemented by the Industries Department which also benefit the scheduled castes/scheduled tribes are given under :-

- (a) At present 3 common facility Workshops, 8 Demonstration parties, 8 C P. Centres, 6 Rural Industrial Development Centres, 2 Hide Flaying and Carcass Utilisation Centres and one Government Footwear Institute, Rewari are being run which are providing training as well as service facilities to the persons belonging to Scheduled Castes/Scheduled Tribes. Complete details of these centres are given in Annexures—A to E.

- (b) For the duration of training courses in various training centres stipends are being paid to the trainees at the following rates :-

	For General Categories.	For S.Cs/S.Ts Categories.
(i) Hide Flaying and Carcass Utilisation Centres.	Rs. 50/- P.M.	Rs. 50/- P.M.
(ii) Common facility workshops & Demonstration Parties & training courses conducted by Demonstration Parties.	Rs. 30/- P.M.	Rs. 30/- P.M.
(iii) In the training Centres other than those mentioned in (i) and (ii) above.	Rs. 40/- P.M.	Rs. 45/- P.M.

- (iv) In the Footwear Training Institute, Rewari 100% seats of certificate courses and 60% seats of diploma course are reserved for the scheduled castes and scheduled tribes candidates.
- (c) The Department of Industries, Haryana grants loans to the Small Scale Units for construction of factory building, purchase of machinery and working capital under the State Aid to Industries Act, 1935, under the provisions of Rule 7 (I) & (h) of the State Aid to Industries Rules, 1936, loans upto Rs. 2000/- in an individual case can be granted to the Scheduled Castes, having regard to the training and experience of the applicant and actual engagement in his trade after executing personal bond without the production of any surety.
- (d) In the year 1975-76, 277 members of Scheduled Castes and Scheduled Tribes were provided Financial assistance to the tune of Rs. 2 lacs in the shape of loans and subsidy under the State Aid to Industries Act, 1935 and under the various schemes being implemented by the Industries Department.
- (e) As a result of the grant of above incentives and facilities in the year 1975-76, 314 persons belonging to Scheduled Castes/Scheduled Tribes were able to run their ancestral trades successfully.
- (f) Apart from this a pilot project has been launched to set up 10 tiny/small industrial units in the villages of each district of the State. Two or more rural entrepreneurs would join together to form a partnership concern. None of the partners will have more than 7 standard acres of land in the villages or commercial interest in the cities. Whereas one of the partners of the concern should have business background, other members could be either from small farmers community or Scheduled Castes community or backward class community.

Prospective entrepreneurs would be financed on the following pattern provided their investment in the land, building & machinery does not exceed Rs. 1-00 lac.

Financing Pattern

Sr. No.	Particulars	Capital Cost	Working Capital
1.	Loan from Financial Institutions viz. banks and Haryana Financial Corporation @ 6% P.A. rate of interest.	80%	upto 80%
2.	Seed money loan by the Industries Department @ 4% P.A. rate of interest.	10%	upto 10% (in case the bank margin is beyond 20%).
3.	Entrepreneur's Contribution.	10%	Remainder,

Besides, above incentive like interest subsidy for keeping the effective rate of interest of the lending institutions at the rate of 6%, training to the prospective entrepreneur, where necessary with a stipend ranging from 150/- to Rs. 400/- per month, exemption from octroi, electricity duty, interest free loan in lieu of Inter-State Sales Tax, Price preference in marketing etc. are also provided.

The condition of furnishing security for loans has been relaxed Under the scheme the Entrepreneur(s) will have to pledge the assets to be created after obtaining the loans.

During the course of oral examination of the departmental representatives, it came to the notice of the Committee that the Roster which may depict an up-to-date position regarding the representation of Scheduled Castes in the services of various departments at a glance in the prescribed form was not being maintained by the Industries Department.

The Committee therefore, recommend to the Government that due care should be taken to ensure that it is maintained in the prescribed form in future.

The Committee is dismayed to note that the instructions issued by the Secretary to Government, Punjab, Scheduled Castes and Backward Classes Department vide his letter No 4479-4 WGI-66/15019, dated the 25th May, 1966 (Appendix) regarding the reservation in the matter of appointments and promotions in services for the members of Scheduled Castes/ Scheduled Tribes and other Backward Classes in public sector undertakings and other autonomous bodies have not so far been implemented by the Corporations. The Committee, therefore, would like to know the reasons for not implementing the instructions in letter and spirit. The responsibility of this lapse therefore, may be fixed under intimation to the Committee.

The Committee further recommend that due care should be taken in future to ensure that due representation to the persons belonging to the Scheduled Castes is given in the services of these Corporations and there should be no deviation in this behalf what so ever.

Immediate necessary steps be taken to make up the shortfall in services of these Corporations and the progress so achieved be intimated to the Committee from time to time.

In order to better the economic lot of the weaker sections of the society, the Committee recommend to the Government to formulate comprehensive schemes to set up training-cum-production centres at suitable places in the state in various types of industries as mentioned below :—

1. Leather working.
2. Tailoring.
3. Carpentry and blacksmithy.

4. Fibre and rope making.
5. Wool Weaving.
6. Drawing and Printing.
7. Pottery and Clay Work.
8. Handloom Weaving.
9. Cloth Weaving.
10. Rural Arts, Crafts and Industries.
11. Retanning and Finishing.
12. Dolls and Toys (Cloth).
13. Saree Weaving.
14. Cane and Bamboo Work.
15. Wooden tools, Toys and Fruit Trays etc.
16. Cotton Durries.
17. Embroidery and needle work.
18. Machine and tools training, Turner Training.

There should be two separate wings, one for exclusive use of men and women each in the proposed Centres. With a view to attract a sufficient number of trainees. The Committee further recommend that 50 rupees to each woman trainee and 50 rupees to the man trainee per mensem as a stipend for the period they undertake training be given.

Adequate hostel facilities may also be provided to the women trainees at nominal charges.

2. IRRIGATION DEPARTMENT

The Committee asked the department to supply the summary of recommendations contained in the 19th to 21st Reports issued by the Commissioner for Scheduled Castes and Scheduled Tribes under Article 338 of the Constitution of India in-so-far as they pertain to the Irrigation Department of the State of Haryana and the action taken to implement them. The Department in its written reply stated as under:—

This does not relate to Irrigation Department, Haryana as it is a general matter and the Report has not been received in the Irrigation Department.

During the oral examination of the departmental representative it was stated verbally that no recommendations relating to Irrigation Department have been made in the above referred Reports.

**Reservation
in various
categories
of posts**

The Committee asked the Departmental representative about the reservations for persons belonging to Scheduled Castes in the matter of appointment to class I and II posts.

The Departmental representatives stated that 20% reservation is given to them by the Haryana Public Service Commission in the case of direct recruitment in class I and Class II posts. The Government further clarified that the 20% reservation is given to them in the direct recruitment to I, II, III and IV posts but reservation in Promotions is given to class III and IV only according to the instructions. In case of direct recruitment to class I and II posts the seniority is fixed by the Haryana Public Service Commission.

The Committee is of the view that in all the Government Departments the number of persons belonging to Scheduled Castes are less than 20% and it is great injustice to them. The Government has not laid down any rule for taking action against those appointing authorities who do not follow the instructions in letter and spirit. The Committee, therefore, recommend that the Irrigation Department may ask all the S Es. at circle level to supply the information regarding the total number of appointments made by them in their circles and the number of appointments made from the persons belonging to the Scheduled Castes during the year of 1975-76 and 1976-77 and 1977-78.

The Committee is constrained to observe that the information sought by the Committee has not been supplied by the Department so far. The Committee, therefore, recommend that there should be some check on the appointing authorities at District level so that the quota of 20% Reservation may be fulfilled in the recruitment. The Committee further recommend that the Chief Engineer should check personally the recruitment made at circle levels on ad-hoc basis and to ensure that no injustice is done to the members of the Scheduled Castes so that the reserved quota of 20 per cent may be filled up at circle levels also.

The Committee asked the Irrigation Department to supply to them the information regarding the percentage of posts of the total strength of the Department including ad-hoc employees held by the Scheduled Castes in each category of posts and also in each class of service alongwith the method adopted for recruitment/appointment to each category of posts.

The Irrigation Department supplied the required information as contained in Annexures 'C', 'D' and 'DI'.

During the course of oral examination it was observed by the Committee that special attention was not paid to recruit/promote the Scheduled Castes candidates to wipe out the shortfall pending for the last many years. Therefore, the Committee recommend that the Haryana Public Service Commission and S S. S. B, Haryana should supply the information to the Government in regard to the applications received from the persons belonging to the Scheduled Castes, Backward Classes and Ex-Servicemen with the number of applications rejected alongwith the reasons thereof before the requisition is sent to fill up the posts of the last three years.

The Committee further recommend that necessary steps may be taken immediately by the Government to make up the deficiency or shortfall in percentage of Scheduled Castes candidates in various categories of posts.

The Committee asked the Department to supply the information regarding percentage, if any, fixed for appointment by promotion and direct appointment to class II and III posts. Whether the same is being strictly adhered to or not ? if not, the reasons therefor.

The Department in its written evidence stated that in case of class II posts according to the service rules for S.D.O's 35% of posts are filled by promotion and 65% by direct recruitment through Haryana Public Service Commission. There is no direct recruitment in the cadre of Superintendents (class II). No quota has been fixed as yet for appointment by promotion in Irrigation Department. In the case of class II posts the service rules are being strictly complied with.

The Committee recommend to the Government that in future the Haryana Government should appoint a Scheduled Castes candidate against the first vacant post, as is done by the Punjab Government.

The Committee asked the Department to state whether the number of sweepers/scavengers record separately while working out the percentage of their representation in the Irrigation Department and what is the practice at the centre in this regard.

The Department in its written statement stated that in case of class IV employees, every category has its own cadre i.e. separate cadres for peons, daftries, Sweepers etc. etc. The vacancies for Scheduled Castes are being worked out in each category of this class and recruitment is made strictly in accordance with the Government instructions. The practice being followed in the centre is not known to the Department. During the course of oral examination the Departmental representative gave the details as under:—

Out of 90 sweepers 10 are non-scheduled castes, out of 199 sweepers-cum-chowkidars 17 are non-scheduled castes, out of 7 Hostel Sweepers all are scheduled castes. In this way 27 non-scheduled castes are appointed out of 296 posts relating to these categories of posts in the Department.

The Committee desired to know whether the non-scheduled castes persons performed the duties of the sweepers in real sense or not. The Department should supply complete information about the duties performed by these non-scheduled castes and about the places where they are appointed at present.

The Committee asked the Department to supply information regarding the qualifications prescribed for various posts in the Department and the relaxation in qualifications and age etc. if any, given to the scheduled castes candidates along with the details thereof.

The Department in its written evidence supplied the details as under :—

Class	Minimum required qualifications
I & II	Degree in Engineering
III	
Clerk	Matric
Draftsman	Diploma in Draftsmanship
Tracer	Matric
Daftries	Up to 5th class
Stenographers	Matric with Stenography
IV	No qualification has been prescribed

The Committee observed that no relaxation in qualifications was given to the members of scheduled castes though the Government has already issued instructions for relaxing the age limit of candidates belonging to scheduled castes.

The Committee, therefore, recommend that in future the running account of the posts reserved for the scheduled castes may be maintained in place of year-wise accounts which is maintained at present.

The Committee asked the Department to state the total number of posts category-wise advertised or otherwise filled up during the years 1975-76, 1976-77 and 1977-78 separately and the number amongst them of those belonging to scheduled castes appointed on such posts during these three years together with their percentage.

Total Number of posts advertised during last three years.

The Department in its written statement supplied the information as contained in annexure 'A' which may be perused.

During the oral examination the Departmental representative explained that due to non-availability of qualified person belonging to scheduled castes for the class II posts of Sub Divisional Officers the reserved quota of reservation for scheduled castes i. e. 20 % indirect recruitment remains unfulfilled. The Haryana Public Service Commission strictly follows the instructions of the Government in this regard at the time of recruitment made for these class II-posts. There is no way-out to make up the shortfall in this category unless the requisite number of candidates with prescribed technical qualifications are available from amongst the scheduled castes. There is no reservation in promotion for class II-posts.

The Committee pointed out the shortfall in reservation for the posts of Draftsmen/Tracers and Peons as shown in Annexure 'A'. The Committee was not satisfied with the oral reply given by the Departmental representatives and asked the Department to supply the information in this regard. Regarding the shortfall in the posts for sectional officers the Departmental representative assured the committee to make good this shortfall.

The committee asked the Department to state whether the vacancies reserved for the members of scheduled castes which remain unfilled because of non-availability of suitable candidates are carried forward from year to year, if so, the number of such posts as it stood on 31-3-75, 31-3-76, 31-3-77 and 31-3-78 may be stated.

Shortfall of percentage in posts

The Department in its written statement stated that according to the instructions of the Government posts reserved for scheduled castes are carried forward but due to non-availability of suitable scheduled castes candidates, the list stands automatically cancelled after expiry of period fixed by the Government.

During the oral examination the Committee raised the point that why these vacancies could not be filled during the period of two years after which the list is cancelled.

The Departmental representatives explained that in the case of gazetted posts such as Assistant Engineers and Assistant Executive Engineers the vacant posts are now being filled which could not be filled in the past. The requisition for filling up these vacancies with the number of posts in the Department are being sent to the Haryana Public Services Commission in which out of 24 posts 5 posts have been mentioned as reserved for scheduled castes candidates. For other category of posts the Department assured the Committee that at the time of recruitment to be made in future for these posts it will be kept in view that the past vacancies are filled up and the shortfall in the quota is made good.

3. EXCISE AND TAXATION DEPARTMENT

The Committee asked the Excise and Taxation Department to supply the information regarding the orders of the Government in respect of the reservation of quota in class-I, II, III and IV posts for scheduled castes and whether the orders of Government for filling up the posts through direct recruitment, promotion and in ad-hoc recruitment are being complied with strictly. If not, the reasons thereof.

The Department with its written statement supplied a copy of the orders of Government in regard to the reservation for scheduled castes (Appendix 'A') and stated that these instructions are complied with strictly.

During the oral examination the Departmental representative further clarified that according to the latest instructions of the Government one Roster Register is being maintained for the direct recruitment and promotion. The recruitment is made according to the policies of the General Services Branch. The reservation in recruitment for class—III and IV is maintained in the following order :—

Roster Register

Out of 100 posts 4th, 8th, 14th, 28th, 34th, 38th, 42nd, 50th, 64th, 68th, 74th, 78th, 84th, 88th, 92nd and 100rd will be filled up by the Scheduled Castes candidates. The shortfall in class—III posts is due to non-availability of Scheduled Castes candidates. The Department has made every effort to fulfil the quota. The Departmental representative assured the Committee

that the shortfall in posts of Accountants will be made-up on priority basis if the Scheduled Castes employees fulfil the requisite conditions and have good records in service.

✓ The Committee recommend that the Government should take suitable measures to direct the S.S.S.B., Haryana, to hasten the steps for recruiting the clerks as required by the various Departments to fill up the vacant posts. The Committee is constrained to note that the Subordinate Services Selection Board, Haryana has not recruited the clerks since the year of 1973 for the Excise and Taxation Department as explained by its representative during oral examination (Appendix 'D').

Recruitment of Clerks

The Committee further recommend that the Government should take steps to absorb in other Departments the employees working against various categories of posts in Property Tax Section under the Excise and Taxation Commissioner, Haryana, since the Property Tax has been abolished and those employees are working under the Excise and Taxation Commissioner against their equivalent vacant posts in the Department.

4. AGRICULTURE DEPARTMENT

✓ The Committee asked the Department to supply the summary of recommendations contained in 19th, 20th, 21st, 22nd, and 23rd reports issued by the Commissioner for Scheduled Castes and Scheduled Tribes under Article 338 of Constitution of India in so far as they pertain to the Agriculture Department of Haryana State and the action taken to implement them.

Recommendations contained in the various Reports of Commissioner for Scheduled Castes and Scheduled Tribes.

The Department in its written statement stated that the recommendations contained in the various Reports issued from time to time by the Commissioner for Scheduled Castes and Scheduled Tribes are being implemented in so far as they relate to the Agriculture Department.

The committee was not satisfied with the above information however during oral examination the matter was further clarified by the Departmental representative. He explained that the recommendations contained in those Reports relate to Small farmer's Development Agencies and Marginal farmer's Development Agencies in which recommendations have been made to see how much benefit has been given to the persons belonging to the Scheduled Castes and Scheduled Tribes by the schemes run by these Agencies. These schemes actually relate to the Small and Marginal farmers, Agriculture labourers and Artisans. But the big farmers and progressive farmers got all the benefits due to planning process. These Agencies were created during the year 1969-70 for identifying the small and marginal farmers, rural agricultural labourers and artisans so that they may be benefitted by implementation of those schemes. There is no such column under which it could be necessary to indicate the exact number of Scheduled Castes and Scheduled Tribes to be benefitted by these schemes. No separate data was required by these Agencies to show this position. In a meeting called by the concerned

Central Ministry it was stressed in its decisions that these schemes are sponsored by the Centre and it may be identified separately that how many number of Scheduled Castes etc. have been benefitted by these schemes. It has been decided by all the Chief Executive Officers of our State to show separately the benefits given to the Scheduled Castes under these schemes in the State.

The Committee recommend that the Government may supply a statement in annotated form showing the recommendations made in these reports and the action being taken by the Agriculture Department in that regard.

The Committee asked the agriculture Department to supply the information in regard to the following points:—

**Reservations in
the Agriculture
Department**

(a) What are the orders of the Government in regard to the reservation of quota of Class—II, III and IV posts for Scheduled Castes.

(b) Whether the Government orders for filling up the posts through direct recruitment, promotion and in ad-hoc recruitment are being complied with strictly ? If not, the reasons therefor ?

CLASS—I

1. The percentage of shortfall of class—I posts reserved for Scheduled Castes/Scheduled Tribes persons in the Agriculture Department during the year 1975-76, 1976-77 and 1977-78 was 100%. The Department has given the reasons to justify the shortfall that when an advertisement is made, the Scheduled Castes candidates are not available in the market for these posts.

The committee, therefore, would like to know the details of all such class—I posts i.e. their designations and the qualifications prescribed for these posts.

- (i) The dates on which class—I posts were advertised last ?
- (ii) What were the qualifications prescribed for these posts ?
- (iii) How many Scheduled Castes and Scheduled Tribes candidates applied for the said posts and what were their qualifications ?
- (iv) What is the number of these candidates who were called for interview and what were their qualifications ?

CLASS—II

The Committee would also like to know :—

- (i) Whether any advertisement was made to fill the remaining class—II posts, if so, when ?
- (ii) What are the reasons for not advertising all the six class—II posts together ? Why only one post was advertised by the Public Service Commission when six posts were lying vacant for Scheduled Castes/Scheduled Tribes persons ?

- (iii) How many candidates appeared in the interview in response to the advertisement made by the Commission and how many of them fulfilled the requisite qualifications?
- (iv) What are the details of conditions and qualifications prescribed for these class—II posts which are lying un-filled?

CLASS—III

- (i) The committee would further like to know whether during the year 1976-77 and 1977-78 all the class—III posts, for which Scheduled Castes/Scheduled Tribes candidates were not available, were of technical nature? If so, give their number and other details *i.e.* designations and qualifications prescribed for the same.
- (ii) Whether any non-technical class—III post remained as vacant during the period from 1975-76 to 1977-78. If so, why these have not been filled up during the period from 1975-76, 1976-77 and 1977-78 so as to makeup the shortfall of 52%?

CLASS—IV

- (i) What are the reasons for the shortfall of percentage of class-IV employees in your department when number of Scheduled Caste people can easily be available to make up the percentage reserved for the Scheduled Castes/Scheduled Tribes people?
- (ii) Who is responsible for not filling the class-IV posts as a result of which that shortfall of percentage increased from $3\frac{1}{2}\%$ to 40% in the year 1976-77 and the shortfall was not made-up in the year 1977-78?

The Agriculture Department in its written reply stated as under:—

Replies of the Department

In accordance with the instructions of Government 20% posts are reserved for the Scheduled Castes/Scheduled Tribes candidates.

The Government orders for filling up the posts reserved for Scheduled Castes/Scheduled Tribes direct recruitment, promotion and in ad-hoc recruitment are being complied with strictly.

CLASS—I POSTS

- (i) 24.10.1975, Date of advertisement

Class-I Posts

- (ii) M. Sc. in Agriculture from a recognised Indian or Foreign University.
- (a) Five years' practical experience in Agricultural Research or extension after acquiring the minimum qualifications.
- (b) Adequate knowledge of Hindi.

- (iii) The information is not available in this office and has been asked for from the Haryana Public Service Commission. The same will be supplied as soon as it is received.
- (iv) 47 candidates, rest of the information will be supplied on receipt from the Haryana Public Service Commission.

CLASS—II POSTS

The advertisement was made by the Commission on 12.5.1976 (closing date, 21-6-76) for filling up 24 posts of Soil Testing Officers in which 5 posts were reserved for Scheduled Castes/Scheduled Tribes candidates.

One other post of Assistant Geologist, reserved for scheduled castes was advertised in July, 1978. The nomenclatures of the Posts of Soil Testing Officer and Assistant Geologist are different. They also carry different types of duties. As such all the six posts could not be advertised together.

This information will be supplied on receipt from the Haryana Public Service Commission.

In the first instance no post of Soil Testing Officer out of 5 posts reserved for scheduled castes was filled. Again, those posts were advertised by the Commission in April, 1978 and only 17 candidates were called for interview for those posts. 13 candidates were selected for those posts. No Scheduled Caste candidate was selected. The remaining sixth posts reserved for Scheduled Castes (Assistant Geologist) was readvertised by the Commission in July, 1978.

The recommendation of the H.P.S.C is still awaited.

The qualification and experience for Soil Testing Officer and Assistant Geologist are given below :—

Soil Testing Officer

At least 2nd Class M. Sc. Geology, preference will be given to experienced hands. Adequate knowledge of Hindi.

CLASS—III POSTS

Most of the posts for which Scheduled Castes/Scheduled Tribes candidates were not available during the years 1976-77 and 1977-78, were of technical nature. The information regarding details of technical staff and qualifications are given in Annexure II and III.

The shortfall of 52% could not be filled up due to the reasons as stated in para I above. The Scheduled Castes/Scheduled Tribes candidates were not available for filling up the technical posts during the year 1975-76 to 1977-78.

CLASS—IV POSTS

The percentage of shortfall in class-IV employees is not much as already indicated in the material supplied relating to reservation of Scheduled Castes people in this Department. The class IV posts are mostly filled up by the Sub-Offices of this Department. They have again been directed to adhere to the Govt. instructions strictly and make-up the shortfall in this respect.

The percentage as shown against class—IV posts during the year 1976-77 in the material supplied by the Department is 4% only and not 40% as indicated in the questionnaire.

The Committee was not satisfied with the reply of the Department and desired to know the number of Scheduled Castes employees in the total strength of the Deptt. in class I, II, III and IV, the number of posts carried forward and the shortfall with reasons thereof.

Number of scheduled castes employees class I, II, III & IV posts.

During the oral examination the Departmental representative stated that according to the existing instructions of the Government reservation is 20% and if Scheduled Castes candidates are not available or there remains shortfall then the post is re-advertised twice. In that case too, if Scheduled Castes candidates are not available then the post is treated as non-reserved to be filled by some non-scheduled castes candidate. It is very difficult for the Department to make up the shortfall which has been created by a gap of past so many years because the reservation of posts should not exceed 50% for Scheduled Castes, Backward Classes and Ex-servicemen collectively during a given period.

The Departmental representative further clarified that the data produced by the Department has been taken from the Haryana Public Service Commission because for most of the posts in the Agriculture Department the minimum required qualification is M.Sc. and B.Sc.

The Committee further asked the Departmental representative to supply the following information in respect of class I and II technical and non-technical posts separately for the last three years.

- (i) the number of posts created, year-wise, with qualifications;
- (ii) the number of posts carried forward from previous years;
- (iii) the number of persons belonging to Scheduled Castes and Backward Classes appointed against these posts; and
- (iv) the number of posts carried forward to next years

And as for class III and IV categories of posts, where reservation in direct recruitment and promotion is provided, the Committee would like to have the following information for the last three years in respect of direct recruitment and in promotions separately, year-wise.

- (i) the number of posts created year-wise, with qualifications.
- (ii) the number of posts carried forward from previous years;
- (iii) the number of persons belonging to Scheduled Castes and Backward Classes appointed against these posts,
- (iv) the reasons for shortfall, if any; and
- (v) the number of posts carried forward to the next years.

The committee further recommend that the Government should take steps for imparting training and education to the members of the Scheduled Castes and Backward Classes so that suitable candidates belonging to these castes may be available for the posts and shortfall in reservation may be made up.

GENERAL RECOMMENDATIONS

Relaxation in Experience The Committee feel that Government may not relax the academic qualifications for the posts reserved for the persons belonging to scheduled castes but the conditions of experience required for the posts should be relaxed for the scheduled castes/scheduled tribes candidates.

Excesses in Recruitment The Committee recommend with concern that excesses committed to the persons belonging to scheduled castes in respect of ad-hoc appointments by various Departments of the Government should not be repeated in future. The Govt should be vigilant to check such excesses wherever these are committed.

Ashram Schools During its visit to the Jammu and Kashmir State and the discussions held there, the Committee was informed that the Social Welfare Department of that State was running Ashram Schools with the following staff :—

Name of post	Grade (Rs.)
One Superintendent	280-520
One Residential Teacher	220-430
One Junior Assistant	200-320
Cooks	180-250
Orderly	180-250

where children were provided with free clothing, boarding and lodging facilities. The approximate expenditure on diet per student was Rs. 2.75 paise per day.

The Committee recommend that the Government may consider the desirability of setting up Ashram Schools, as run by the Jammu and Kashmir

State, in the State for the children of Scheduled Castes/Backward Classes persons and the steps taken in this behalf be intimated to the Committee.

PROVIDING JEEPS TO DISTRICT SOCIAL WELFARE OFFICERS

The Committee feels that the District Social Welfare Officers at times are unable to discharge their duties effectively because they are handicapped for want of suitable conveyance at their disposal.

The Committee, therefore, recommend that the Government may consider the desirability of providing jeeps to the District Social Welfare Officers as it would go a long way in the effective discharge of their duties more promptly and thus adding to their efficiency.

INCENTIVES FOR INTER CASTE MARRIAGES.

The Committee feel that in order to encourage social integration among the various sections of the scheduled castes themselves and among the scheduled castes and other sections of the society, the Government may consider the desirability of providing incentives in the shape of financial grant/assistance and preference in the matter of employment to a boy belonging to one of the castes contained in the "Schedule" and likewise to a caste Hindu boy who marries a scheduled caste girl and vice-versa. For example, if a Balmiki boy marries a Chamar, Dhanak, Khatik etc. girl or vice-versa and a caste Hindu boy marries a scheduled castes girl, he should be given such an incentive both in the matter of appointment and other suitable financial grant/assistance.

RESERVATION IN SERVICES AND POSTS IN PUBLIC SECTOR UNDERTAKINGS LOCAL BODIES AND OTHER STATUTORY ORGANISATIONS.

The Public Sector undertakings/statutory bodies get a substantial money in the shape of loans and grants from State Government. The employees working there in are governed by more favourable conditions of service than the Government Officials.

The Committee feel that by and large the reservation policy as laid down by the Government is not being followed by the Public Sector undertakings and other Autonomous bodies in the State. Keeping in view the overall very low representation of Scheduled Castes in these bodies, the Committee are constrained to draw an irresistible conclusion that it is, in fact, a negation of employment opportunities to the weaker section of the society viz. Scheduled Castes.

The Government should ensure that reservation policy as laid down by it should be followed strictly in letter and spirit by all Public Sector Undertakings and autonomous bodies. To achieve the object in view, all hurdles including the legal ones, if any, be removed expeditiously by making suitable provisions in the relevant statutes or Articles of Association of the respective bodies.

The Committee recommend that representation of persons belonging to the Scheduled Castes and Scheduled Tribes in various Corporations/Statutory bodies in the State be raised to 30 percent till the backlog of reserved vacancies for this section of the Society is completely wiped out.

Generally the argument which is advanced for filling the various types of posts reserved for the Scheduled Castes and Scheduled Tribes is as under :—

“No suitable Scheduled Castes candidate was found eligible/available for this post.”

The Committee hold this stereotyped argument as untenable. The qualifications prescribed for various posts, excepting such posts as require pre high technical know how, be suitably relaxed in the case of scheduled castes candidates.

The Committee recommend that no post reserved for this section of society be filled by a person other than a Scheduled Caste till a non-objection Certificate is obtained from the appropriate authority.

ASSOCIATION OF DISTRICT SOCIAL WELFARE OFFICERS WITH THE AGENCIES ENGAGED IN PROVIDING PUCCA HOUSES TO THE HARIJANS.

The Committee appreciate the various steps being taken by the Government to provide pucca houses to the weaker section of the society, namely, scheduled castes.

The Committee feel that the interests of this section of society would be more safeguarded, if the District Social Welfare Officers are also associated with the various agencies engaged in the taking up of projects for providing pucca houses to such class of society.

FREE LEGAL AID CELLS

The Committee feel that the services of the free legal aid cells are not being generally availed of by the persons belonging to scheduled castes for whom these are meant.

With a view to achieve the object in view and to make this scheme more successful and purposeful, the Committee recommend that :—

1. There should be no limit of income for availing of this facility and the limit prescribed, if any, should be abolished as it is uncalled for, and

2. Regular Offices of such cells should be opened at the Sub-Divisional level and in the District Courts where there should be a whole time clerk to look after the work of these cells so that the people belonging to the class for which these cells have been envisaged may approach that clerk, place their difficulties before him and get proper legal assistance. The District Social Welfare Officers should control and supervise these cells at the district level instead of the District Attorneys as at present and at the Sub-Divisional level the Tehsil Welfare Officer should be made incharge of these cells.

REMISSION OF GOVERNMENT LOANS

In order to better the economic lot of persons belonging to the scheduled castes, the Committee recommends to the Government to consider the desirability of taking necessary steps for the remission of Government loans outstanding against such class of persons upto a limit of Rs. 2,000/-

IMPLEMENTATION OF RECOMMENDATIONS OF THE COMMITTEE

In order to make the Committee an effective instrument for safeguarding the interests of the scheduled castes, the committee would be failing in its duty, if it lack vigilance in so far as the implementation of its recommendations are concerned.

The Committee, therefore, impress upon the Government the paramount need of implementing the various recommendations contained in its earlier Reports as also in the Fourth Report.

To achieve the object in view the Committee have laid down a procedure for dealing with the implementation of its recommendations/observations which appear as Annexure P (the last) in this Report. This procedure be followed by all the Administrative Secretaries and Heads of Departments in the State strictly in letter and spirit.

RELAXATION OF QUALIFICATIONS

The Committee can not understand why vacancies should not be filled by candidates belonging to scheduled castes and scheduled tribes through the Employment Exchanges. The Committee feel that it is not desirable that the appointing authorities are allowed to fill the vacancies reserved for scheduled castes and scheduled tribes until the Government are satisfied that all efforts to secure persons belonging to scheduled castes and the scheduled tribes have been made. There should be an adequate machinery to find out the reasons for the non-availability of suitable candidates. The committee would suggest that if candidates who have near enough the prescribed qualification could be obtained they may be recruited and made fit for the various types of posts reserved for them, by giving them necessary training. In the case of posts requiring technical qualifications and experience the Committee consider that restriction regarding experience should be removed.

The Committee are very much pained to mention that the representation of scheduled castes and scheduled tribes in services is distressingly low. The Committee recommend that special efforts should be made to increase their in take in services.

CONSIDERATION OF IMPORTANT POINTS RAISED DURING THE DISCUSSIONS WITH THE COMMITTEES OF KARNATAKA, MADHYA PRADESH AND RAJASTHAN

The Committee considered the important points raised during the discussions with the sister Committees of Karnataka, Madhya Pradesh and Rajasthan and desired that the following points may be included in the Report:—

- 1 The Schemes formulated by the Haryana Government with regard to the concessions given to the Harijans in the State, whether these schemes are implemented in to or not.
2. Whether there is any scheme under consideration of the government to give subsidy to the members of the scheduled castes and scheduled tribes for the purchase of agricultural land ?
3. On mutual discussion, it was revealed that the Punjab Government supplies the books free of cost to the scheduled castes students from 1st to 10th class, and also gives free uniforms to all the students. It was also revealed that in Haryana only girl students are being given uniforms beside a stipend of Rs. 8/- only from 9th to 11th class whereas in Punjab, teachers are specially appointed to teach the students belonging to scheduled castes and scheduled tribes. In Haryana no such facility is available. The Committee would like to know whether students both boys and girls of scheduled castes and scheduled tribes will be provided free uniforms and stipends at the enhanced rates from 1st to 11th class.
- 4 Separate Hostel for the Scheduled Castes boys and girls in the State.

It was revealed during the discussions with the Karnataka Committee that in Punjab there are separate hostels, exclusively meant for the girl students of scheduled castes and scheduled tribes. Similarly it was pointed out by the Members of the Committee of the Rajasthan and Madhya Pradesh at the time of the meeting that books, meals and clothes and other facilities are provided to the students of the scheduled castes and scheduled tribes in Rajasthan and Madhya Pradesh.

The Committee would like to know from the Haryana Government whether such type of facilities are likely to be given to the students of scheduled castes and Scheduled tribes in Haryana State also.

5. Small and Cottage Industries.

At the time of discussions with the members of the Karnatka Committee, it was pointed out whether there is any such scheme exclusively meant for the members of the scheduled castes and scheduled tribes in the State of Haryana at present.

6. Reservation in promotion to class I and II posts for Scheduled Castes and Scheduled Tribes in the State.

At the time of mutual discussions with the members of the Committee on Welfare of Scheduled Castes and Scheduled Tribes of Karnataka State, it was pointed out by the Chairman of the Karnataka Committee that there is reservation in promotion for class I and II posts in the Punjab State. However, they desired to know whether this kind of reservation in promotion exists in Haryana also ? The representatives of the Department at that time pointed out that there is no such reservation in promotion in class I II posts. The Committee would like to know as to whether the Government intend to provide this facility to the employees of Scheduled Castes and Scheduled Tribes in the State of Haryana or not ?

7. Providing free passes for travelling in Haryana Roadways buses to scheduled castes and scheduled tribes students.

At the time of discussions with the Karnataka Committee the Chairman of the Karnataka State desired to know as to whether the students belonging to scheduled castes and scheduled tribes are given free passes for travelling in the Roadways buses or not? The Departmental representative of the Haryana Government replied in the negative. The Committee would like to know as to whether this type of concession will be given in future to the students of scheduled castes and scheduled tribes (both boys and girls)?

8. It has been brought to the notice of the Committee that the facilities of Electricity and Water are being provided to the Harijan Bastis but there are certain notified area committees which have ignored the Harijan Bastis and no such facilities have been provided there. The Committee, therefore, recommend that such Harijan Bastis where these facilities are lacking be provided at cheaper/concessional rates.

9. The Committee recommend that the candidates belonging to scheduled castes, called for interviews for the posts to be filled by the Haryana State Electricity Board, Subordinate Services Selection Board and other Corporations in Haryana State, may be paid the amount of money spent by them on Bus or Railway fare from their home village to the place of Interview and back.

10. It has been brought to the notice of the Committee that Government has acquired lands of Harijans for public purposes under the Land Acquisition Act. There are many Harijans who possess very small pieces of land and if that is acquired by the Government they become landless. With a view for saving them from uprooting, the Committee would suggest to the Government that some Act may be passed or amendments may be made in the existing Act to debar the Government from acquiring small holding of land owned by the Harijans.

11. The Committee has also seen cases where the Poor Harijan sells his land to big land-lords due to domestic stringencies. The Committee is of the opinion that the Government may amend the relevant Acts in such a way that no non Harijan person except the persons belonging to scheduled castes may be entitled to purchase the land of Harijans as it is practised in the State of Rajasthan. The Committee also recommend that all surplus, nazul and evancee laid available in the State of Haryana should be allotted to the landless scheduled castes and scheduled tribes agriculture labourers and tillers of the land,

INDEX
TO
APPENDICES

<i>Department</i>	<i>Pages</i>
(1) Industries Deptt. A,B,C,D,E & I to V	
(2) Irrigation Deptt. C,D,DI, and A	
(3) Excise and Taxation Deptt. A,BC,D	
(4) Agriculture I,IA, II and III	
(5) Procedure for Dealing with the Implementation of the Recommendations/observations of the Committee on the the Welfare of SC/ST.	

ANNEXURE 'A'

Common Facility Workshops

After formation of Haryana State, 24 Common Facility Workshops came to the share of Haryana, as per details given below.

(A) Common Facility Workshops for Leather Tanning.

1. Shahbad Markanda (Distt. Kurukshetra)
2. Pundri. (—do—)
3. Kalron (Gharaunda) (Distt. Karnal)

B. Common Facility Workshops for Light Engineering and Carpentry.

4. Naraingarh. (Distt. Ambala)
5. Allawapur (Palwal) (Distt. Gurgaon)
6. Nathin (Distt. Gurgaon)
7. Pataudi (Distt. Gurgaon)
8. Deghot (Hodel) (Distt. Gurgaon)
9. Balerkha (Narwana) (Distt. Jind)
10. Mundhal (Bhawani Khara) (Distt. Bhiwani)
11. Bond Kalan (Dadri Block) (Distt. Bhiwani)
12. Narnaund (Distt. Hissar)
13. Dabra (Hissar-I) (Distt. Hissar)
14. Jakhod Khara (Hissar-II) (Distt. Hissar)
15. Tohana (Distt. Hissar)
16. Barwala (Distt. Hissar)
17. Bhatu (Fatehabad) (Distt. Hissar)
18. Kuksi (Distt. Mohindergarh)
19. Jagrauli (Kanina) (Distt. Mohindergarh)
20. Bawal (Distt. Mohindergarh)
21. Ateli Nangal (Distt. Mohindergarh)
22. Gohana (Distt. Sonapat)
23. Kalanaur (Distt. Rohtak)
24. Akhari Madanpur (Nahar) (Distt. Rohtak)

2. These workshops were set up for the development of village and small industries, particularly in rural areas for the benefit of rural folk of all classes including Scheduled Castes/Scheduled Tribes and backward classes. The object of these workshops, was to provide training of artisans in the use of improved methods and tools of production, extension of financial assistance for working capital for the purchase of machinery and equipment etc. Out of 24 Common Facility Workshops, the three workshops which are functioning at Shahbad Markanda, Pundri (Both in District Kurukshetra) and Kalron (Gharaunda block) in Karnal district are for leather tanning and processing. The working of these 3 workshops is different for that of other workshops due to lengthy period of production of particular type of leather. The remaining 21 workshops were catering to the needs of light engineering and carpentry. Those were providing facilities for maintenance, repair and overhauling of farm machinery and equipment etc. and also common facility service to rural artisans to use sophisticated machinery not available with them, at normal rates. Finished goods were also manufactured in these workshops from the raw materials supplied by Government/Panchayat Samiti. Training programme were also started in these common facility workshops which were rendering useful service in creating self-employment opportunity for the persons especially the member of scheduled castes/and rural backward classes, who were engaged in their specific trades. There were no specific instructions of the Government to extend facilities to any particular section of rural society. Nevertheless efforts were made by the staff to benefit the weaker sections of the community.

3. Funds for running these workshops were provided by the development Department of the State Government. The Administrative and technical control of the day to day working of these workshops rests with the Development and Panchayat Officers of the block concerned in which the workshops are situated. The technical administration of these common facility workshops, is however, with the Technical Expert (ME) of the Industries Department Haryana.

4. The Common Facility Workshops were not running on the commercial basis. As already clarified above, these provides common facility services and training to rural people on nominal charges for all kinds of repairs and manufacturing work. More trades, like repairs of tractors and agricultural implements in the manufacture of Gobar-gas plants were also introduced in these workshops.

5. As a result of the decision of the State Government (Development Department), taken in the meeting held on 20th April, 1976, the 21 Common Facility Workshops of light Engineering and carpentry have been closed and transferred to Haryana Agro-Industries Corporation alongwith staff, machinery and buildings, so that they may run these workshops as farm centres in efficient manner.

At present only three Common Facility Workshops in leather tanning at Shahbad Markanda, Pundri (both in Kurukshetra district) and Kalron in Gharaunda block (District Karnal) are functioning under the control of the Department.

ANNEXURE 'B'

Block Demonstration Parties

After the creation of Haryana State 21 Block Demonstration Parties were functioning in this State. These parties were of peripatetic nature, moving from one village to another depending on the nature and requirements of training in a particular village/block. The Trainees belonged to all classes including scheduled casts, backward classes. For running these parties, the Budget is provided by the Development and Panchayat Deptt. These parties are under the Administrative control of the Block Development and panchayat officers as they are drawing and disbursing officers of these parties. The Technical posting and guidance is however, with the Deptt. of Industries, Haryana.

The sanctioned strength of each party is 15 trainees and stipend at the rate of Rs. 30/- P.M. is paid to the trainees.

The State Govt. in Development and panchayat Deptt. in a meeting held on 20.4.76 under the chairmanship of the Development commissioner, Development and Panchayat Department decided to abolish 10 shoe making demonstration parties with effect from 30.6.76 and the remaining 11 to be abolished w.e.f. 31.10.76. It was also decided that staff rendered surplus would be absorbed in various corporations such as Haryana Harijan Kalyan Nigam, Haryana state Indl-Coop. Federation, Khadi Gram-Udyog Board and Handloom and Handicrafts corporation as well as by state Govt.

The 10 shoe making Demonstration parties were abolished with effect from 30.6.76 and staff rendered surplus was absorbed in the Haryana Harijan Kalyan Nigam and Haryana State Indl. Corporation Federation. Out of 11 demonstration parties two parties of weaving and one of competency were abolished with effect from 31.10.76 and the staff rendered surplus was absorbed in the Handloom and Handicrafts Corporation. Thus the details of the abolished Demonstration parties is as under :-

Sr. No.	Block in which party was working	Trade	Duration of course	Date of closure
1	Assandh	Shoe making	One year	30.6.76
2	Mundlana	—do—	—do—	—do—
3	Ratia	—do—	—do—	—do—
4	Nuh	—do—	—do—	—do—
5	Uchana	—do—	—do—	—do—

6	Jatusana	—do—	—do—	—do—
7	Ferozepur Jhirka	—do—	—do—	—do—
8	Safidon	—do—	—do—	—do—
9	Ladwa	—do—	—do—	—do—
10	Madlanda	—do—	—do—	—do—
11	Ganaur	weaving	—do—	31.10.76
12	Nilokheri	—do—	—do—	—do—
13	Beri	Carpentary	—do—	—do—

The remaining 8 demonstration parties as per details given below are still running. These parties could not be abolished as the Department could not absorb the staff rendered surplus on account of their closure.

Sr. No.	Block in which working	Trade	Duration of course
1	Chhachhrauli	Soap	3 months
2	Sonepat	—do—	—do—
3	Rohtak	—do—	—do—
4	Kaithal	Hosiery	9 months
5	Julana	—do—	—do—
6	Nilokheri	—do—	—do—
7	Ambala	Mudha making	6 months
8	Bilaspur	Bar making	3 months

It is under the consideration of the Department that the staff rendered surplus be absorbed against the vacant posts available in the Department till their revival, for which Development Department is being approached to transfer the budget of such Demonstration parties to Industries Department.

ANNEXURE-C

Note on Rural Industrial Development Centre (RIDC)

These centres were planned to be set up in rural Industrial Estates with one of the main ideas have to provide common facility services to the rural industrial units which would be set up in rural Industrial Estates. Besides it would also provide training to the ruralites. In the particular trade as the scheme of setting up of industries in rural industrial estates did not meet with much success, the object of providing common facilities services obviously could not come to the expected level. Further some of the centres were also located at sites other than Rural Industrial Estates. Hence the object of providing common facility services had to be given a second place as compared to providing training facilities to the rural artisans in the centres. Initially rural artisans were being sponsored by the Block Development Officers stipend and other expenses in this connection were being provided from block funds. As there was not enough coordination between the Development Department and the Industries Department this mode of sponsoring trainees by the Block Development Organisation did not work satisfactorily. Keeping this in view the stipend and other expenditure needed in connection with imparting training to the ruralites was provided in the budget of the Industries Department. At the time of Re-organisation of Haryana total number of Centres which came to the share of Haryana was 14. Out of which 3 were closed and 4 were merged with Rural Artisans Training Centres which were catering to similar trade and located at the same place. During last year (1976-1977) one of the Centres (RIDC for Light Engineering and Carpentry at Rai) was transferred to Sports School Rai. At present six Centres are functioning in the State, particulars of which are given below :—

	Trade
1. Rural Industrial Development Centre for Engg and Carpentry (Pinjore) Distt. Ambala.	Carpentry & Blacksmithy.
2. Rural Industrial Development Centre for Leather Goods, Dabwali District Sirsa.	Leather Foot Wear.
3. Rural Industrial Development Centre for Weaving Bhiwani, District Bhiwani.	Weaving
4. Rural Industrial Development Centre for Hosiery Goods Kishan-pura District Panipat.	Hosiery
5. Rural Industrial Development Centre for Hosiery Charkhi Dadri, District Bhiwani.	Hosiery

6. Rural Industrial Development Centre for Leather Goods, Meham District Rohtak.

Leather Goods and Leather Foot Wear.

The duration of training for all the trades in these Centres is for a period of one year. As the field officers felt that there would be great demand for weavers in Bhiwani area and as they requested that the duration of training would be condensed to six months and the intensive training would be provided within six months. This request was accepted to by Government and the duration of the course has been for the present reduced to six months.

The strength of trainees in each centre is 15 except in case of Rural Industrial Development Centre for Hosiery Goods, Kishanpura District Panipat where it is 20. During the training period stipend of Rs. 45/- per mensem is being given.

The number of persons belonging to Scheduled Castes trained in these centres during the last six years is given below :—

Year	No. of Scheduled Caste trainees passed out	No. of total trainees passed out
1971-72	42	68
1972-73	39	62
1973-74	46	75
1974-75	47	80
1975-76	32	72
1976-77	29	51

Note on Community Project Centres

There are eight Community Project Centres under the permanent scheme functioning at different places in Haryana State with the strength of 15 trainees in each centre. The Primary objectives of setting up of these centres is to provide training to the rural artisans in improved methods and better technique by using the modern tools. The location and trade of the centre at present are as under :—

Sr. No.	Name of the Centre	Location	Trade
1.	Soap making training centre	V. Babail (Karnal)	Soap Making.
2.	—do—	V. Siswal (Hissar)	—do—
3	Hide Flaying and Leather tanning centre	V. Sadhaura (Ambala)	Flaying and Tanning of Leather

Sr. No.	Name of the Centre	Location	Trade
4.	—do—	V. Kurar (Karnal)	—do—
5.	Foot wear making Training Centre	V. Chulkana (Sonapat)	Shoe making.
6.	—do—	V. Alewa (Jind)	—do—
7.	—do—	V. Kaul (Kurukshetra)	—do—
8.	—do—	V. Shekhupura (Karnal)	—do—

These Centres are peripetatic in nature and move from one place to another after completion of training at one place for one year in Leather trade and three months in Soap trade. During the training period stipend at the rate of Rs 40/- to non-scheduled castes and Rs. 45/- to scheduled castes is also being provided.

These Centres provide training to the Artisans at their door steps. This training help the artisans in improving their techniques and also help especially the younger generation to adopt different trades as a means of their livelihood. These Centres at different places are running in Haryana State with a view to provide technical training to the Artisans for the Development of Industries in rural area. These Centres are not running on commercial basis but impart training to the rural artisans as such no income has been envisaged.

The number of persons belonging to weaker sections of society (Scheduled Caste) trained in these Centres during the last six years is given below :—

Year	No. of Scheduled Caste trainees passed out.	Total No. of trainees passed out.
1971-72	52	142
1972-73	46	100
1973-74	53	100
1974-75	27	116
1975-76	70	155
1976-77	59	112

ANNEXURE 'D'

Government held flaying and carcass utilisation centre Rewari and Hissar.

The scheme of Hide Flaying and carcass utilisation centres was launched by the erstwhile Punjab Government during 1965. In the first instance a centre was set up at Hissar in December, 1965 with the following objectives:—

- (i) To demonstrate the improved methods of Flaying curing so that the carcasses could be put to better use.
- (ii) To train artisans in no better methods of carcass utilisation.
- (iii) To show to the public the economics of carcass utilisation so that the interested entrepreneurs could know about the value recovery from carcasses and more organisations could come up for taking up such ventures.

This centre achieved the above objectives to some extent. Accordingly three more centres were proposed. The centre at Rewari has already been set up and has started functioning during the year 1969-70. The setting up of centres at Karnal and Rohtak has been kept in abeyance by the State Government for the time being. The main object of the centres at Rewari and Hissar is to give training to those interested in better methods of flaying and carcass utilisation. Training to scheduled castes in supervisory and skilled workers courses is also imparted in these centres. The sanctioned strength of trainees for supervisory and skilled workers courses is 2 and 6 respectively. The duration of the course of training is 4 months and stipend of Rs. 50/- and Rs. 30/- per month respectively is being paid to the trainees.

10,000 animals were processed during the last five years in these centres and training to 20 persons in supervisory course and to 45 persons in skilled workers course was imparted. By products such as Hides, Tallow, Bone meal, Meal etc. worth Rs. 2,00,000 were produced and for Rs. 1,70,000/- were sold during the last five years i.e. upto 1976-77.

Almost, all the beneficiaries under the scheme are scheduled castes.

ANNEXURE 'E'

TANNING CENTRE

Government Industrial School, Rewari, on the recommendations of the visiting committee of All India Council for Technical Education (G.O.I.) was converted into Tanning Institute with the following three courses.

- (i) Diploma in Leather Technology (Tanning).
- (ii) Diploma in Footwear Technology.
- (iii) Certificate course in Footwear.

The duration of the above courses was 2 years each with an annual intake of 10, 15 and 10, trainees respectively. The Institute started functioning from July, 1966.

The Tanning section was closed in 1969 on the observations of the working Group on Technical Education (G.O.I.) while discussing Fourth Five Year Plan and annual plan for 1969-70. The observations of the working Group were as under :—

"The employment in this field is very discouraging. The candidates trained at the three Diploma courses in Leather Technology at Kanpur, Jullundur and Agra are not finding employment nor there is demand for admission to these Institutions. In view of these conditions, the working Group felt that there is no need for yet another centre in this field." The Haryana State Industrial Development Corp. started experimental project in the defunct Tanning Institute. Money equal to depreciation of the building and machinery of the defunct Tanning Institute, Rewari used by them which amount has already been realised from the Corporation.

The Industries Minister desired that it should be examined as to whether, a common facility centre could be set up in the Institute instead of shifting the machinery of the defunct Institute, Rewari to other places. Accordingly a study was made by the Deptt. keeping in view the large demand of the local tanners/traders it was considered that there was a good scope for the establishment of a common facility re-tanning and Finishing service centre at Rewari. This centre was started from the year 1976-77.

Necessary steps are being taken to recruit the staff and purchase the additional machinery required for the purpose. The tanning work has been started recently and finishing and retanning is likely to start such after recruitment of additional staff and purchase of additional machinery under this scheme. Service facilities in tanning, retanning and finishing of sole leather and tanning leather will be given to the tanners/traders engaged in the industry. Beneficiaries will be given these services at a nominal charge.

All the beneficiaries are likely to be scheduled castes.

ANNEXTURE 'I'

List of Staff working in the Haryana State Small Industries & Export Corporation Limited, Chandigarh.

Sr. No.	Name of the post	Sanctioned strength	Posts actually filled	No. of Scheduled Castes	Remarks
1	2	3	4	5	6
1.	General Manager (Raw Material)	1	1	—	On deputation
2.	General Manager (Export)	1	1	—	On deputation
3.	General Manager (Marketing)	1	—	—	—
4.	Senior Export Promotion Officer	1	—	—	On deputation
5.	Accounts Executive	1	1	—	—
6.	Chief Procurement Officer	1	1	—	—
7.	Assistant Manager (Marketing)	1	1	—	—
8.	Export Promotion Officer	1	1	—	—
9.	Junior Accounts Executives	2	1	—	—
10.	Administrative Officer	1	1	—	—
11.	Emporia Officer	1	—	—	—
12.	Procurement Officer	1	—	—	—
13.	Sales Officer	1	1	—	—
14.	Liaison Officer	1	1	—	—
15.	Senior Auditor	1	1	—	On deputation

1	2	3	4	5	6
16.	Accountant	3	3	—	One on deputation
17.	Company Secretary	1	—	—	Part time
18.	Manager Handicraft	1	—	—	
19.	Manager Handloom	1	—	—	
20.	Branch Manager	10	10	—	
21.	Sale Depot Manager	3	3	—	
22.	Assistant/Accounts Assistants	21	15	—	Three on deputation
23.	Cashier	1	1	—	
24.	Junior Accountant/ Junior Assistant	25	13	1 B.C.	One on deputation
25.	Personal Assistant	1	1	—	
26.	Stenographer (225-500)	1	—	—	
27.	Stenographer (160-400)	7	2	—	On deputation
28.	Steno-typist	3	2	—	
29.	Clerks	62	45	2	
30.	Telex Operator	1	1	—	
31.	Telephone Operator	1	1	—	
32.	Driver	4	4	—	
33.	Machineman	1	—	—	
34.	Daftri	1	—	—	
35.	Peon	75	63	14	
36.	Chowkidar	4	3	One ex-serviceman	
37.	Sweeper	4	2	2	

1	2	3	4	5	6
38.	General Manager (Black Partridge) Haryana Emporium.	3	3	—	One on deputation
39.	Assistant Manager, (Sales)	1	—	—	
40.	Manager (Black Partridge) Haryana Emporium	3	3	—	
41.	Sales Supervisor	4	1	—	
42.	Accountants (225-500)	3	1	—	
43.	Senior Sales Girls	1	—	—	
44.	Sales Girls	15	11	—	
45.	Salesmen	3	2	—	
46.	Cashier (160-400)	1	1	—	
47.	Sales Assistants	2	2	—	
48.	Junior Accountant- cum-Cashier	4	4	—	
49.	Clerk-cum-Cashier	2	2	—	
50.	Packer/Attendent	17	15	6	
51.	Assistant Salesmen	2	2	—	
52.	Gatekeeper-cum- Darban	1	—	—	
53.	Store-keeper	2	2	—	
54.	Electrical/Air-Conditioning Attendent	2	1	—	
55.	Salesman	2	1	—	
56.	Leather Development Inspector	2	2	—	
57.	Lady Manager	1	1	—	
58.	Lady Technician	2	1	—	

1	2	3	4	5	6
59.	Assistant Lady Technician	2	2	—	—
60.	Artist	1	1	—	—
61.	Lady Attendant	1	1	—	—

Sd/-
Executive (Administration);
for Managing Director.

(ANNEXURE)

Statement showing the sanctioned Posts : Persons in position including those
Haryana State Industrial Development

Sr. No.	Name of the post	Sanctioned Strength				
		Admini- stration	Project	Misc.	Indl. Area	Acco- unts
1	2	3	4	5	6	7
1.	Technical Adviser (E)	—	1	—	—	—
2.	Technical Adviser (M)	—	1	—	—	—
3.	Financial Adviser	—	—	—	—	—
4.	Technical Adviser (C)	—	1	—	—	—
5.	Director, E.T.D.L.	—	1	—	—	—
6.	Secretary	1	—	—	—	—
7.	Publicity Manager	—	—	1	—	—
8.	Sales Tax Adviser	—	—	1	—	—
9.	Administrative Officer	1	—	—	—	—
10.	Executive Engineer	—	—	—	1	—
11.	Deputy Secretary	1	—	—	—	—
12.	Admn. Economic Executive	—	—	—	1	—
13.	Publicity Officer	—	—	1	—	—
14.	Accounts Executive	—	—	—	—	1
15.	Assistant Secretary	1	—	—	—	—
16.	Asstt. Project Officer (M)	—	1	—	—	—
17.	Asstt. Project Officer (T)	—	1	—	—	—
18.	Asstt. Project Officer (EI)	—	1	—	—	—
19.	Asstt. Project Officer (E)	—	2	—	—	—
20.	Asstt. Project Officer (C)	—	1	—	—	—
21.	Asstt. Project Officer (G)	—	1	—	—	—
22.	Sub-Divisional Engineer (Civil)	—	—	—	4	—

ii)

belonging to Scheduled Castes, Exservicemen & Backward Classes in the Corporation Ltd., As on 30-11-1977.

Actually filled up					No. of persons in position belonging to Scheduled Castes, Ex-servicemen & Backward Classes		
Admn.	Project	Misc.	Indl. Area	Acc-unts	Schedu- led Caste	Ex-servic- men	Backward Classes
8	9	10	11	12	13	14	15
—	1	—	—	—	—	—	—
—	1	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	1	—	—	—	—	—	—
1	—	—	—	—	—	—	—
—	—	1	—	—	—	—	—
—	—	1	—	—	—	—	—
1	—	—	—	—	—	—	—
—	—	—	1	—	—	1	—
—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	—
—	—	1	—	—	—	—	—
—	—	—	—	1	—	—	—
—	1	—	—	—	—	—	—
—	1	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	1	—	—	—	—	—	—
—	1	—	—	—	—	—	—
—	1	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	3	—	—	—	—

1	2	3	4	5	6	7
23. Asstt. Accounts Officer	—	—	—	—	1	—
24. Section Officer	1	1	—	—	1	—
25. Company Assistant	1	—	—	—	—	—
26. Legal Assistant (designated as Law Officer)	—	—	—	—	1	—
27. PS/MD	1	—	—	—	—	—
28. Senior Accountants	—	—	—	—	—	2 ¹
29. Accountant	—	—	—	—	1	1
30. Stenographers	1	1	—	—	2	2
31. Asstt. Section Officer	—	1	—	—	1	—
32. Sectional Officer	—	—	—	—	8	—
33. Assistants	1	3	—	—	—	—
34. Draftsman	—	1	—	—	1	1
35. Junior Technical Asstt.(M)	—	1	—	—	—	—
36. Junior Technical Asstt. (E)	—	1	—	—	—	—
37. Store-cum-purchase Asstt.	—	1	—	—	—	—
38. Cashier	—	—	—	—	—	1
39. Steno-typists	1	5	2	—	—	—
40. Technicians	—	3	—	—	—	—
41. Mechanic	—	2	—	—	—	—
42. Clerks-typists	—	1	6	6	2	—
43. Receptionist-cum-telephone operator	—	—	1	—	—	—
44. Patwari	—	—	—	1	—	—
45. Driver	2	1	—	1	—	—
46. Turbine Pump Operator	—	—	—	5	—	—
47. Peon-cum-chowkidar	—	—	11	15	—	—
48. Sweeper	1	—	—	—	—	—

8	9	10	11	12	13	14	15
—	—	—	1	—	—	—	—
1	1	—	1	—	—	1	—
1	—	—	—	—	—	—	—
—	—	—	1	—	—	—	—
1	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	1	1	—	—	—
1	1	—	2	—	—	—	—
—	1	—	—	—	—	—	—
—	—	—	3	—	—	—	—
—	—	—	—	—	—	—	—
—	1	—	1	—	—	—	—
—	1	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	1	—	—	—	—	—	—
—	—	—	—	1	—	—	—
1	5	2	—	—	—	—	—
—	3	—	—	—	—	—	—
—	2	—	—	—	—	—	—
—	1	6	6	2	—	1	2
—	—	1	—	—	—	—	—
—	—	—	1	—	—	—	—
2	1	—	1	—	—	1	—
—	—	—	3	—	—	—	—
—	—	11	13	—	4	5	2
1	—	—	—	—	1	—	—

ANNEXURE III

HARYANA FINANCIAL CORPORATION, CHANDIGARH

Statement of sanctioned strength as on 30th November, 1977.

Sl. No.	Name of the category	Sanctioned strength of various categories of staff as on 30-11-77	Staff in position as on 30-11-77	No. of scheduled castes
1	2	3	4	5
1.	General Manager.	1	1	—
2.	Secretary	1	1	—
3.	Addl. Secretary.	1	1	—
4.	Senior Accountant.	1	1	—
5.	Senior Field Officer	1	1	—
6.	Accountants/Chartered Accountants/Manager	9	5	—
7.	Financial Appraiser	3	2	—
8.	Technical Officers	6	4	—
9.	Assistant Accountants	15	9	—
10.	Statistician	1	1	—
11.	Market Analysts	2	2	—
12.	Technical Inspector	1	—	—
13.	Legal Assistants/Assistants	25	24	2
14.	Senior Clerk/Junior Clerk/typist	53	50	3
15.	Steno—I	5	4	—
16.	Steno—II	14	10	—
17.	Jamadar-cum-Caretaker	1	1	—
18.	Driver	2	2	—

1	2	3	4	5
19.	Daftri-cum-Gestetner operator	1	1	—
20.	Daftri	1	1	—
21.	Peon	20	20	5
22.	Chowkidar	1	3	1
23.	Durwan	1	—	—
24.	Sweeper	1	1	1
		<u>167**</u>	<u>145*</u>	<u>12</u>

*This is inclusive of the staff working on temporary basis.

**This does not include strength sanctioned under reorganisation scheme which is yet to be implemented.

Sd/—

Senior Accountant

Sd/—

Addl. Secretary

ANNEXURE IV

HARYANA STATE HANDLOOM & HANDICRAFTS CORPORATION
LTD., CHANDIGARH.

Position as it stood on 30-11-77

Sr. No.	Name of the post	Sanctioned strength	Posts actually filled	No. of SC/B.C.	Remarks
1	2	3	4	5	6
1.	General Manager	1	1	—	
2.	Secy-cum-Accounts Officer	1	1	—	
3.	Administrative Officer	1	—	—	
4.	Marketing Manager	1	—	—	
5.	Designer	1	—	—	
6.	Project Manager	1	—	—	
7.	Textile Expert	1	1	—	
8.	Dy. Technical Expert	1	1	—	
9.	Accounts Officers	2	—	—	
10.	Project Officer	1	—	—	
11.	Development Officers	8	7	—	
12.	Private Secretaries	2	1	—	
13.	Sr. Scale Stenographers	2	1	—	
14.	Jr. Scale Stenographers	6	—	—	
15.	Manager	1	1	—	
16.	Manager-cum-Accountants	16	11	1 (B.C.)	
17.	Accountant	1	1	—	
18.	Accountant-cum-Store Incharge	1	1	—	
19.	Jr. Accts.	2	2	—	
20.	Cashier	1	—	—	
21.	Cashier	1	1	—	

1	2	3	4	5	6
22.	Sales girls/Sales men	4	2	—	
23.	Clerks	8	1	—	
24.	Drivers	4	4	1 (SC)	
25.	Peons	9	5	2 (do)	
26.	Chowkidars	4	—	—	
27.	Peon-cum-Chowkidars	15	10	3 (SC)	
28.	Handloom Inspectors	4	3	2 (BC)	
29.	Dyer	1	1	—	
30.	Demonstrator	1	1	1 (ST)	
31.	Weaving Masters	13	10	2 (SC) 1 (BC)	
32.	Instructors	3	3	1 (SC)	
33.	Expert Weavers	27	8	5 (SC) 1 (BC)	
34.	Legal Adviser	1	—	—	
35.	Mali	1	1	—	
36.	Sweeper	1	1	1 (SC)	
37.	Attendants	3	1	1 (SC)	
38.	Godown Asstt.	8	—	—	
39.	Helpers	5	—	—	
39a.	Asstt. Marketing Manager	1	— Stand advertised.		
39b.	Salesman-cum-Cashier	1			

To (M&D) Organisation

40.	Production Supervisor	1	1	—
41.	Weaving Master	1	1	—
42.	Inspector-cum-Demonstrator	1	1	—
43.	Supervisor	1	1	—
44.	Instructor	1	1	—
45.	Asstt-cum-Acctts.	2	2	—
46.	Head weaver	1	1	—
47.	Yarn Distributor	1	1	—
48.	Handloom Mechanic	1	1	—
49.	Finisher	1	1	—

1	2	3	4	5	6
50. Dyer		1	1	—	
51. Designer		1	1	—	
52. Steno-typist		1	1	—	
53. Clerks		7	6	—	
54. Expert weavers		5	3	—	
55. Dyer-cum-Painter		1	1	—	
56. Card Cutter		1	1	—	
57. Cloth checker		1	1	1 (S.C)	
58. Bobbin winder		1	1	1 (S.C)	
59. Sample weaver		1	1	—	
60. Sizing Asstt.		1	1	—	
61. Packer		1	1	—	
62. Chowkidar		3	2	—	
63. Waterman		1	1	—	
64. Peons		6	6	—	
65. Carpet Designer		1	1	—	
66. Technician		1	1	—	
67. Clerk		1	1	—	

Institute of Designs for H/Crafts, Chd.

68. Asstt. Directors	2	2	—
69. Technicians	5	5	2 (S.C.)
70. Asstt.-cum-Acctt.	1	1	1 (B.C)
71. Photographer	1	1	—
72. Block Maker	1	1	1 (B.C.)
73. Clerks	2	2	—
74. Peon-cum-Laboratory Attendant	3	3	—
75. Chowkidar	1	1	1 (B.C)

Sd/-
GENERAL MANAGER

ANNEXURE V

Class	Category of post	Sanctioned strength	Number of posts filled			% of S.C. on the filled posts
			Total	Others	S. C.	
1	2	3	4	5	6	7
Class-I	Joint Directors	2	1	1	—	—
	Deputy Director	2	1	1	—	—
	Technical Expert(C.E.)	1	1	1	—	—
	Technical Expert (M. E.)	1	1	1	—	—
	Technical Expert (Electrical)	1	—	—	—	—
	Technical Expert (Textiles)	1	—	—	—	—
	Deputy Director (Technical)	1	—	—	—	—
	State Geologist	1	—	—	—	—
	Sr. Geologist	1	—	—	—	—
	Mining Engineer	1	1	1	—	—
	Junior Geologist	2	2	2	—	—
	Director Design	1	—	—	—	—
	Textile Officer (Design)	1	—	—	—	—
	Controller W. & M.	1	—	—	—	—
	Chief Inspector of Boilers	1	—	—	—	—
	Dy. Director	2	—	—	—	—
	Technical Specialist	1	—	—	—	—
Total :		21	7	7	—	—
Class-II	Deputy Director/Project Officer	8	6	6	—	—
	Asstt. Directors/ Distt. Industries Officers	18	16	16	—	—
	A.D.I.Os./Dev. Officers/I.P.Os.	15	11	11	—	—

1	2	3	4	5	6	7
	Driller	1	1	1	—	—
	Asstt. Geologist	4	4	4	—	—
	Asstt. Chemist	1	1	1	—	—
	Asstt. Mining Engineer	1	1	1	—	—
	C.L. & M.O.	1	1	1	—	—
	Mining Officers	7	5	5	—	—
	Asstt. Director Designs	2	1	1	—	—
	Dy. Chief Inspector of Boilers	1	1	1	—	—
	Inspector of Boilers	2	2	2	—	—
	Sr. Technical Officer	8	6	6	—	—
	Senior Supdt.	3	2	2	—	—
	Supdt. (Q.M.C.)	6	2	2	—	—
	Survey cum Planning Officer	2	—	—	—	—
	Planning cum Survey Officer	2	2	2	—	—
	Technical Specialist	8	4	4	—	—
	Technical Officer	2	—	—	—	—
	Supdt. (R.I.D.C.)	6	—	—	—	—
	Development Officer (Leather)	1	1	—	1	100%
	Supdt. (Hqrs.)	3	3	3	—	—
	Total :	102	70	69	1	1.43%
Class-III	Head Assistant (now designated as Dy. Superintendents)	9	9	8	1	11.11%
	Legal Assistant	5	4	4	—	—
	Assistants	62	62	61	1	1.61%
	Statistical Asstt.	1	1	1	—	—
	Auditor	1	1	1	—	—
	Accountant	1	1	1	—	—
	D/Man	1	1	1	—	—

1	2	3	4	5	6	7
Librarian	1	1	1	—	—	
Computor cum D/Man	2	—	—	—	—	
Senior Auditor	1	1	1	—	—	
Restorer	2	2	2	—	—	
Gestetner Operator	1	1	1	—	—	
Technical Asstt.	3	1	1	—	—	
Supervisor	1	—	—	—	—	
Chemical Assistant	2	1	1	—	—	
Surveyor	3	3	3	—	—	
D/Man	2	2	2	—	—	
Drilling Assistant	4	4	3	1	25%	
Mechanic	2	2	1	1	50%	
Compressor Operator	1	—	—	—	—	
Lab. Assisstant	2	2	1	1	50%	
Section cutter	1	1	1	—	—	
Rig Man	8	3	3	—	—	
Heavy Truck Driver	2	2	1	1	50%	
Tractor Driver	1	—	—	—	—	
Driver	22	20	19	1	5%	
Carpenter	1	—	—	—	—	
Senior Scale Steno- grapher	7	7	7	—	—	
Junior Scale Steno- grapher	13	11	11	—	—	
Clerk	217	184	156	28	15.22%	
Inspector of Industries	55	55	52	3	5.45%	
Manager Industrial Estate	8	8	7	1	12.5%	
B.L.E.O.	69	61	61	—	—	
Assistant-cum- Accountant	31	31	27	4	12.88%	
Mining Inspector	4	4	3	1	25.00%	
Loan Acctt.	11	11	10	1	9.09%	

1	2	3	4	5	6	7	8
Accountant	3	3	2	1	33½%		
Steno typist	39	32	31	1	3.13%		
Technician	13	12	7	5	41.66%		
Asstt. Technician	12	12	6	6	50%		
Demonstrator	3	3	2	1	33½%		
Instructor	6	5	3	2	40%		
Principal	1	1	—	1	100%		
Mechanic	1	1	—	1	100%		
Drawing Master	1	—	—	—	—		
Tanning Mistry	1	1	—	1	100%		
Currier	1	—	—	—	—		
Flasher	1	1	—	1	100%		
Supervisor	2	2	1	1	50%		
Master Flayer	2	1	—	1	100%		
Boilerman	1	1	—	1	100%		
Shoe Mistri	2	1	—	1	100%		
Mistri	1	1	—	1	100%		
Leather Designer	1	—	—	—	—		
Leather Technician	2	1	—	1	100%		
Flayer	2	2	—	2	100%		
Economic —	8	5	5	—	—		
Investigator							
Assistant Controller (W. & M.)	2	1	1	—	—		
Inspector (W. & M.)	16	16	15	1	6.25%		
Equipment Repairer	1	1	1	—	—		
Manual Assistant	17	15	12	3	20%		
Head Clerk	1	1	—	1	100%		
Designer	1	—	—	—	—		
Superintendent (H.T.C.)	2	—	—	—	—		
Technical Officer (III)	3	2	2	—	—		

1	2	3	4	5	6	7
	Jnnior Technical Assistant	19	12	12	—	—
	Inspector (Q.M.C.)	17	12	10	2	16.66%
	D/Man	3	2	2	—	—
	Electrician	2	1	1	—	—
	Operator	26	11	10	1	9%
	Assistant Operator	1	1	1	—	—
	Skilled Worker	11	7	4	3	42.86%
	Mechanic-cum-Fitter	1	1	1	—	—
	Lab. Asstt.	9	7	7	—	—
	Foreman-Cum-Supervisor	7	5	5	—	—
	Foreman	1	—	—	—	—
	Senior Technician	13	5	5	—	—
	Asstt. Supdt.	3	3	2	1	33 $\frac{1}{3}$ %
	Head Clerk	1	1	1	—	—
	Time Keeper	3	2	2	—	—
Grand Total Class III:		820	688	603	85	12.3%

Class-IV Jamadar	1	1	1	—	—
Daftri	1 }	1 }	1 }	—	—
	2 }	2 }	2 }		
Lab. Boy	5	3	2	1	—
Peon	160	143	96	47	—
Chowkidar	41	136	20	16	—
Lab. Attendant	2	1	1	—	—
Waterman	1	1	—	1	—

1	2	3	4	5	6	7
	Cleaner	2	1	1	—	—
		2	2	2	—	—
	Technical Bearer	1	1	1	—	—
	Workshop Attendant	1	1	1	—	—
	Helper	5	3	3	—	—
	Process Server	14	14	7	7	—
	Mining Guard	20	15	12	3	—
	Mali	1	1	1	—	—
	Sampler	1	—	—	—	—
	Watch and Ward	1	1	1	—	—
	Grand Total	261	227	152	75	—

ANNEXURE 'C' to PARA IV (i)

Statement showing the percentage of member of scheduled castes in
Irrigation Department (1977-78).

Year	Total No. of employees (Class I, II, III & IV)	Total No. of scheduled castes employees (Class I, II, III & IV)	Percentage.
1977-78	10284	1505	15%

Annexure 'D' to Para IV (ii)

Statement showing the percentage of member of scheduled castes (Class-wise)
in Irrigation Department (1977-78)

Year	Total No. of employees		Total Nos. of scheduled caste employees		Percentage	
1977-78	Class I	242	Class I	—	Class I	—
	II	530	II	16	II	3%
	III	5396	III	476	III	9%
	IV	4116	IV	1016	IV	25%

Annexure 'D'-1 to Para IV (ii)

Statement showing the percentage of members of scheduled castes
Irrigation Department.

(CATEGORY-WISE)

Year	Total category-wise No of posts	Posts	Held by scheduled castes	Percentage
Class I				
1977-78	Engineer-in-Chief	1	—	—
	Chief Engineer	11	—	—
	Superintending Engineer.	45	—	—
	Executive Engineer	183	—	—
	Assistant Executive Engineer	2	—	—
Class II				
1.	Sub Divisional Officer	510	12	2%
2.	Deputy Collector	20	1	5%
3.	Superintendent	10	3	30%
Class III				
1.	Deputy Superintendent	6	—	—
2.	Assistant.	89	10	11.25%
3.	Legal Assistant	4	—	—
4.	Circle Superintendent	22	—	—
5.	Superintendent/S.A.S.	2	—	—
6.	Restorer	3	—	—
7.	Senior Scale Stenographer	8	—	—
8.	Head Signaller	2	—	—
9.	Special Foreman	3	—	—
10.	Surveyor	7	1	14.28%

1	2	3	4	5
11. Assistant Foreman	10	—	—	—
12. Head Clerk	96	7	7.30%	
13. Circle Stenographer	83	2	3%	
14. Circle Head Draftsman	23	—	—	
15. Divisional Head Draftsman	94	4	5%	
16. Accounts Clerk	213	17	8%	
17. Sub-Divisional Clerk	413	34	9%	
18. Clerk	861	124	15%	
19. Steno-typist	147	13	9%	
20. Draftsmen	200	10	5%	
21. Tracer	244	38	16%	
22. Sectional Officer	1426	77	6%	
23. Reader	—	—	—	
24. Kanungo	6	1	17%	
25. Irrigation Booking Clerk	1390	145	11%	
26. Accountant	9	2	23%	
27. Zilledar	114	4	—	
28. Head Revenue Clerk	16	—	—	
29. Assessment Clerk	8	—	—	
30. Revenue Clerk	87	8	10%	
31. Assistant Revenue Clerk	154	11	8%	
32. Apprentice Irrigation Booking Clerk	70	2	3%	
33. Signaller	124	6	5%	
34. Apprentice Signaller	9	—	—	
35. Assistant Surgeon	—	—	—	
36. Divisional Accountant	50	1	2%	
37. Dispensor	1	—	—	

1	2	3	4	5
38. Foreman Miscellaneous	2	—	—	
39. Foreman Heavy	11	—	—	
40. Pump Driver	48	7	15%	
41. Candidates Zilledar	—	—	—	
42. Junior Auditor	3	1	34%	
Class IV				
1. Telephone Attendant	36	3	9%	
2. Daftri	22	1	5%	
3. Zamadar Peon	14	2	15%	
4. Peon	1177	169	15%	
5. Chowkidar	98	24	24%	
6. Sweeper	90	80	89%	
7. Sweeper-cum-Chowkidar	199	182	92%	
8. Daffedar	147	24	17%	
9. Barkandaz	375	62	17%	
10. Dak Runner	194	39	21%	
11. Mali	14	—	—	
12. Mate	99	11	12%	
13. Artificer	45	7	16%	
14. Jeep Driver	29	—	—	
15. Mali-cum-Chowkidar	106	10	10%	
16. Gauge Reader	279	33	12%	
17. Regulation Beldar	550	54	10%	
18. Canal Potrol	1022	324	32%	
19. Hospital Cooli	9	—	—	
20. Hospital Sweeper	7	7	100%	
21. Cleaner	3	1	34%	

1	2	3	4	5
22.	Gauge Mate	200	31	16%
23.	Regulation Zamadar	23		
24.	Chargeman	15		
25.	Earthwork Mistri	10		
26.	T. Mate	19	8	43%
27.	H. Chowkidar	—	—	
28.	Beldar	392	39	10%
29.	Office Chowkidar	1	—	
30.	Operator D/Line Dozer	10	—	
31.	Supervisor	8	—	
32.	Fitter	4	—	
33.	Gate Keeper	1	—	
34.	Hammer Man	1	—	
35.	Electrician	2	—	
36.	Truck Driver	8	—	
37.	Operator	7	—	
38.	Work Mistri	4	—	
39.	Boatman Zamadar	1	—	
40.	Phottedar	1	—	
41.	Chainmen	3	1	34%
42.	Store Keeper	4	—	

ANNEXURE 'A' TO PARA 5

S. Category No.	Year 1975-76			Year 1976-77			Year 1977-78		
	Total No. of posts (category wise) filled during the year	Scheduled Castes taken	% of Scheduled Castes	Total No. of posts (category wise) filled during the year	Scheduled Castes taken	% of Scheduled Castes	Total No. of posts (category wise) filled during the year	Scheduled Castes taken	% of Scheduled Castes
1. Assistant Executive Engineer	—	—	—	—	—	—	2	—	—
1. Sub-Divisional Officer	—	—	—	—	—	—	81	3	4%
1. Sub-Divisional Clerk	—	—	—	—	—	—	—	—	—
2. Clerk	40	10	25%	241	46	16%	132	43	33%
3. Steno-Typist	1	—	—	6	—	—	3	2	67%
4. Junior Scale Stenographer	1	—	—	6	2	33%	—	—	—
5. Draftsman	3	1	33%	24	2	8%	7	—	—
6. Tracer	10	1	10%	46	8	17%	27	1	4%

1	2	3	4	5	6	7	8	9	10	11
7. Sectional Officer	12		3	25%	253	21	9%	41	4	10%
8. Irrigation Booking Clerk	—		—	—	5	5	%	6	3	50%
CLASS-IV										
1. Daftri	—		—	—	1	—	—	6	—	—
2. Peon	20		8	40%	94	22	23%	47	5	2%
3. Chowkidar	—		—	—	—	—	—	1	—	—
4. Sweeper	3		3	%	4	4	%	1	1	%
5. Sweeper-cum-Chowkidar	2		2	%	18	18	%	41	40	97%
6. Daffadar	—		—	—	4	2	50%	4	2	50%
7. Dak-runner	4		1	25%	5	3	60%	1	1	%
8. Barkandaz	5		1	20%	12	2	17	22	5	22%
9. Jeep Driver	—		—	—	2	1	50%	3	—	—
10. Canal Patrol	4		2	50%	6	3	50%	3	1	33%
11. Regulation Canal Patrol	3		1	33%	2	1	50%	1	—	—

APPENDIX "A"

Copy of letter No. 2812-2GSI-76/11578, dated the 5th May, 1976 from the Chief Secretary to Government, Haryana, addressed to all the Heads of Departments etc. etc.

Subject : Reservation of Posts for Scheduled Castes, Backward Classes and Ex-servicemen under the services of Haryana State.

Sir,

I am directed to address you on the subject noted above and to say that the State Government has reviewed the existing policy of Reservation for Ex-servicemen and persons belonging to Scheduled Casts and Backward Classes in the services of the Haryana Government and has decided as follows :-

- (i) Separate rosters for direct recruitment and promotion as laid down in the erstwhile Punjab Government letter No. 2360-4 WGI-64/4860, dated the 24th March, 1964, and Haryana Government letter No. 5874-SWI-71/21351-413, dated the 10th December, 1971, should be done away with and a single combined roster should be maintained both for direct recruitment and for promotion. Each year of recruitment is to be considered separately by itself and a fresh roster should be prepared for each calendar year. If there are only two permanent posts to be filled in a particular calendar year, then only one vacancy should be treated as reserved. If there is only one post to be filled in a calendar year, it has to be treated as un-reserved, irrespective of the fact that it occurs in the Model roster at a point of reservation.
- (ii) Henceforth, in a block of 100 posts, the following posts should be reserved for Ex-servicemen and persons belonging to Scheduled Castes and Backward Classes.

(a) For persons belonging to Scheduled Castes.

(for promotion to Class III and IV class posts on the basis selection from a slab of 3 officials and direct recruitment to all classes or posts.)

4-8-14-28-34-38-42-50-54-58-64-68-74-78-84-88-92 and 100.

(b) For persons belonging to Backward Classes.

(for promotion to Class III and Class IV posts on the basis of selection from a slab of 8 officials and direct recruitment to all classes of posts)

46 and 96.

(c) For Ex-servicemen (for direct recruitment to Class III and Class IV posts.)

2-6-10-12-16-20-22-26-30-32-36-40-44-48-52-56-60-62-66-70-72-76
80-82-86-90-94 and 98.

(iii) When a requisition for the reserved posts, in accordance with sub-para (ii) above is sent to the Haryana Public Service Commission/Subordinate Services Selection Board, it shall advertise the same. If as a result of this advertisement suitable candidates for the reserved posts are not available, then these posts shall be re-advertised immediately by the Haryana Public Service Commission/Subordinate Services Selection Board, as the case may be, without awaiting a further reference from the concerned Department. If suitable candidates are not available even on the basis of the second advertisement then the Commission/Board shall immediately re-advertise the post for the third time indicating therein that if candidates belonging to the reserved categories are not available, the posts shall be filled by candidates belonging to the general category. This process shall be completed by the Commission/Board in the shortest possible time so that the reserved posts may not remain vacant for an unnecessarily long period. In respect of the posts on which experts are to be appointed, if suitable candidates are not available on the basis of the first advertisement, the Commission/Board shall re-advertise the post immediately for the second time indicating therein that, if candidates belonging to reserved categories are not available, the posts shall be filled by candidates belonging to general category. The Commission/Board shall keep the concerned department informed of these advertisements.

(iv) Unfilled reserved posts shall be carried forward for a maximum of two years subject to the condition that this should not result in more than 50% reservation during any year, or on any particular occasion.

(v) In erstwhile Punjab Government letter No. 2360-4WGI-64/4860, dated the 24th March, 1964 and Haryana Government letter No. 5874-SWI-71/21351-413, dated the 10th December, 1971, reserved posts have been shown in a Block of 100 posts. It is not clear to various Departments whether reservation is to be given against the sanctioned number of posts or against vacancies occurring against sanctioned posts. For example, a post may fall vacant a number of times if the person appointed against it is promoted, retired, proceeds on leave, goes on deputation etc. It means that the same post may fall vacant a number of times. It has now been decided that reservation should be given against permanent posts only.

(vi) All instruction issued from time to time in this behalf shall, however, continue to remain in force subject to above modifications. The modified instructions shall come into effect forthwith. It should however, be ensure that the reservation made on the basis of the previous policy and the reservations which shall now be made

does not exceed 50% of the total number available permanent posts to be filled in during the year 1976, i.e. from 1st January, 1976 to 31st December, 1976.

- (vii) These instructions should be brought to the notice of all the officers working under you for strict compliance. Receipt of this communication may kindly be acknowledged.

Yours faithfully.

Sd/-

Deputy Secretary General Administration,
for Chief Secretary to Government, Haryana,

APPENDIX 'B'

Sr. No.	Name of the post	Qualifications	Relaxation in qualification for Scheduled Castes	Age Year	Relaxation in age for Scheduled Castes
1	2	3	4	5	6
1.	Excise & Taxation Commissioner.	Post relates to I.A.S. cadre and filled by Government.	—	—	—
2.	Joint Excise & Taxation Commissioner-I	—do—	—	—	—
	Joint Excise & Taxation Commissioner-II & III.	Two years experience as Deputy Excise & Taxation Commissioner.	—	—	—
3.	Deputy Excise & Taxation Commissioners (2 posts).	Filled by Govt. from H.C.S. cadre.	—	—	—
4.	Deputy Excise & Taxation Commissioner (9 posts)	Five years experience as Excise & Taxation Officer.	—	—	—
5.	Chief Enforcement Officer.	Filled by Govt. from H.C.S. Cadre.	—	—	—
6.	District Attorney.	Post filled through Director of Prosecution.	—	—	—
7.	Assistant District Attorney.	—do—	—	—	—
8.	Legal Assistant.	—do—	—	—	—

1	2	3	4	5	6
9.	Accounts Officer	Post filled through Finance Department.	—	—	—
10.	Assistant Accounts Officer	—do—	—	—	—
11.	Senior Auditor.	—do—	—	—	—
12.	Statistical Officer.	Post filled through Statistical Adviser, Haryana.	—	—	—
13.	Statistical Assistant.	—do—	—	—	—
14.	Establishment Officer.	Has worked for a minimum period of two years as Superintendent or have worked for a period of 12 years on any one or more posts of Assistant, Deputy Superintendent and Superintendent.	—	—	—
15.	Excise & Taxation Officer.	<p><i>Direct</i></p> <p>Graduate</p> <p><i>By Promotion</i></p> <p>Three years' experience as Assistant Excise & Taxation Officer.</p>	—	—	—
16.	Assistane Excise & Taxation	—do—	—	—	—
		Three year experience as Taxation Inspector or Excise Inspector or should be a graduate less than 50 years of age and having five years continuous Govt. service at his credit.	—	—	—

1	2	3	4	5	6
17. Superintendents.		(a) For 'A' Class Office.			
		Has worked for a minimum period of one year on the post of Dy. Superintendent or for a minimum period of ten years on the post of Assistant (or senior Scale Steno) including two year minimum service as Assistant in case of Senior Scale Steno.	—	—	—
		(b) For 'B' Class Offices.			
		Five years experience as Head Assistant/Assistant/Accountant/Junior Auditor.	—	—	—
18. Head Assistant.		At least five years experience as Assistant/Accountant/Senior Scale Steno/Junior Auditor.			34
19. Excise Inspector/Taxation Inspector.		Direct Must be graduate			
		By Promotion Three years continuous Govt. Service.	—	17 to 27 years	17 to 32 years
20. Assistant		(a) In 'A' Class Office.	—	—	—
		5 years service as Clerk.			
		(b) In 'B' Class Offices.			
		3 years service as Clerk.			
21. Accountants.		3 years service as Clerk.	—	—	—

22- Senior Scale Steno.

1	2	3	4	5	6
	<i>Direct in 'A' Class</i>	<i>Direct in 'B' Class</i>	<i>By Promotion in 'A' Class</i>	<i>By Promotion in 'B' Class</i>	
	Matric Ist Div./Hr. Sec. or inter Second Div./Graduate have English/Hindi speed in shorthand @100/80 WPM & transcription thereof of 20/15 WPM.	Matric/Hr. Sec./Graduate having English/Hindi speed in shorthand @100/80 WPM & transcription thereof 20/15 WPM.	At least 5 years service as Junior Scale Steno or Steno-typist having in English Hindi speed in shorthand @100/80 WPM and transcription thereof 20/15 WPM.	At least two years service as Steno-typist or camp clerk having English/Hindi speed in shorthand @100/80 W.P.M. and transcription thereof 20/15 WPM.	17 to 27 years. 17 to 32 years.
23.	Head Clerk	—	—	—	—
24.	Librarian.	Graduate and Diploma in Library Science.	—	17 to 27 years.	17 to 32 years.
25.	Junior Auditor.	At least two years experience as Clerk.	—	—	—
26.	Munim.	Matric with knowledge in Amarisari and Mahajni Landa script.	—	17 to 27 years.	17 to 32 years.
27.	Junior Scale Steno.	<i>Direct</i>	<i>By Promotion</i>		
		Matric Ist Div./Hr. Sec. or Inter 2nd Div./Graduate having English/Hindi speed in and transcription	One year service as Steno-typist having English/Hindi speed at 100/80 W.P.M.	17 to 27 years.	17 to 32 years.

shorthand @.100/
80W.P.M. & trans-
cription thereof 20/
15 W.P.M.

thereof 20/15 W.P.M.

28. Steno-typist/Camp-Clerk.

By Promotion

Direct

<i>In 'A' Class</i>	<i>In 'B' Class</i>	<i>In 'A' Class</i>	<i>In 'B' Class</i>
Matric 1st Div./ Hr. Sec. or Inter 2nd Div./Gradu- ate having English/Hindi speed in short- hand @ 80/64 W.P.M. and tran- scription there- of 15/11 W.P.M.	Matric and above having English/ Hindi speed in shorthand 80/64 W.P.M. & trans- cription thereof 15/11 W.P.M.	At least one year service as Clerk having English/ Hindi speed in shorthand @80/64 W.P.M. and transcrip- tion thereof 15/11 W.P.M.	17 to 27 years. 17 to 32 years.

29. Clerk.

Matric 1st Class
Hr. Sec. or Inter
2nd Div./Gradu-
ate.

Class IV emp-
loyees shall be
considered who
have necessary
qualifications
as may be
prescribed by the
State Govt. from
time to time.

17 to 27
years.
17 to 32
years.

1	2	3	4	5	6
30.	Driver.	As per prescribed qualifications by the State Govt. from time to time.	—	17 to 27 years.	17 to 32 years.
31.	Restorer	<i>Direct</i> <i>By Promotion</i>			
		Matric	At least three years service as Class IV employees having passed middle class examination.	17 to 27 years.	17 to 32 years.
32.	Dafti.	—	As prescribed by the State Government from time time.	17 to 35 years.	—
33.	Excise Peon/Jamadar.	—	—do—	—	—
34.	Peon/Chowkidar/Sweeper/Mali/Cook.	—	—do—	—	—

APPENDIX C

Sr. No.	Name of post.	Sanctioned strength.	Post filled.	Scheduled Castes Employees.	Percentage on sanctioned strength.	Percentage on filled up posts.	Shortfall on sanctioned strength.	Shortfall on filled up posts.
1	2	3	4	5	6	7	8	9
Class I								
1.	E.T.C.	1	1	—	—	—	—	—
2.	Jt. E.T.Cs.	3	3	—	—	—	—	—
3.	D.E.TCs.	11	8	2	18%	25%	2%	—
4.	C.E.O.	1	1	—	—	—	—	—
5.	D.A.	1	1	—	—	—	—	—
Total :—		17	14	2	12%	14%	8%	6%
Class II								
1	E.T.O.	46	48	4	8.7%	8.3%	11.3%	11.7%
2.	A.E.T.O.	132	145	19	14.4%	13.8%	5.6%	6.2%
3.	A.O.	2	2	—	—	—	—	—
4.	A.A.O.	1	1	—	—	—	—	—
5.	Statistical Officer.	1	—	—	—	—	—	—

1	2	3	4	5	6	7	8	9
6.	E.O.	1	1	—	—	—	—	—
7.	Superintendents.	5	2	1	20%	50%	—	—
8.	A.D.A.	3	1	—	—	—	—	—
Total :—		191	200	24	12.5%	12%	7.5%	8%

Class III

1.	Superintendents.	5	5	1	20%	20%	—	—
2.	Legal Assistant	1	1	—	—	—	—	—
3.	Head Assistants	7	6	2	28.5%	33%	—	—
4.	Senior Auditor.	12	12	—	(Through deputation)	—	—	—
5.	Excise Inspectors	70	52	10	14.3%	19.2%	5.7%	0.8%
6.	Taxation Inspectors.	353	343	50	14%	14.5%	6%	5.5%
7.	Statistical Assistants.	10	5	—	(Through deputation)	—	—	—
8.	Librarian	1	1	—	—	—	—	—
9.	Munim.	1	1	—	—	—	—	—
10.	Head Clerk	1	1	—	—	—	—	—
11.	Senior Scale Steno.	12	11	1	8.3%	9%	11.7%	11%

1	2	3	4	5	6	7	8	9
12.	Assistants	72	71	13	18%	18%	2%	2%
13.	Accountants	14	14	2	14%	14%	6%	6%
14.	Junior Scale Steno.	4	4	—	—	—	20%	20%
15.	Junior Auditor	6	6	—	—	—	20%	20%
16.	Clerks/Camp Clerks/ Steno typists.	581	574	79	13.6%	13.7%	6.4%	6.3%
17.	Drivers.	29	28	5	17%	18%	3%	2%
18.	Restorer.	1	1	—	—	—	—	—
Total :—		1180	1136	163	13.8%	14.3%	6.2%	5.7%
Class IV (Peons)		699	690	215	31%	31%	—	—
Sweepers.		13	13	13	100%	100%	—	—

EXCISE & TAXATION DEPARTMENT

APPENDIX—D

Information regarding requisition sent to the Subordinate Services Selection Board, Haryana in respect of Clerks/Camp Clerks direct by the District Officers.

Sr. No.	Name of the District Office	Name of the post	No. of posts vacant	General	S. C.	B. C.	E. S. M.
1	2	3	4	5	6	7	8
1.	Ambala	1. Camp Clerks	11	6	2	Nil	3
		2. Clerks	16	10	3	Nil	3
2.	Kurukshetra	1. Camp Clerks	5	3	2	—	—
		2. Clerks	10	4	4	2	—
3.	Karnal	1. Camp Clerks	1	—	1	—	—
		2. Clerks	9	5	2	—	2
4.	Sonepat	1. Camp Clerks	2	—	2	—	—
		2. Clerks	7	2	2	—	3
5.	Rohtak	1. Camp Clerks	1	—	1	—	—
		2. Clerks	5	—	4	—	1

1	2	3	4	5	6	7	8
6.	Jind	1. Camp Clerks	2	—	1	—	1
		2. Clerks	1	—	1	—	—
7.	Bhiwani	1. Camp Clerks	4	2	1	—	1
		2. Clerks	5	—	1	—	4
8.	Hissar	1. Camp Clerks	—	—	—	—	—
		2. Clerks	5	1	2	—	2
9.	Sirsa	1. Camp Clerks	—	—	—	—	—
		2. Clerks	6	6	—	—	—
10.	Narnaul	1. Camp Clerks	6	5	1	—	—
		2. Clerks	10	7	3	—	—
11.	Gurgaon	1. Camp Clerks	4	3	1	—	—
		2. Clerks	—	—	—	—	—
12.	Faridabad	1. Camp Clerks	5	—	2	—	3
		2. Clerks	21	9	5	—	7
Grand Total			136	63	41	2	30

ANNEXURE—I

Statement Showing the Reservation of Scheduled Castes

Year	Total No. of employees				Total No. of scheduled castes				Percentage of shortfall				Reason for shortfall Class-I : 1975-76 to 1977-78 : Out of 17 posts to filled by direct recruitment only 7 have been filled up by direct recruitment & three posts have been reserved for scheduled caste candidate. No. scheduled caste candidate was available.
	Class of employee				employees				shortfall				
	I	II	III	IV	I	II	III	IV	I	II	III	IV	
1975-76	48	97	2513	1417	1	3	230	273	100%	—	54%	3½%	The posts reserved for scheduled castes are being re-advertised.
1976-77	48	156	3062	1478	1	3	291	283	100%	6 out of 46	52%	4%	
										i.e.			
										66⅔%			
1977-78	57	210	3169	1657	1	3	302	292	100%	-do-	52%	12%	

Note :—No scheduled caste candidates are available in the market. Only one post of scheduled caste was filled up by promotion by seniority because there is no reservation in promotion quota.

Class-II
1975-76
1976-77 &
1977-78

No shortfall

Out of 9 posts reserved for scheduled caste 3 posts have already been filled up and remaining 6 posts are to be filled up through direct recruitment.

—
Out of these posts one was previously advertised by the Commission but no suitable candidate belonging to scheduled caste was available. The action for advertising the remaining 5 posts is being taken by the Commission.

Class-III
1975-76
to
1977-78

The shortfall is due to the reason that suitable candidates are not available for filling the various categories of class-III employees especially in the case of technical posts.

Endeavour is being made to take up scheduled caste candidates while filling up the vacancies in respect of the class-III employees.

Class-IV :
1975-76 to
1977-78

The percentage of shortfall in class-IV is negligible.

ANNEXURE—I A

Total No. of employees (Class of employees)	Total No. of Scheduled Castes employ- ees.	Percentage	Percentage of shortfall	Reasons for short fall, if any	Steps taken to fill up the shortfall.
1975-76					
Class I	13	7.6%	12.4%	There is no reser- vation for promo- tion in Class I posts.	
Class II	139	10.7%	9.3%	-do- in II Class posts.	
Class III	1082	15.5%	4.5%	Non-availability of Sch. Castes Candidates.	Requisition has already been sent to Subordinate Services Selection Board, Haryana for filling up the vacant posts.
Class IV	632	31%	In excess		
1976-77					
Class I	12	8.3%	11.7%	As above.	
Class II	24	12.5%	7.5%		
Class III	184	15.9%	4.1%		
Class IV	661	29.5%	In excess		
1977-78					
Class I	13	7.6%	12.4%	As above.	
Class II	200	12%	8%		
Class III	1136	14.3%	5.7%		
Class IV	690	31%	In excess		

ANNEXURE—A

Questionnaire Framed on the Material Received from the Agriculture Department

Questionnaire

General

1. The Committee would like to know the summary of recommendations contained in the Nineteenth, Twentieth, Twenty first, Twenty second and Twenty third Report, issued by the Commissioner for Scheduled Castes and Scheduled Tribes under Article 338 of the Constitution of India in so far as they pertain to the Agriculture Department of the State of Haryana and the action taken to implement them ?

2 (a) What are the orders of the Government in regard to the reservation of quota of Class-II, III and IV posts for Scheduled Castes ?

(b) Whether the Government orders for filling up the posts through direct recruitment, promotion and in ad hoc recruitment are being complied with strictly ? If not the reasons therefor ?

Class-I

1. The percentage of shortfall of Class-I post reserved for scheduled Castes/Scheduled Tribes persons in the Agriculture Department during the year 1975-76, 1976-77 and 1977-78 was 100%. The Department has given the reasons to justify the shortfall. That when an advertisement is made the Scheduled Castes, candidates are not available in the market for these posts.

Reply

The recommendation contained in the various reports issued from time to time by the Commissioner for scheduled Castes and Scheduled Tribes are being implemented in so far as they relate to the Agriculture Department.

In accordance with the instructions of Government 20% postes are reserved for the Scheduled Castes.

The Government orders for filling up the posts reserved for Scheduled Castes/Scheduled tribes through direct recruitment, promotion and in ad hoc recruitment are being complied with strictly.

The Committee therefore, would like to know the details of all such Class-I posts i.e. their designations and the qualification prescribed for these posts.

The Committee would like to know :—

- (i) The dates on which the Class-I posts were advertised last ?
- (ii) What were the qualifications prescribed for those posts ?
- (iii) How many scheduled Castes and Scheduled tribes Candidates applied for the said posts and what were their qualifications ?
- (iv) What is the number of those candidates who were called for interview and what were their qualifications ?

Class-II

The committee would also like to know :—

1. Whether any advertisement was made to fill the remaining Class-II posts, if so, when ?
2. What are the reasons for not advertising all the six Class-II posts together ? Why only one post was advertised by the Public Service Commission when six

24.10.1975

- (i) M. Sc. in Agriculture from a recognised Indian or Foreign University.
- (ii) Five years practical experience in Agriculture Research or extension after acquiring the minimum qualifications
- (iii) Adequate Knowledge of Hindi :—

The information is not available in this office and has been called for from the Haryana Public Service Commission. The same will be supplied as soon as received.

- (iv) 47, Candidates; Rest of the information will be supplied on receipt from the Haryana Public Service Commission.

The advertisement was made by the Commission on 12.5.1976 (closing date 21.6.76) for filling up 24 posts of soil testing officers in which 5 posts were reserved for scheduled castes candidates.

Another one post of Assistant Geologist, reserved for Scheduled Castes was advertised in July, 1978. The nomenclatures of the posts of Soil Testing Officer and

posts were lying vacant for Scheduled Castes/Scheduled Tribes persons ?

How many candidates appeared in the interview in response to the advertisement made by the Commission and how many of them fulfilled the requisite qualifications ?

4. What are the details of conditions and qualifications prescribed for these class-II posts which are lying unfilled ?

Assistant Geologist are different. They also carry different type of duties. As such all the six posts could not be advertised together.

This information will be supplied on receipt from the Haryana Public Service Commission.

In the first instance no post of Soil Testing Officer out of 5 posts reserved for Scheduled Castes was filled. Again these posts were advertised by the commission in April, 1978 and only 17 candidates were called for interview for these posts. 13 Candidates were selected for these posts. No Scheduled Caste candidate was selected. The remaining sixth post reserved for Scheduled Castes (Assistant Geologist) was re-advertised by the Commission in July, 1978. The recommendation of the H.P.S.C. is still awaited.

The qualification and experience of Soil Testing Officer and Assistant Geologist are given below :—

Soil Testing Officer

1. IInd Class-M.Sc. Soil Science/Agriculture Chemistry or IInd Class M.Sc. Chemistry.
2. Adequate Knowledge of Hindi.

Assistant Geologist

1. At least 2nd class M.Sc. geology preference will be given to experienced hands. Adequate Knowledge of Hindi.

Class III

1. The committee would further like to know whether during the year 1976-77 and 1977-78 all the Class-III posts, for which scheduled castes/scheduled tribes candidates were not available, were of technical nature? If so, give their number and other details i.e. designations and qualifications prescribed for the same.

2. Whether any non-technical Class-III posts remained vacant during the period from 1975-76 to 1977-78. If so, why these have not been filled up during the period from 1975-76 to 1977-78 so as to make up the shortfall of 52%.

Class IV

What are the reasons for shortfall of percentage of Class-IV employees in your Department when number of scheduled castes people can easily be available to make up the percentage reserved for the scheduled castes/scheduled tribes people?

2. Who is responsible for not filling the class-IV posts as a result of which that shortfall of percentage increased from 3½% to 48% in the year 1976-77 and the shortfall was not made up in the year 1977-78.

Most of the posts for which scheduled castes/scheduled tribes candidates were not available during the year 1976-77 and 1977-78 were of technical nature. The information regarding details of technical staff and qualifications are given in Annexure-II and III.

The shortfall of 52% cannot be filled up due to the reasons as stated in para I above. The scheduled castes/scheduled tribes candidates were not available for filling up the Technical posts during the years 1975-76 to 1977-78.

The percentage of shortfall in Class-IV employees is not much as already indicated in the material supplied relating to reservation of scheduled castes people in this Department. The Class-IV posts are mostly filled up by the sub offices of this Department. They have again been directed to adhere to the Government instructions strictly and make up the deficiency in this respect.

The percentage as shown against Class-IV posts during the year 1976-77 in the material supplied by the Department is 4% only and not 48% as indicated in the questionnaire.

Statement Showing the Details of Technical Staff

Sr. No.	Designation	1976-77	1977-78
1.	Technical Assistant (G.W.C.)	8	8
2.	—do— (Stat.)	48	48
3.	—do— (Engg.)	16	16
4.	Surveyors	26	26
5.	Agricultural Development Officers	871	871
6.	Technical Assistant	53	53
7.	Sectional Officers (G)	17	17
8.	Agricultural Sub-Inspector	784	784
9.	Misc. categories i.e. Draftsman, Jr. Scientific Assistant, Drivers, AEO Printers, Automobile Mechanics, Patwari, Driller, Well Supervisors. etc. etc.	485	521
			883

Qualifications of Technical Staff

Sr. No.	Designation of the Post	Academic Qualifications
1.	Technical Assistant (Engg.)	(i) B. Sc Agriculture Engineering. (ii) Hindi upto Matric. (iii) Six months experience of working in some office processing Technical date in some private/Govt. offices.
2.	Technical Assistant (Design)	(i) Degree in Mechanical Engg. (ii) Diploma in Mech. Engg. and two years experience.
3.	Technical Assistant (Hydrology)	(i) M. Sc./M. Tech. in Geology. (ii) Graduate in Civil Engineering.
4.	Technical Assistant (Biology)	(i) M. Sc. Biology/Hydrology,
5.	Agricultural Development Officers	(i) B. Sc. Agril. (ii) Hindi upto Matric.
6.	Sectional Officer (G)	(i) Diploma in Civil Engineering. (ii) Hindi upto Matric.

Sr. No.	Designation of the Post	Academic Qualifications
7.	Surveyors	(i) Matric with certificates in survey from I.T.I. (ii) Hindi upto Matric. (iii) Persons having experience either in a Govt. or a Private Institution will be given preference.
8.	Draftsman	(i) Matric with two years certificate of Draftsman (Civil/Mechanical) from a recognised institution.
9.	Junior Scientific Assistant	(i) At least 2nd class Matric with science. (ii) Hindi upto Matric.