



HARYANA VIDHAN SABHA

SEVENTH REPORT

OF THE

Committee on the Welfare of  
Scheduled Castes and Scheduled Tribes

Presented to the House on the 3<sup>rd</sup> March, 1982

HARYANA VIDHAN SABHA SECRETARIAT,  
CHANDIGARH  
MARCH, 1982.

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

**1981—82**

**Chairman**

1. Captain Mange Ram, M.L.A.

**Members**

2. Shri Bhagi Ram
3. Shri Gaya Lal
4. Shri Ishwar Singh
5. Shri Jai Narain Khundia
6. Shri Karam Singh
7. Shri Lehri Singh Mehra
8. Shri Narain Singh
9. Shri Prit Singh Rathee

**Secretariat**

- |                         |                 |
|-------------------------|-----------------|
| 1. Shri Raj Krishan     | Secretary       |
| 2. Shri Chander Parkash | Under Secretary |

## INTRODUCTION

1. I, the Chairman of the Committee on the welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee in this behalf, present this report on the grant of various benefits to the members belonging to the Scheduled Castes and Scheduled Tribes as also on their reservation/representation in the Public Works (B&R) Department and Welfare of Scheduled Castes and Backward Classes Department.

2. The Committee examined the Administrative Secretaries and the representatives of the above said 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 are thankful to the Heads of the Public Works (B&R) Department and their representatives who appeared before the Committee for oral examination. The Committee places on record the commandable services rendered by the Secretary and other Secretariat staff of the Haryana Vidhan Sabha to them in their deliberations.

Chandigarh,  
The 8th March, 1982.

CAPTAIN MANGE RAM,  
CHAIRMAN

## REPORT

In pursuance of the rule 260-A of the Rules of Procedure and Conduct of Business in the Haryana Legislative Assembly the Committee on the Welfare of Scheduled Castes and Scheduled Tribes was constituted by the Haryana Vidhan Sabha by election vide notification dated 21st April, 1981.

2. Capt. Mange Ram, M.L.A., was nominated Chairman of the Committee by the Hon. Speaker.
3. The Committee held 46 sittings upto 31st March, 1982.
4. The Committee visited Nagaland, Manipur, Meghalaya and Sikkim States from 24-8-1981 to 6-9-1981, to study the measures taken by the above States for the Welfare of Scheduled Castes and Scheduled Tribes.
5. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes of Gujarat Assembly visited the Haryana State and held useful discussions with its counterpart.

The first meeting of the Committee was fixed on 8th May, 1981 in the Committee Room of the Haryana Vidhan Sabha Secretariat. The Secretary Vidhan Sabha explained to the Committee its scope and functions etc. The Committee in its meeting desired that the material for framing the questionnaire of the various departments may be asked at the earliest. As a result of this decision of the Committee the Vidhan Sabha Secretariat requested the following departments to supply the material as early as possible :—

1. Education Department;
2. Cooperation Department;
3. Public Works (B&R) Department;
4. Development and Panchayats Department;
5. Transport Department; and
6. Social Welfare Department.

The Committee in its meeting held on 30-11-1981 framed the Questionnaire on the material received from the Cooperation Department and the same was sent to the Commissioner and Secretary to Govt., Haryana, Cooperation Department on 3-12-1981 with a direction "to supply 35 copies of the replies which should be complete and precise to the questionnaire to this Secretariat for use of the members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes within one week from the date of the receipt of this communication positively." The Committee did not receive any reply in this regard from the Commissioner and Secretary to Government Haryana, Cooperation Department till 4th Jan., 1982. The Haryana Vidhan

Sabha Secretariat issued the reminder on 4th and 18th January, 1982 respectively to the Commissioner and Secretary to Government, Haryana, Co-operation Department with a request to supply the desired information.

The Committee regret to note that the Government did not take any action whatsoever to supply the replies to the Questionnaire framed by the Committee till the finalization of this report.

Similarly, the Committee in its meeting held on 24-12-1981 framed the questionnaire on the material received from the Education Department. The Vidhan Sabha Secretariat on the desire of the Committee requested the Commissioner and Secretary to Govt. Haryana, Education Department to supply 35 copies of the replies complete in all respect for the use of the members within one week from the date of the receipt of the communication from the Vidhan Sabha Sectt.

The Committee regret to note that no information was sent to the Committee by the Education Department till the finalization of this report.

As a result of the decision of the Committee, Vidhan Sabha Secretariat requested to the Commissioner and Secretary to Government Haryana Development and Panchayats Department on 13-5-1981 to supply to this Secretariat 30 copies of the statement showing the reservation/representation of Scheduled Castes and Scheduled Tribes in the Development and Panchayats Department for the use of the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes within a fortnight from the date of the receipt of the communication positively. The Committee did not receive any reply in this regard from the Commissioner and Secretary to Government Haryana, Development and Panchayats Department till 22-6-1981. After that the Haryana Vidhan Sabha Secretariat issued the reminders on 22-6-1981 and 8th July, 1981 respectively to the Commissioner and Secretary to Govt. Haryana Development and Panchayats Department with a request to supply the desired information. Accordingly, the Commissioner and Secretary to Government Haryana, Development and Panchayats Department supplied the information in respect of only the officers/officials working at the Headquarter and has further informed that the desired information in respect of the employees working in the district offices will be supplied in due course of time.

The Committee regret to note that the Department did not take any action whatsoever to supply the desired information to the Committee even after lapse of about 8 months till the finalization of this Report by the Committee.

The Committee take a very serious view of not supplying the replies by the Departments well in time and therefore recommend that the Heads of Departments should make all efforts in supplying the requisite information to the Committee within a month positively so that the work of the Committee may not be held upon this account in future.

The Committee further desired that the Chief Secretary to Government Haryana may also send a circular to Heads of the Departments of the Government of Haryana to supply the desired information to the Committee within a month positively and if the Heads of the Departments find any

difficulty in this regard then they should bring their difficulties to the notice of the Committee.

### **Public Works (B & R) Department**

The Committee in its meeting held on 13th May, 1981, desired that material pertaining to the Public Works (B & R) Department of the Govt. of Haryana may be asked for with a view to frame the Questionnaire thereon. The Committee in its meeting held on 13th Jan., 1982 framed the Questionnaire on the material received from the Department and the Vidhan Sabha Secretariat requested the Department to supply the replies to the Questionnaire within one week from the date of the receipt of the communication positively. The Department sent the replies to the Committee vide its letter No. 1488E-3, dated 25th Jan., 1982. As a result of the receipt of the replies the Committee examined the Department Orally on 3rd and 15th Feb., 1982.

The Committee in one of its meetings desired whether the orders of the Government of Haryana for filling up the posts through direct recruitment, promotion and any ad-hoc recruitment and also in respect of reservation of quota in class I, II, III and IV posts for the persons belonging to Scheduled Castes are being strictly complied with. The Departmental representatives during the course of oral examination assured the Committee that the orders/instructions of the Govt. of Haryana are being complied with strictly.

The Committee further desired that Public Works (B&R) Department be asked to Supply the information regarding the number of posts filled up in class I, II, III and IV separately since the formation of the State (a) through direct recruitment and (b) by promotion and out of them how many posts were filled up by Scheduled Castes candidates. The Department in its written statement supplied a copy of the statement showing the above desired informatton which has been given as Annexure 'A'.

The Committee recommend that the Department should take adequate and effective steps to ensure that the Govt. policy and instructions issued from time to time regarding reservation in services and posts for Scheduled Castes and Scheduled Tribes are followed scrupulously. The Committee further recommend that the Department should make vigorous efforts to make up the deficiency in the representation of Scheduled Castes and Scheduled Tribes in all the categories of posts since inception of Haryana State in 1966.

<p><b>Shortfall of percentage in posts.</b></p>	<p>The Committee asked the Department to state the reasons for the shortfall in the representation of Scheduled Castes in all the class of Services. The Department in its written reply clarified that the recruitment under all the categories is made through the Haryana Public Service Commission (Class I &amp; II)/S.S.S. Board (Class III) and employment exchange (Class IV) and as such the recruitment under all categories entirely depends upon the recommendations of the above agencies. While sending the requisition to the above agencies this Department as per Government instructions invariably indicates the category-wise break-up i.e. general category and reserved categories.</p>
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The Committee is constrained to note that the Haryana Public Service Commission and S.S.S. Board, Haryana has not taken any efforts to fill up the vacant posts on the demand of the Public Works (B & R) Department inspite of repeated requests made by the Department. The Committee takes a serious view of it and recommend that the Government should take suitable measures to direct Haryana Public Service Commission and S.S.S. Board Haryana to hasten the steps for recruiting the persons in various categories of posts for which the requisition/demand has already been made by the Department. The Committee directs the Government that the shortfall regarding the reservation of posts for Scheduled Castes candidates may be made up as early as possible and the reserved posts may not remain vacant for an unnecessarily long period. The steps taken by the Department in this regard may be intimated to the Committee.

The Committee further recommend to the Government that a separate Public Service Commission/S.S.S. Board may be set up for the recruitment of Scheduled Castes and Scheduled Tribes so that the reserved posts may be filled up within the shortest possible period.

<b>Quarterly Returns</b>	During the course of Oral Examination of the Departmental representatives, it came to the notice of the Committee that quarterly returns which may depict an upto date position regarding the representation of Scheduled Castes in the Department was not being submitted timely by the Public Works (B&R) Department.
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The Committee, therefore, recommend to the Govt. that due care should be taken to ensure that it may be submitted regularly and punctually in the prescribed form in future.

<b>Govt. Instructions in respect of promotions.</b>	During the course of oral examination of the Departmental representatives, it came to the notice of the Committee that no promotion of Scheduled Castes Candidates was made from one cadre to another cadre in the same class in the recent promotions made by the Department in various categories of posts.
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The Committee are pained to note that there is a huge shortfall in the representation of Scheduled Castes in various categories of posts in the Department.

On being asked the reasons therefor, the departmental representative stated that the promotion is made strictly according to the instructions of the Government issued from time to time. The Department stated that the instructions issued by the Chief Secretary to Govt. Haryana on the 9th Feb., 1979 in this regard is as under :—

“In the case of posts to be filled up by way of promotion, the benefit of reservation should be given where the basis of promotion is seniority-cum-merit and the benefit of reservation should not be made available where promotion is to be given on the basis of seniority-cum-fitness.”

The Departmental representatives further stated that promotion to

non-gazetted posts is made on the basis of seniority cum-fitness and hence no reservation is made.

The Committee could not understand this logic of fitness. The standard of fitness may vary from a man-to-man. There should be a uniform criterion/definition of this 'fitness' and it should not be adhered to in the case of Scheduled Castes and Scheduled Tribes otherwise these people will not be able to get the benefit in Government Service.

The Committee feel that the present instructions of the Government governing the promotion cases in the Public Works (B & R) Department are a stumbling block in the way of fulfilment of reservation of quota in promotional posts for Scheduled Castes and Scheduled Tribes.

The representatives of the Welfare of Scheduled Castes and Backward Classes Department informed the Committee that the Govt. of India have also provided reservation in promotions where promotions are made on seniority subject to fitness vide its circular letter No. OM 27/2/71-ESTT (SCT) dated 27-11-1972. The Committee feels that the State Govt. should also confirm to the line adopted by Govt. of India and should provide reservation in promotions where promotions are made on the basis of seniority subject to fitness.

The Committee, therefore, strongly recommend that the relevant instructions issued by the Chief Secretary to Govt. Haryana be so amended as to allow the reservation in promotions in various categories of posts for Scheduled Castes Employees in the Department so that this deficiency could be made up at an early date.

The Committee are of the view that Department should take vigorous steps to give due representation to the members of Scheduled Castes and Scheduled Tribes in promotions. For this purpose, the Department should explore the possibility of giving some relaxation in Govt. instructions/service rules in the case of persons belonging to the Scheduled Castes and Scheduled Tribes and action taken thereon may be informed to the Committee.

During the course of oral examination, the departmental representatives

**Link roads to Harijan Bastis.**

stated that it has now been decided to extend the link roads from villages periphery to Harijan Bastis where the population of Scheduled Castes is more than 51% and the estimates in this respect are being sent to

Government for sanction/approval.

The Committee feel that limit of 51% is very high and it should be reduced to 20% so that maximum Harijan Bastis may be linked with roads in the State of Haryana. The Committee, recommend that a survey of such Bastis where the population of Scheduled Casts is 20% may be conducted at a very early date in the State for this purpose. The Committee, further recommend that a date bound programme, after considering the said survey report, may be chalked out by the Government to improve the existing arrangements by constructing the roads from village periphery to Harijan Bastis within the shortest period. The action taken by the Government on this recommendation of the Committee, may be informed accordingly.

**Special Coaching in  
Technical recruit-  
ment.**

While examining the point regarding the non-availability of Scheduled Castes candidates for Technical posts in the Public Works (B&R) Department the Committee desired that Special training may be given to the Scheduled Castes persons so that there may not be shortfall of Scheduled Castes candidates on the Technical posts. The Committee further recommend that to wipe out the non-availability of technical persons in the Public Works (B&R) Department, the Department should approach the Government to direct the Industrial Training Department and Polytechnic Institutions of the State to start the special training/coaching for Scheduled Castes Candidates in these institutions so that they may be able to get appointments on various technical posts. The Committee further desired that the efforts made by the Department in this direction may also be communicated to the Committee within the shortest period.

**Reserved posts  
lapsed.**

The Committee in one of its meeting desired that the Department should supply the information in respect of short-fall of candidates belonging to Scheduled Castes in all categories of posts i.e. from I to IV and the reserved posts lapsed due to non-availability. The Department in its written reply supplied a copy of the Statement showing the yearwise reserved 328 posts lapsed which has been given in Annexure 'B'. The Committee further desired that the names of posts may also be given which lapsed in the Department during the past years. The departmental representatives stated before the Committee that the following posts lapsed during the years 1969-70 to 1980-81 :—

1. Junior Engineer (Civil).
2. Junior Engineer (Mechanical).
3. Junior Engineer (Electrical).
4. Junior Engineer (Horticulture).
5. Ministerial Staff i.e. Assistant, Clerks, Draftsmen and Road Inspectors etc.

After going through the statement supplied by the Department and the explanation given by the Department during the course of oral examination, the Committee observed that the department has not taken serious pains and troubles to fill up the posts particularly ministerial ones, right from the year 1969-70. It appeared that the department took the entire matter very casually. When the representatives of the department were asked to explain the reasons for the lapse of these posts particularly in the ministerial posts, they could not give a satisfactory reply. The same was the position also in regard to backlog of ministerial posts. The Committee also observed that there is also considerable delay on the part of the Haryana Public Service Commission and S.S.S. Board, Haryana for not recommending the names of Scheduled Castes candidates in the various categories of posts in the Public Works (B&R) Department.

The Committee, therefore, recommend to the Government that the responsibility of the officer (s) concerned for not implementing the recommendations may be fixed and the Committee be informed of the action taken.

The Committee further recommend that necessary steps may be taken immediately by the Haryana Public Service Commission and S.S.S. Board, Haryana to make up the deficiency of Scheduled Castes candidates as early as possible so that posts may not lapse in future on account of non-availability of Scheduled Castes candidates.

### **Welfare of Scheduled Castes and Backward Classes Department.**

The Commissioner and Secretary to Govt. Haryana Welfare of Scheduled Castes and Backward Classes Department

#### **Enhancement of plan outlay for the welfare of Scheduled Castes.**

was orally examined by the Committee on 29th October, 1981. During the course of oral examination the representatives of the department informed the committee that the plan outlay for the welfare of Scheduled Castes and Backward Classes Department is 212.65 lakhs out of the plan outlay 299.00 crores of the State for the year 1981-82 which comes to 0.7%. They also informed the Committee that various State Governments have allocated higher proportion of plan outlay for the welfare of Scheduled Castes and Backward Classes out of their total State plan. The Committee feel that in order to accelerate the department of Scheduled Castes in the State of Haryana the plan outlay of the welfare of Scheduled Castes and Backward Classes Department should be enhanced to 2% of the total plan outlay of the State.

During the course of oral examination of the representatives of the

#### **Strengthening of the field agencies of the Welfare Department.**

Welfare of Scheduled Castes and Backward Classes Department, the Committee was informed that the number of functionaries in the field of the department is not consistent with the base of the developmental programmes taken by the department in particular and the State in general. The representatives of the Department also informed that there is a single man office of the Tehsil Welfare Officer in the State at Tehsil level and in his absence the office remains closed and the persons belonging to Scheduled Castes have to face the problems of meeting the concerned official to ventilate their grievances. Similarly, the office of the District Welfare Officer has a skeleton staff. The Committee after hearing the departmental representatives recommend to the Government that the field agencies of the Welfare of Scheduled Castes and Backward Classes Department be suitably strengthened to carry on the implementation of the programmes for Scheduled Castes at the field level.

The departmental representatives also pointed out to the Committee

#### **Educational concessions/facilities for Scheduled Castes Candidates.**

that the facilities like Book grants, uniform and scholarships given to the students belonging to Scheduled Castes are not available to them well in time. The Committee therefore, recommend that the State Government should streamline the implementation of the Educational schemes in such a way so that the Scheduled Castes students may get the scholarship quarterly and the uniforms and Book grants may be disbursed to the eligible students within two month of the commencement of the academic session. The action taken by the Govt. on these recommendations may kindly be intimated to the Committee at the earliest.

*Examination of Caste*

**Implementation of General Recommendations contained in fourth Report of the Committee.**

1. The Chief Secretary to Govt. Haryana was called for oral examination on the 4th Aug., 22nd Oct., and 5th Nov., 1981, regarding the implementation of General recommendations contained in the 4th Report of the Committee.

During the course of oral examination the Committee pointed out that the candidates belonging to Scheduled Castes and Scheduled Tribes have been generally rejected without giving any reason for their rejection. The Committee desired that a list of rejected candidates belonging to Scheduled Castes and Scheduled Tribes alongwith the grounds of rejection may be published, alongwith the list of selected candidates, to prove that Scheduled Castes and Scheduled Tribes candidates were rightly rejected for the reserved posts. On this observation of the Committee, the Chief Secretary assured the Committee that he would discuss it with Secretary, Haryana Public Service Commission and Secretary, S. S. S. Board, Haryana and appropriate steps will be taken in this regard. The Chief Secretary further assured the Committee that he would also look into the matter and action will be taken against the erring officer, who for reasons best known to him rejects the candidates belonging to Scheduled Castes and Scheduled Tribes possessing equal qualifications and experience for ad-hoc appointment. The Committee, therefore, desired that the steps taken on this observation of the Committee may be communicated to the Committee.

2. During the course of oral examination of the Chief Secretary the members of the Committee raised a point regarding the shortfall of reservations of Scheduled Caste candidates in the various categories of posts in almost all the departments of Govt. of Haryana. The Committee was informed that a separate cell headed by an officer has been created in the Welfare of Scheduled Castes and Backward Classes Department to watch the implementation of policy of reservation in services and posts under the State Government. The Committee, therefore, recommend that a quarterly report be supplied to the Committee prepared by the above said cell so that the Committee may examine the progress in this behalf.

3. The Committee in its meeting held on 27th May, 1981 decided to orally examine the representatives of the Cooperation Department in regard to implementation of recommendations made by the Committee in its Third Report.

The Committee orally examined the Commissioner and Secretary to Government Haryana, Cooperation Department on the 23rd June and 30th June, 1981. During the course of oral examination, the Committee observed that there is a huge shortfall in the percentage of Scheduled Caste Employees in each category of posts in the Cooperation Department. The Committee further desired that a copy of statement showing the position of all categories of staff viz-a-viz the position of staff maintained belonging to Scheduled Castes in this Department as well as the appointments made by direct recruitment and by promotion upto 31-3-1981 may be supplied to enable the Committee to satisfy itself that the shortfall in respect of representation of Scheduled Castes and Scheduled Tribes persons is being made up speedily. Accordingly, the Department supplied a copy of the above said statement. After going through the statement as supplied by the Department the

Committee was not satisfied with the reply furnished by Department about the non-availability of Scheduled Castes candidates with the S.S.S. Board, Haryana. The Committee further observed that the Board has sent a list 98 candidates out of which only 7 candidates were belonging to Scheduled Castes. This was certainly against the policy of the Govt. and the Committee takes a strong view of it.

The Committee, therefore, recommend that S.S.S. Board, Haryana should take earnest efforts to make up the deficiency about the non-availability of Scheduled Castes candidates in the Department within the shortest possible time. The Committee also desired that the steps taken by Board in this direction may be intimated to the Committee.

<b>Twenty point programme-granting of Loan.</b>	The Committee in its Third Report recommended to the Government that keeping in view of the 20 point economic programme of our Prime Minister, cheap and easy credit facilities should be provided to the members of Scheduled Castes and Scheduled Tribes and weaker sections of the society.
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During the course of discussion with the representatives of the Social Welfare Department the Committee pointed out that loan facilities to the Scheduled Castes is not available due to the condition of personal surety as the poor people can't give personal surety for obtaining the loan. The Committee, therefore, recommend to the Government that the condition of personal surety should be substituted by mutual surety from amongst the members of society as every member can't give personal surety. By doing this, the loan facilities will be made available to a larger number of Scheduled Castes persons and weaker sections of the society.

### GENERAL RECOMMENDATIONS

<b>Late Receipt of the material.</b>	Though the questionnaire were sent to the Department much earlier, replies to the questionnaire were received either on the date of the meeting itself or on the day preceding that on which the replies were to be considered by the Committee. As a result, copies of the material received from the Departments could not be supplied to the Members of the Committee for their study well-ahead of the date of meeting. The Committee take a very serious view of such inordinate delay in supplying the information as it entails not only the valuable time of the Committee but also tells heavily upon the public exchequer. The Committee, therefore, express great concern about it. The Committee strongly feel that if such state of affairs is allowed to continue then the very purpose for which the Committee has been setup would be completely frustrated. <u>The Committee, therefore, recommend that the concerned Departments should send the replies at least 7 days in advance of the date fixed for the meeting so that justice can be done in the examination of the replies of the Departments.</u>
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2. The Committee, in its meeting held on 3rd February, 1982, desired that a quarterly report regarding shortfall of candidates belonging to Scheduled Castes in respect of all categories i.e. I to IV may be supplied for the information of the Committee. Accordingly, the Director, Welfare of

Scheduled Castes and Backward Classes, Haryana Supplied quarterly report ending 30.9.1981 which has been given as Annexure 'C'. The Committee noted with regret that the shortfall persisted in the following departments even after three decades of the enforcement of the Constitution :—

1. Local Fund Examiner;
2. Director of Lotteries, Haryana;
3. Director of Sports,
4. Director, Food and Supplies;
5. Advocate General, Haryana;
6. Director, Public Relations;
7. Labour Commissioner;
8. Chief Conservator, Forest. W.L.
9. D.C. Faridabad;
10. D.C. Rohtak;
11. D.C. Bhiwani;
12. D.C. Kurukshetra;
13. D.C. Karnal;
14. D.C. Sonapat;
15. Commissioner, Ambala Division;
16. I.G. Prison, Haryana;
17. Secretary to Governor;
18. Town & Country Planning;
19. D.C. Sirsa;
20. E.S.A. Department;
21. Director, Prosecution;
22. Director, Agriculture;
23. Transport Controller;
24. Registrar (Cooperative);
25. Commandant, Home Guard;
26. Legal Remembrancer;
27. Milk Commissioner;
28. Deputy Secretary (Rehabilitation);
29. Director, Election Local Bodies;
30. Director, Animal Husbandry;
31. Chief Secretary to Government, Haryana;

32. Director Panchayats;
33. Controller, Printing and Stationery;
34. Director (Consolidation),
35. Director Industrial Training;
36. D.C. Jind
37. Director, Archiology;
38. Chief Conservator (Forest);
39. Director, Employment,
40. Controller of Stores ;
41. Director, Ayurvedic;
42. Excise and Taxation;
43. Advisor, Civil Aviation;
44. Director, Health Services;
45. Commissioner and Secretary to Govt. Hr., Finance Department;
46. Engineer-in-Chief, Irrigation Department;
47. Chief Electrorate Officer;
48. Director, Fisheries;
49. Haryana, Public Service Commission;
50. Director, Welfare Department.

The Committee desired that the Government should make serious efforts to make up the deficiency in respect of the recruitment of Scheduled Caste candidates within the minimum possible time and the action taken in this regard be intimated to it at the earliest.

## ANNEXURE--'A'

Class	Total No. of employees recruited	Through direct recruitment	By promotion	Scheduled Castes candidates
I	158	5	153	—
II	325	213	112	9
III	3502	2579	923	310
IV	2826	2785	41	1223

## ANNEXURE—'B'

## Statement showing the yearwise Reserved Posts Lapsed

Name of cadre	1969-70	1970-71	1971-72	1972-73	1973-74
1. Junior Engineer (Civil)	—	—	—	16	—
2. Junior Engineer (Mechanical)	—	—	—	—	—
3. Junior Engineer (Electrical)	—	—	—	—	—
4. Junior Engineer (Hort.)	—	—	—	—	6
5. Headclerk/Head Assistants	—	1	—	—	—
6. Headclerk (Elec. and Mech.)	—	—	—	—	—
7. Circle Superintendent	—	—	—	—	—
8. Ministerial posts Headquarters	—	—	5	—	10
9. Drawing Establishment (Civil)	1	5	8	8	11
<b>Hissar Unit</b>					
10. Clerks	—	—	—	—	3
11. Stenotypists	—	—	—	—	—
12. Tracers	—	—	—	1	—
13. Accounts Clerks	—	—	—	—	—
14. Sub Divl. Clerks	—	1	1	—	2
<b>Ambala Unit</b>					
15. Clerks	—	—	4	—	2
16. Sub Divl. Clerks	—	—	—	5	4
17. Stenotypists	—	1	—	—	—
18. Road Inspectors	—	—	—	—	2

1974-75	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	Total
—	72	—	—	—	—	—	88
—	11	—	—	—	—	—	11
6	3	—	6	—	—	—	15
—	—	—	—	—	—	—	6
1	—	1	—	—	—	—	3
—	1	—	—	—	—	—	1
1	—	—	—	—	—	—	1
—	4	—	1	—	2	3	25
—	10	—	—	—	—	6	49
—	—	—	—	—	—	—	3
—	—	—	—	—	—	1	1
—	—	—	—	—	—	—	1
1	2	—	1	1	—	—	5
3	3	—	—	—	—	—	10
3	—	—	—	—	—	6	15
2	2	—	—	—	—	—	13
—	—	—	—	—	—	—	1
—	—	—	—	—	2	1	5

Name of cader	1969-70	1970-71	1971-72	1972-73	1973-74
19. Tracers	—	—	2	1	—
20. Accounts Clerks	—	—	2	2	1
21. Stenographers	—	—	—	—	—
22. Kanungos	—	—	—	—	—
<b>GURGAON UNIT</b>					
23. Clerks	—	6	—	—	8
24. Clerks (Rohtak Circle)	—	—	2	—	—
25. Sub Divil. Clerks	—	2	—	—	2
26. Accounts Clerks	—	2	—	—	1
27. Tracers	3	—	—	—	2
28. Tracers (N.H. Faridabad)	—	—	—	—	—
29. Road Inspectors	—	—	2	6	—
30. Stenotypists	—	1	2	1	—
<b>Electrical Circle</b>					
31. Clerks	—	—	—	—	—
32. Stenotypists	—	—	—	—	—
33. Road Inspectors promoted from Works Mistries	—	—	—	—	—
34. Stenotypists (Rohtak Circle)	—	—	—	—	—
<b>TOTAL</b>	<b>4</b>	<b>19</b>	<b>28</b>	<b>39</b>	<b>54</b>

1974-75	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	Total
—	2	—	—	—	—	—	4
—	—	2	—	2	1	1	11
—	1	—	—	—	—	1	2
—	—	1	—	—	—	—	1
—	—	—	—	—	—	—	14
—	—	—	—	—	—	—	2
—	2	—	—	—	—	2	8
—	—	—	—	—	—	—	3
—	—	—	—	—	—	—	5
—	—	1	—	—	—	—	1
—	—	—	—	—	1	—	9
—	—	—	—	—	—	—	4
—	—	5	—	—	—	—	5
—	—	—	—	1	—	—	1
—	1	—	—	3	—	—	4
—	—	—	—	1	—	—	1
17	114	10	8	8	6	21	328

## ANNEXURE—'C'

Quarterly Report Regarding Reservation of Posts in Services for the  
Candidates Belonging to Scheduled Castes and Backward Classes  
Quarter ending 30.9.1981.

WELFARE OF SCHEDULED CASTES AND BACKWARD  
CLASSES DEPARTMENT, HARYANA, CHANDIGARH.

Sr. No.	Name of the Department	Total No. of employees				Total No. of Sch. Castes			
		I	II	III	IV	I	II	III	IV
1.	Local Fund Examiner	1	41	272	33	—	—	34	8
2.	Director, Lotteries	—	5	29	6	—	—	3	2
3.	Director of Sports	2	38	73	65	—	1	8	33
4.	Director Food and Supplies	4	45	1247	202	—	4	171	78
5.	Advocate General	5	2	47	12	—	—	6	5
6.	Director, Public Relations	7	31	396	251	—	2	56	60
7.	Labour Commission- er	10	20	211	126	—	4	32	45
8.	Chief Conservator Forest W. L.	—	1	14	54	—	—	1	12
9.	D. C. Faridabad	5	3	114	50	2	1	13	13
10.	D. C. Rohtak	—	—	128	85	—	—	27	15
11.	D. C. Bhiwani	—	—	140	98	—	—	20	25
12.	D. C. Kurukshetra	6	5	142	71	1	1	14	18
13.	D. C. Karnal	—	—	143	76	—	—	26	26
14.	D. C. Sonapat	—	—	119	62	—	—	17	16
15.	Commissioner Ambala Division	1	1	27	14	1	—	5	2
16.	I. G. Prison	—	29	631	95	—	2	117	64
17.	Secy. to Governor	5	2	25	65	—	—	2	21
18.	Town & Country Planning	40	—	328	125	—	—	44	35
19.	D. C. Sirsa	—	—	221	12	—	—	35	5

Total No. of Backward Classes				Percentage.							
				Scheduled Caste				B. Classes			
I	II	III	IV	I	II	III	IV	I	II	III	IV
—	1	11	1	—	—	12.5	24.2	—	2.2	4.1	3.1
—	—	—	—	—	—	10.2	33.0	—	—	—	—
—	2	7	8	—	2.3	10.9	50.0	—	6.0	9.6	9.0
—	—	80	24	—	9.0	13.7	39.9	—	—	6.4	12.0
—	—	3	2	—	—	12.7	27.7	—	—	6.4	11.1
—	4	64	25	—	6.0	9.0	24.0	—	13.0	11.0	10.0
—	—	25	5	—	20.0	18.1	36.0	—	—	11.8	4.0
—	—	1	5	—	—	7.1	22.2	—	—	7.1	9.25
—	—	10	6	40.0	33.0	11.0	26.0	—	—	9.0	12.0
—	—	13	6	—	—	21.0	18.0	—	—	10.0	7.0
—	—	12	11	—	—	14.2	25.5	—	—	8.5	11.2
—	—	11	7	16.6	20.0	9.8	25.2	—	—	8.3	9.7
—	—	13	10	—	—	18.0	34.0	—	—	9.2	14.1
—	—	7	10	—	—	14.0	26.0	—	—	5.2	16.0
—	—	—	1	100.0	—	19.0	14.0	—	—	—	7.0
—	—	24	4	—	7.1	68.0	18.5	—	—	3.8	4.2
—	1	3	15	—	—	8.0	32.0	—	50.0	12.0	23.0
—	—	19	11	—	—	13.4	28.0	—	—	5.7	8.8
—	—	29	2	—	—	14.4	41.6	—	—	13.1	16.6

1	2	3	4	5	6	7	8	9	10
20.	Director Land Record	1	—	20	8	—	—	4	2
21.	E.S.A Deptt.	9	31	284	59	—	4	44	15
22.	Director, Prosecution	22	35	186	34	1	1	20	8
23.	Director, Agriculture	57	297	3638	1720	1	3	320	315
24.	Director, Industries	6	37	462	174	—	—	72	57
25.	Chief Archi. tech.	24	13	100	32	—	—	13	8
26.	Transport Controller	5	52	11791	1456	—	2	1371	420
27.	Registrar Cooperative	28	70	1763	313	3	8	256	77
28.	Under Secy. to Govt. Hr. Local Deptt. (Fire Unit)	—	—	6	1	—	—	—	1
29.	Commandant, Home Guard	4	13	343	91	—	—	46	26
30.	Legal Rememberancer	10	5	36	16	—	—	6	3
31.	Milk Commissioner	2	10	150	21	—	—	18	7
32.	Deputy Secretary Rehabilitation	1	10	143	67	—	—	13	20
33.	Director Election Local body	1	1	30	6	—	—	6	1
34.	Director Animal Husbandry	27	483	2250	2464	—	—	222	839
35.	Controller of Stores	2	3	51	15	1	1	6	5
36.	Chief Secy. to Govt. Haryana	45	106	1123	356	—	46	147	74
37.	Director, Panchayat	4	7	62	17	1	—	7	3
38.	Controller of Printing & Stationery	1	7	445	146	—	—	66	60
39.	Director, Consolidation	3	11	338	107	1	1	22	74
40.	Director, State Archives, Hr.	1	—	13	8	—	—	—	2

11	12	13	14	15	16	17	18	19	20	21	22
—	—	2	1	—	—	20.0	25.0	—	—	10.0	10.0
—	1	18	5	—	12.9	15.5	27.0	—	7.2	7.0	9.0
—	—	9	3	5.0	4.0	10.9	23.5	—	—	4.3	8.8
—	4	192	225	1.7	7.7	8.0	17.0	—	1.3	5.2	13.8
—	—	32	17	—	—	15.6	33.0	—	—	6.9	10.0
—	1	7	1	—	—	—	25.0	—	7.7	7.0	3.1
—	—	779	130	—	3.9	11.6	28.8	—	—	6.6	8.9
1	1	110	44	10.8	11.4	14.3	24.8	3.6	1.0	6.2	14.2
—	—	2	—	—	—	100%	—	—	—	33%	—
—	—	18	10	—	—	13.1	28.5	—	—	5.2	11.2
—	—	2	—	—	—	16.2	18.3	—	—	5.5	—
—	—	5	2	—	—	12.0	33.3	—	—	3.3	9.2
—	—	10	4	—	—	8.0	32.0	—	—	7.0	6.0
—	—	—	—	—	—	20.0	16.0	—	—	—	—
—	8	181	300	—	—	9.8	34.0	—	1.5	8.1	12.2
—	—	5	2	50.0	33.3	11.1	33.3	—	—	9.4	13.1
2	9	32	12	—	43.3	13.0	20.7	—	8.4	2.8	3.3
—	1	3	—	—	—	11.2	18.0	—	15.0	4.8	—
—	1	43	21	—	—	12.1	41.0	—	14.2	7.8	14.3
—	—	—	4	33.0	9.0	7.0	70.0	—	—	2.0	4.0
—	1	—	1	—	—	—	25.0	—	11.0	—	12.5

1	2	3	4	5	6	7	8	9	10
41.	Director Indl. Training	7	24	1188	522	—	3	118	147
42.	D. C. Jind	—	—	129	83	—	—	17	20
43.	Director, Archaeology	1	3	29	12	—	—	3	3
44.	Chief Conservator Forest	22	23	760	1437	2	1	67	377
45.	Director, Employment	5	81	308	156	—	10	62	52
46.	Director, Ayurvedic	1	3	1037	59	—	—	82	19
47.	Excise and Taxation	21	226	1178	707	2	23	186	211
48.	Advisor, Civil Aviation.	6	—	22	11	—	—	1	2
49.	Director, Health Services.	188	1008	7998	8	—	19	580	1
50.	Commissioner and Secy. to Govt. Hr. Finance Deptt.	4	79	419	143	—	7	45	30
51.	Engineer-in-Chief Irrigation Deptt.	318	812	7974	7259	5	18	639	1924
52.	Chief Electorate Officer	1	6	197	78	—	1	42	25
53.	Director, Fisheries	2	13	161	188	—	—	25	56
54.	Hr. Public Service Commission	6	3	29	17	1	—	5	5
55.	Director, Welfare Deptt.	—	16	191	69	—	8	56	33

11	12	13	14	15	16	17	18	19	20	21	22
—	—	57	34	—	12.5	10.5	28.1	—	—	5.0	6.5
—	—	—	—	—	—	13.2	24.0	—	—	—	—
—	—	4	1	—	—	10.3	25.0	—	—	13.7	—
—	2	21	141	9.0	5.0	11.3	26.0	—	8.6	2.8	9.8
—	2	22	13	—	12.3	20.1	34.6	—	2.4	7.1	8.3
—	—	82	7	—	—	7.8	32.0	—	—	7.8	12.0
1	4	84	77	9.5	10.1	1.7	29.8	4.7	1.7	7.1	10.8
—	—	—	6	—	—	5.0	18.1	—	—	—	55.0
6	398	—	—	—	1.8	7.5	—	—	—	4.8	—
—	—	19	12	—	8.8	10.7	20.9	—	—	4.7	8.3
—	9	528	899	1.5	1.1	8.1	26.5	—	1.1	6.6	12.4
—	—	18	7	—	16.6	21.3	32.0	—	—	9.1	8.9
—	—	16	27	—	—	15.5	29.7	—	—	9.9	14.3
—	—	2	2	16.2	—	17.2	29.3	—	—	6.2	11.3
—	2	11	3	—	50.0	29.0	48.0	—	12.0	5.0	4.0

## ANNEXURE 'D'

**Procedure for Dealing with the Implementation of the Recommendations-Observations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.**

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

financial irregularities will invariably be decided in consultation with the Finance Department.

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