

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES,
SCHEDULED TRIBES AND
BACKWARD CLASSES
(2001-2002)**

(TENTH VIDHAN SABHA)

TWENTY SIXTH REPORT

ON

**Reservation/representation of Scheduled Castes, Scheduled
Tribes and Backward Classes in the Labour Department,
Industries Department, Haryana Tourism Corporation
Limited, Haryana State Pollution Control Board,
Haryana Backward Classes and Economically
Weaker Section Kalyan Nigam Limited,
Panchayat Department, Irrigation Department
and Forest Department, and
the action taken by the Government on the
recommendations contained in its
Twenty Fifth Report**



Presented to the Haryana Vidhan Sabha on 18th March, 2002

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2002**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES, SCHEDULED TRIBES AND BACKWARD CLASSES FOR THE YEAR
2001-2002**

CHAIRPERSON

- 1 Shri Nafe Singh Jundla

MEMBERS

- 2 Smt Santa Naram
- 3 Capt Ajay Singh
- *4 Shri Jitender Singh
- 5 Shri Deena Ram
- 6 Shri Balwant Singh Sadhaura
- 7 Shri Ram Kishan Fauji
- 8 Smt Vidya Devi Beniwal
- 9 Shri Jagjit Singh
- **10 Shri Rambir Singh

SECRETARIAT

- 1 Shri Sumit Kumar Secretary
- 2 Shri Ashok Kumar Deputy Secretary

* Shri Jitender Singh MLA resigned from the Membership of the Comm Hce with effect from 24th April 2001 (Afternoon)

** Shri Rambir Singh, MLA was nominated Member of the Committee with effect from 24th April, 2001



INTRODUCTION

I Nafe Singh Jundla Chairperson of the Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes having been authorised by the Committee in this behalf present this report on the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Labour Department Industries Department Haryana Tourism Corporation Ltd Haryana State Pollution Control Board Haryana Backward Classes and Economically Weaker Section Kalyan Nigam Ltd Panchayat Department Irrigation Department and Forest Department and the action taken by the Government on the recommendations contained in its Twenty Fifth Report of the Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes

The Committee examined the Administrative Secretaries of various Departments referred to in the report Accordingly the report is based on the replies furnished by the departments/Autonomous Bodies explanations and clarifications received during deliberations and further observations/recommendations made by the Committee in this behalf The paragraphs/recommendations which have not been included in this report have been dropped by the Committee after fully satisfying themselves A brief record of the proceedings of each meeting has been kept separately in the Haryana Vidhan Sabha Secretariat

The Committee wish to express their thanks to the Administrative Secretaries of various Departments referred to in the report and their representatives who appeared before the Committee for oral examination in regard to the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the respective Department/Autonomous Body

The Committee are also thankful for the whole hearted and unstinted co operation extended by the Secretary/Deputy Secretary and his staff

Dated Chandigarh the
26th February 2002

NAFE SINGH JUNDLA
CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2001-2002 was constituted on 3rd April, 2001 as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 14th March 2001 authorising the Hon'ble Speaker to nominate the Members of the Committee and also appoint the Chairperson of said Committee

Shri Nafe Singh Jundla, a Member of the Committee was appointed Chairperson of the Committee by the Hon'ble Speaker on 3rd April 2001

The Committee held 52 sittings till the date of finalisation of the Report

In the first meeting of the Committee held on 17th April 2001 the Committee passed two Condolence resolutions on the sad demise of veteran leader, Chaudhary Devi Lal and on the sad demise of revered mother of the Hon'ble Speaker

The Committee in its meeting held on 24th April 2001 selected the following Departments/Autonomous Bodies for examination during the year 2001 2002 —

- 1 Labour Department
- 2 Industries Department
- 3 Haryana Tourism Corporation Limited
- 4 Haryana State Pollution Control Board
- 5 Haryana Backward Classes and Economically Weaker Section Kalyan Nigam Limited.
- 6 Panchayat Department
- 7 Irrigation Department
- 8 Forest Department

LABOUR DEPARTMENT

The Committee constituted for the year 2001 2002 again selected the Labour Department which was also selected during the year 2000 2001. The Haryana Vidhan Sabha Secretariat vide letter dated 4th May 2001 asked the Financial Commissioner & Secretary to Government Haryana, Labour Department for supplying a statement showing the reservation/representation of Scheduled Castes, Scheduled Tribes and Backward Classes in the Labour Department for the year 2000 2001 within a fortnight in the prescribed proforma as the information from 1997 98 to 1999 2000 was already available with Haryana Vidhan Sabha Secretariat. The Government supplied the required information, which was received in this Secretariat on 19th June 2001. However the Government did not supply the information about the action taken against the officials who delayed information in the year 2000 2001 as observed by the Committee in its 25th report

INDUSTRIES DEPARTMENT

The Committee constituted for the year 2001 2002 selected the Industries Department this year too. The Haryana Vidhan Sabha Secretariat sent a letter on

4th May 2001 to Government for supplying the information for the year 2000-01 regarding the reservation of Scheduled Castes, Scheduled Tribes and Backward Classes in the said department within a fortnight as the information from 1997-98 to 1999-2000 was already available with Haryana Vidhan Sabha Secretariat. The Secretariat sent reminders. Thus the Government supplied the required information which was received in this Secretariat on 22nd November 2001 after about six months. However, the Government did not supply the information about the action taken against the officers/officials responsible for delaying the supply of the information as observed by the Committee in its 25th Report. In the year 2000-01 the Government did not supply the information within the prescribed time and the Committee observed that during the last three years every time the Government took about six months instead of a fortnight for supplying the identical information.

The Committee, therefore, observed that such exercise on the part of the concerned officers/officials shows their indifferent attitude towards the Committee and also their callousness. The Committee decided that strict action against the erring officials may be initiated/completed within three months under intimation to the Committee as observed in its 25th Report also.

THE HARYANA TOURISM CORPORATION LIMITED

The Committee constituted for the year 2001-02 again selected the Haryana Tourism Corporation Limited for examining the reservation/representation of Scheduled Castes, Scheduled Tribes and Backward Classes in the said Corporation. The Government was requested by the Haryana Vidhan Sabha Secretariat vide letter dated 4th May, 2001 for supplying the information for the year 2000-01 within a fortnight as the information from 1997-98 to 1999-2000 was already available with this Secretariat. The required information was supplied by the Government after issuing reminders by this Secretariat which was received on 17th September 2001. However, the Government did not supply the information regarding the action taken about the officers/officials who were at fault for obstructing the Committee in the performance of their parliamentary duties as observed by the Committee in its 25th Report. Thus the Committee decided that the Government may be asked to complete the action in this regard and inform the Committee within a period of three months.

HARYANA STATE POLLUTION CONTROL BOARD

The Committee for the year 2001-2002 again selected the Haryana Pollution Control Board for examining the reservation/representation of Scheduled Castes, Scheduled Tribes and Backward Classes in the said Board. The Haryana Vidhan Sabha Secretariat sent a letter on 4th May, 2001 to the Government for supplying the information for the year 2000-01 within a fortnight as the information from 1997-98 to 1999-2000 was already available with this Secretariat. The Committee, because of shortage of time at its disposal, although scrutinized the information supplied by the Government, yet could not orally examine the representatives of the Government.

HARYANA BACKWARD CLASSES AND ECONOMICALLY WEAKER SECTION KALYAN NIGAM

This Nigam was selected by the Committee for the examination of reservation/representation of Scheduled Castes, Scheduled Tribes and Backward Classes. This year

too Accordingly the Haryana Vidhan Sabha Secretariat sent a letter on 4th May 2001 to the Government for supplying the information for the year 2000 01 within a fortnight as the information from 1997 98 to 1999 2000 was already available with the Haryana Vidhan Sabha Secretariat The Government supplied the required information vide letter dated 3rd July 2001 The Committee could not proceed with the examination of reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the said Nigam because of shortage of time at its disposal

PANCHAYAT DEPARTMENT

The Financial Commissioner & Secretary to Government, Haryana Development & Panchayat Department was requested by the Haryana Vidhan Sabha vide letter dated 4th May 2001 for supplying the statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the said Department for the year 2000 01 as the information pertaining to the years 1997 98 to 1999 2000 was already available with this Secretariat The Committee could not orally examine the representative of the Government because of shortage of time at the disposal of the Committee

IRRIGATION DEPARTMENT

The Committee constituted for the year 2001 2002 selected the Irrigation Department The Haryana Vidhan Sabha Secretariat vide letter dated 2nd May 2001 requested the Commissioner and Secretary to Government Haryana Irrigation department, for supplying a statement showing the reservation/representation of Scheduled Castes, Scheduled Tribes and Backward Classes in the Irrigation Department from 1998 99 to 2000 01 as it stood on 31st March, 2001 within a fortnight The Engineer-in Chief Irrigation Department, Haryana, supplied the required material vide letter dated 25th June 2001 directly to the Haryana Vidhan Sabha Secretariat The Committee observed that the Engineer in Chief Irrigation Department may be asked to send the material through the Government because the Government is accountable to the Committee Thus the Government supplied the required information, which was received in this Secretariat on 22nd November 2001 The Committee could neither scrutinize the material nor orally examine the department representatives as the Committee remained busy with the examination of other departments/autonomous bodies

FOREST DEPARTMENT

The Committee selected the Forest Department for examination of reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes and the Government was requested by the Haryana Vidhan Sabha Secretariat vide letter dated 1st May 2001 for supplying the required information within a fortnight in the shape of statement The required information was not supplied by the Government within the stipulated period to Haryana Vidhan Sabha Secretariat in spite of reminders to the Government The Government supplied the information which was received in this Secretariat on 30th October 2001 Since the Committee remained busy with the examination of other departments/autonomous bodies it could neither scrutinize the material nor could orally examine the Government representatives The Committee, however, took a serious view of the inordinate delay on the part of the Government and decided that Government may proceed for taking action against the erring officers/official under intimation to the Committee within a period of three months

IMPLEMENTATION OF RECOMMENDATIONS/OBSERVATIONS AS CONTAINED IN THE 25TH REPORT

The Committee scrutinised the replies submitted by the Government and the action taken on the recommendations/observations of the Committee as contained in its 9th, 11th 13th, 14th 15th 16th, 17th, 19th, 23rd and 25th reports. The Committee noticed that in cases where the replies were not received from the Government and information was not expedited by the Government the Government was reminded by the Haryana Vidhan Sabha Secretariat. The Committee also orally examined the representatives of the Government/concerned Department/Autonomous Bodies for not expediting the required information with regard to the action taken on the recommendations of the Committee.

The recommendations/observations which are still outstanding are shown on the following pages alongwith further observations of the Committee for implementation.

CO-OPERATION DEPARTMENT (9th Report 1983-84)
THE HARYANA STATE CO-OPERATIVE LAND DEVELOPMENT BANK LTD., CHANDIGARH

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
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1

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Position of Scheduled Castes in Co-operative Institutions

The Committee recommended that the Chief Secretary to Govt Haryana may look into the matter and direct the Co operation Department to make up the reservation quota in all the Institutions/Board working under Department and desire that action taken in this behalf be intimated to the Committee at the earliest together with the number of posts filled from the persons belonging to Scheduled Castes from 1-4 1984 to date which did not come under the ban imposed by the Government

The Committee noted with concern the shortfall in Class III posts which is stated to be as much as 84 vacancies

On perusal of the reply it seems that the Managing Director of the Bank had wrongfully filled up posts meant for members of Scheduled Castes by appointing general quota candidates If that is the position would the Bank remove, after granting due opportunity those members of the general category who have been appointed against the posts meant for members of the Scheduled Castes This Committee is *prima facie* of the opinion that position of those Class III employees who have been appointed against reserved quota is that of usurper of public office

The Bank should explain its position in writing to this Committee within a period of two weeks from the receipt of copy of these observations

The Enquiry Officer has submitted the report The State Govt has examined the same Most of the charges against Sh N K Sharma, the then Managing Director, The Haryana State Co operative Agri and Rural Development Bank Ltd, Chandigarh have been found to be proved in the enquiry The State Govt has provisionally decided to impose a cut in the pension of Sh N K Sharma A show cause notice is being served on Sh N K Sharma to explain within 15 days as to why a cut in the pension be not imposed Final action will be taken against Sh N K Sharma on receipt of his reply

No post has been abolished and the latest position of back log is attached No proposal has been received from the bank for revival of posts The proposal will be considered in consultation with the Finance Department / Haryana Bureau of Public Enterprises

During the course of oral examination, the representative of the Government inform that the charges levelled against Shri N K Sharma the then Managing Director of the Bank, have been proved by the Enquiry Officer and a notice has been served upon Shri Sharma as to why the cut may not be applied in his pension In addition, it was informed that Shri N K Sharma during his tenure appointed 187 employees who have gone to the Court The Committee, therefore observed that Government may intimate the latest position in this regard

The Committee decided that the action taken for recouping the backlog as

1	2	3
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shown in the annexure may also be intimated to the Committee within two months

The Committee further observed that the posts which were lying vacant for more than two years and have been abolished should be got revived so that the bank could recoup the backlog. The Committee desired that a detailed report about the action taken may be sent to the Committee within two months

**20TH REPORT OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES
HARYANA VIDHAN SABHA - SUPPLY OF CATEGORY WISE INFORMATION**

Sr No	Name of the Cadre	Sanction strength	Filled up posts as on 30 6 01	No of Posts filled up after 9 2 79	No of SC employees to be recruited after 9 2 79 as per Roster Register	Posts actually filled	Short fall	Remarks
1	2	3	4	5	6	7	8	9

CLASS - I

1	Managing Director	1	1	-	-	-	-	Deputation post
2	Secretary	2	2	-	-	-	-	By promotion
3	Additional Secretary	2	2	-	-	-	-	do
4	Deputy Secretary	2	2	-	-	-	-	do
5	Agriculture Economist	1	Vacant	-	-	-	-	
6	Deputy Director (Animal Husbandry)	1	do	-	-	-	-	
7	Assistant Secretary/R M	9	9	-	-	-	-	
8	Dy Director Agri	1	Vacant	-	-	-	-	
		19	16	-	-	-	-	

CLASS II

9	Horticulture Dev Officer	1	1	-	-	-	-	Deputation post
10	Subject Matter Specialist (Dry Farming)	1	-	-	-	-	-	
11	Poultry Dev Officer	1	1	-	-	-	-	Deputation post
12	Distt Manager	18	15	-	-	-	-	(Promotional post)

1	2	3	4	5	6	7	8	9
13	Law Officer	6	4	7	1	1	—	One L O belonging to SC category resigned
14	Planning & Evaluation Officer	1	1	—	—	—	—	Promotional post
15	Statistical Officer	1	1	—	—	—	—	do
16	Fishery Dev Officer	1	—	—	—	—	—	Deputation post
17	Water Dev Specialist	1	1	—	—	—	—	do
18	Agriculture Engg	1	1	—	—	—	—	—
19	Asstt Surgeon (Vety)	3	—	—	—	—	—	Deputation post
20	Manager (MIS)	1	—	—	—	—	—	do
21	Manager	94	94	29	5	5	—	—
		130	119	36	6	6	—	—

CLASS III

22	Field Officer	100	100	133	26	20	6	—
23	Junior Accountant	150	149	199	39	34	5	—
24	Technical Asstt	3	3	3	—	—	—	—
25	Sr Scale Stenographer	6	4	6	1	—	1	—
26	Audit Officer	1	1	—	—	—	—	Deputation post
27	Senior Auditor	2	2	—	—	—	—	do
28	Junior Auditor	4	—	—	—	—	—	do
29	Dairy Dev Asstt	6	—	—	—	—	—	do
30	Poultry Dev Inspector	7	—	—	—	—	—	do

	4	-	4	-	-	50	Increase of 8 is due to less representation /recruitment in 1996
	486	477+7 Depu	501	460	92	58	Increase 3 due to Ex Gratia appointments
31 Jr Scale Stenographer	4						
32 Land Valuation Officer							
33 Clerk/PBX Operator	545						34
34 Typist	6	6		6	1	1	-
35 Driver	30	30		9	1	-	1
	1350	1250		1213	238	141	97
CLASS-IV							
36 Daftri	87	93		76	15	7	8
37 Gunman	13	13		13	2	-	2
38 Peon	477	457		420	84	38	46*
	577	563		509	101	45	56
*Peons of PARDBs brought on the common cadre of HSARDB on 21 5 96 Hence the short fall of 43 persons is less due to inclusion of common cadre and 3 due to the Ex Gratia appointments							
Grand Total - I+II+III+IV	2076	1948		1758	345	192	153

HARYANA DAIRY DEVELOPMENT CO-OPERATIVE FEDERATION LTD., CHANDIGARH

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
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- 3

1

2

The Committee has perused with serious concern and anguish the cursory nature of information supplied by the Federation with regard to back-log of Scheduled Castes vacancies as also the reasons for shortfall. The Committee noted with concern the back log of 47 Scheduled Castes vacancies in Class III posts and 33 vacancies meant for Scheduled Castes in Class IV posts. The Committee has also noted with concern the reasoning given for shortfall of vacancies

The first reason given by the Federation is that on account of regularisation of daily wages staff in 1979 80 vacancies meant for Scheduled Castes were filled from amongst the general category candidates. This Committee is of the opinion that regularisation policy instructions issued by the State Govt of Haryana from time to time did not permit the Federation for filling up the vacancies meant for members of the Scheduled Castes from amongst the general category candidates. Therefore this reason seems *prima facie* non feasible to us

Another reason given is that most of the posts of different categories were filled in by promotion of the existing staff. We fail to understand the reasoning as there is no cadre below the Class IV cadre out of which promotions could be made. In any eventuality rules of reservation had to be followed while making promotions and could never be given gone by

The details of posts/vacancies in which short fall existed and vacant post deemed to be abolished as on 31 3 1998 are enclosed. However the details of vacancies of technical posts where short fall existed since 1995 and recruitment made there against is as under

Sr No	Designation	Short fall of SCs	Tech post lying vacant for less than 2 years	Filled from SC
1	Q C O	1	Nil	-
2	Shift Manager	1	Nil	-
3	Dairy Sup	2	2	1 SC
4	Foreman	1	1	2
5	Tech Asstt	2	Nil	Nil
6	Asstt Dairy Supervisor	1	Nil	Nil
7	Mechanic	1	Nil	Nil
8	Drivers	4	3	3
9	Jr Mechanic	1	1	1
		14	7	7

During the course of oral examination, the representative of the Corporation assured to look in to various aspects and to supply information which was not supplied till the finalisation of this Report. The Committee therefore like that the Government in the Cooperation Department may examine all the points raised in the meeting and send a detailed reply to the Committee within two months

Third reasoning given by the Federation is that some vacancies were filled up on compassionate grounds as per State Government instructions. Instructions issued by the State Government for making compassionate appointment no where provide that vacancies meant for members of the Scheduled Castes are to be utilised for giving compassionate appointments. Similarly this Committee is of the opinion that recommendations of any authority/body including the National Dairy Development Board could not be a justification for giving appointment to a candidate without the candidate having gone through the selection procedure.

The Committee has noted with serious concern the cursory nature of reply. The Committee would like to fix the responsibility

The Dairy Federation requested the State Govt to create following technical posts for which detailed agenda notes has already been sent to Haryana Bureau of Public Enterprises as per details given hereunder -

Sr No	Nomenclature	Direct	Promo tion	No of Posts	ment Posts for SCs as per Roaster point
1	Manager (Prodn)	-	100 /	2	-
2	Dy Manager (QC)	-	100 /	2	-
3	Dairy Supervisor	50 /	50 /	16	3
4	Asstt Dairy Supervisor	100%	-	7	2
5	Bacteriologist	100%	-	2	2
6	Technical Asstt	75%	25%	4	-
7	Dairy Engineer	-	100%	1	-
8	Jr Dairy Engg	50%	50%	2	-
9	Boiler Attndt	100%	-	4	1
10	Comp Operator	100%	-	4	1
11	Mechanic	100%	-	7	1
12	ETP Plant Optpr	-	100%	4	1
				55	11

In the year 1998 State Govt issued instructions that the posts lying vacant for more than 3 years stand abolished. In the year 1999 vide letter dated 24/1999 the State Govt imposed complete ban on all new recruitments including class IV categories. Thereafter the State Govt issued some clarifications by which ban was relaxed for making appointment on compassionate grounds and in 100% centrally sponsored schemes. However, State Govt lifted ban on recruitment on 7th January 2000 but re-imposed complete ban on fresh recruitment creation/upgradation of post on 16/3/2000 and it was clearly laid down that all posts lying vacant for more than 2 years on 29/2/2000 shall stand abolished. Now as per the latest Supreme Court ruling only 50% of vacant posts in a calendar year shall be filled by reserved categories. Therefore, efforts will be made to clear the backlog complying with the Supreme Court decision as and when posts become available. The Dairy Federation is also in the process of restructuring working of the Organization and efforts are being made to fill up the posts which are essential for functioning of the Organization in a smooth manner.

As regards action taken against the officers/officials found guilty, it is stated that the Dairy Federation had already requested the State Government vide letter No. Estt/A2/mf/3A/97/

4236 dated 20 10 1997 to initiate disciplinary action against the officers of the State Govt who had remained on deputation with the Federation. However departmental enquiry against the official of the Federation has been completed and a copy of the report was sent to the Secretary Haryana Vidhan Sabha vide letter No Estt/A 2 (i) inf/3A/2K1 12812 dated 28 3 2001 and a copy of the same was sent to the Govt vide letter dated 24 4 2001

DETAILS OF VACANCIES IN WHICH SHORT FALL EXIST AND VACANT

POSTS AS ON 31ST MARCH, 1998

Sr No	Name & Designation	Shortfall as on 31 3 1995	Class	Post filled by SC Candidates to clear the back Log	Total Vacant Posts	Posts lying Vacant above to years	Posts lying Vacant Less then two years	Posts lying Vacant Less than two years as on 30 6 01
1	2	3	4	5	6	7	8	9
1	Director (Mktg)	—	I	—	1	—	1	—
2	General Manager (Production)	—	I	—	3	3	—	—
3	Dairy Engineer	—	I	—	1	1	—	—
4	Labour Welfare Officer	—	I	—	1	1	—	—
5	Manager (Prod)	—	I	—	2	2	—	—
6	Manager (QC)	—	I	—	2	2	—	—
7	Jr Dairy Engineer	—	I	—	2	2	—	—
8	Accountants Executive	1	II	—	—	—	—	—
9	Sales Officer	1	II	1 (By promotion)	1	—	1	1
10	Quality Control Officer	1	II	—	—	—	—	—
11	Shift Manager	1	II	—	—	—	—	—
12	Asstt Accounts Officer	2	II	—	—	—	—	—
13	Audit Officer	—	II	—	1	1	—	—
14	Proc & Input Officer	—	II	—	1	1	—	—
15	Asstt Personal Officer	—	II	—	6	6	—	—

14

16 Asstt Registrar (Milk)
17 Sr Accountant/Auditor
18 Dairy Supervisor

19 Foreman
20 Technical Asstt /Bect
21 Sales Rep
22 Stenographahers
23 Acctt /Cashier
24 Assistant

25 Purchase Asstt
26 Asstt Dairy Supervisor
27 Mechanic
28 Store Keeper/Asstt S K
29 Driver

30 Accounts clerk
31 Time Keeper
32 Clerk Typist/Record Keeper
33 Steno Typist
34 Plant Operator
35 Compressor Operator
36 Jr Mechanic

—	II	—	—	1	1	—	—
1	III	1	—	3	3	—	—
2	III	2	1 (Direct E Exch)	18	16	2	—
1	III	1	2 (do)	1	—	1	3
2	III	2	—	4+2	4+2	—	—
2	III	2	—	—	—	—	—
2	III	2	—	4	4	—	—
6	III	6	—	8	8	—	—
1	III	1	1	—	—	—	—
			(By promotion)				
1	III	1	—	2	2	—	—
1	III	1	—	9	9	—	—
1	III	1	—	7	7	—	—
1	III	1	—	1	1	—	—
4	III	4	3	11	8	3	3
			(Selection through Departl Candidate)				
1	III	1	—	13	13	—	—
1	III	1	—	—	—	—	—
10	III	10	—	8	8	—	—
3	III	3	—	7	7	—	—
1	III	1	—	16	16	—	4
2	III	2	—	4	4	—	—
1	III	1	1	9	8	1	—
			(By promotion)				

1	2	3	4	5	6	7	8	9
37	Lab Asstt	3	III	—	5	5	—	—
38	Pump Driver	1	III	—	—	—	—	—
39	Boiler Atttdt	—	III	—	5	5	—	2
40	Coop Inspector	—	III	—	2	2	—	—
41	MIS Asstt	—	III	—	1	1	—	—
42	Jr Engineer (Civil)	—	III	—	1	1	—	—
43	Commercial Artist	—	III	—	1	1	—	—
44	Field Assistant	—	III	—	1	1	—	—
45	Sales Clerk/Grl	—	III	—	4	4	—	—
46	Plumber	—	IV	—	1	1	—	—
47	Dairyman	13	IV	—	—	—	—	—
48	Peon	2	IV	—	—	—	—	—
49	Chowkidar/Security Gateman	6	IV	—	17	14	3	—
50	Lab Atttdt	3	IV	—	5	5	—	—
51	Store Atttdt	2	IV	—	—	—	—	—
52	Bull Atttdt /Labourer (Agri)	9	IV	—	4	4	—	—
53	Rewinder	—	IV	—	1	1	—	—
54	Mali	—	IV	—	1	1	—	—
55	Helper	8	IV	—	34	34	—	—
56	Dafti	—	IV	—	1	—	1	—
57	Security Havaladar	—	IV	—	1	—	1	—
58	Cyclo Style Machine Opt	—	IV	—	1	1	—	—
Total		97-12=85*		9	235	221	14	13

Tentative figures prepared on the basis of old record available

Departmental Enquiry Report in respect of Shri S K Kalra, Manager (P&A), Shri O P Sawhney, Supdt and Smt Sudershan Devi, Assistant

Brief Facts of the case —

On the basis of 23rd report of the Committee on the Welfare of S C / S T Haryana Vidhan Sabha Managing Director has approved to charge sheet Shri S K Kalra M(P&A) Sh O P Sawhney Supdt and Smt Sudershan Devi Asstt as the replies to the explanation called for was not received from the above employees Accordingly these officials were charge sheeted However all the above officials have requested to supply few documents which were not supplied to them till date

Brief of charge sheet is reproduced below —

In respect of Smt Sudershan Devi Asstt the charge is that 'While reviewing the backlog of scheduled castes in Haryana Dairy Development Cooperative Federation the Committee of the Vidhan Sabha on the welfare of the Scheduled Castes/Scheduled Tribes on 30 9 77 directed that the responsibility for causing the shortfall in Scheduled Castes categories should be fixed

The Federation has a backlog of 5 Scheduled Castes in Class II in the following categories of Officers

1	Quality Control Officer	1
2	Shift Manager	1
3	Accounts Executive	1
4	Asstt Accounts Officer	1

She had proposed the promotion case to the posts of Shift Manager, Accounts Executive, Assistant Accounts Officer at the relevant time without taking due care of the policy of the State Government about reservation of Scheduled Castes and the filled posts meant for Scheduled Castes from the general quota

In respect of Shri O P Sawhney Deputy Supdt the charge is that 'while reviewing the backlog of Scheduled Castes in the Haryana Dairy Development Co operative Federation the Committee of the Vidhan Sabha on the Welfare of Scheduled Castes/Scheduled Tribes on 30 7 97 directed that the responsibility for causing the short fall in Scheduled Castes categories should be fixed The class wise details are as under —

Class I	Nil
Class II	5
Class III	47
Class IV	33

The main reason of the above backlog in Class III and IV that the Federation had regularised in all 560 daily wagers/adhoc employees from the year 1979 to 1995 as per the year wise and class wise break up given below —

Sr No	Year	Dt of Commncmt	Order No & Dt	Class III	Class IV	Total
1	1979	1 3 79	5032/40 Dt 30 8 79	14	126	140
2	1980	1 4 80	30758 70 25 6 80	12	41	53
3	1980	1 4 80	34872 74 25 6 80	—	7	7
4	1985	26 5 85	5526 37 10 9 85	40	79	119
5	1985	26 6 85	2467 70 22 10 85	—	117	117
6	1985	26 6 85	20497 98 4 4 85	—	25	25
7	1985	26 6 85	954 55 18 7 86	3	19	22
8	1995	1 4 95	1269 1300 10 5 95	10	67	77
				79	481	560

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The backlog of Scheduled Castes in Class III, IV has mainly taken place due to his proposal regarding regularisation of Daily wageer/Adhoc employees without pointing out vacancies falling to share of Reserved categories. He had not taken due care of the policy of the State Govt about reservation of Scheduled Castes that is why back log to such an extent had occurred while working as Assistant/Head Assistant

In respect of Sh S K Kaha M(P&A) the charge is that "while reviewing the backlog of the Scheduled Caste in Haryana Dairy Co operative Federation, the Committee of the vidhan Sabha on the Welfare of Scheduled Castes/Scheduled Tribes on 30 7 97 directed that the responsibility for causing the short fall in Scheduled Castes categories should be fixed. The class wise details are as under

Sr No	Year	Dt of Commncmt	Order No & Dt	Class III	Class IV	Total
1	1979	1 3 79	5032/40 Dt 30 8 79	14	126	140
2	1980	1 4 80	30758 70 25 6 80	12	41	53

SN	Year	Dt of Commencmt	Order No & Dt	Class III	Class IV	Total
3	1980	1 4 80	34872 74 25 6 80	—	7	7
4	1985	26 5 85	5526 37 10 9 85	40	79	119
5	1985	26 5 85	2467 70 22 10 85	—	117	117
6	1985	26 6 85	20497 98 4 4 85	—	25	25
7	1985	26 6 85	954 55 18 7 86	3	19	22
8	1995	1 4 95	1269 1300 10 5 95	10	67	77
				79	481	560

In the category of Class II there is a backlog of 5 Scheduled Caste employees. He had proposed the promotion case to the post of Shift Manager Accounts Executive and Asstt Accounts Officer at the relevant time without taking due care of the policy of the State Govt about reservation of Scheduled Castes while working as Asstt Admn Officer. The backlog of Scheduled Castes in Class III & IV has mainly taken place due to his proposal regarding regularisation of daily wage/Adhoc employees without pointing out vacancies falling to the share of reserved categories. He had not taken due care of the policy of the State Govt about reservation of Scheduled Castes that is why backlog to such an extent had accrued while working as Asstt Admn Officer.

The undersigned was appointed Enquiry Officer to conduct departmental enquiry *vide* Endstt No Estt /A2/Inf 3 A/97/ 1990 95, dated 26 5 2000. Earlier I have submitted a Fact Finding report on the basis of sequence of events as the Presenting Officer refused to present the case in view of the non supply of documents to him. After some correspondence whatever documents were available were supplied to the Presenting Officer and accordingly he presented the case. In all 10 proceedings were held and one witness Shri Madan Lal clerk Sale Depot Ambala was also called and examined. All the 3 delinquent officials have submitted their written statements and the Presenting Officer has presented one witness Shri Sarvinder Mohan to substantiate sequence of events and documentary evidence.

On the basis of evidence I have framed the following issues to be settled to finalise the departmental enquiry report —

Issue No 1

Whether charges levelled against Sh S K Kalia O P Sawhney and Smt Sudershan Devi are based on factual facts available on record ?

Issue No 2

Whether delinquent officials were responsibility for not taking due care of instructions of State Govt regarding reservation policy for SC/ST ?

Issue No 1

Whether charges levelled against Sh S K Kalia O P Sawhney and Smt Sudershan Devi are based on factual facts available on record ?

The basic note of Shri Madan Lal dated 3-9-97 indicate that the above 3 officials were involved (word involved was written by Shri Madan Lal in his note) and name of the dealing Asstt Supdt and Officer were pointed out by him On the basis of this note the above officials were charge sheeted As per the statement of Shri Madan Lal during the course of his examination he has clearly mentioned following word —

"Word involved was used by him for the concerned dealing Persons and it was not my intention to held anyone guilty for the lapse "

Further to that when he was asked from where he find out the name of the dealing Assistant Supdt and the Officer to which he replied following —

"I might have recorded the names of the dealing person after seeing the relevant record But I do not remember at this state which record was exactly selected by me while doing so ' In addition to this the witness produced by the Presenting Officer Shri Sarvinder Mohan Asstt Has stated that noting portion of the file regarding regularisation of Daily waters/Adhoc employees during the year 1979-80 not available when I have taken over the record from Shri S S Yadav

Thirdly it is well clear from the evidence that the Govt instructions issued for reservation of post were obtained in the year 1998 though these have been issued from the Govt side way back in the year 1979 The Presenting Officer stated that he can not produce any document showing that instructions of 1979 were ever received in the Federation's office before 1988

On the basis of above 3 facts I am of the view that the charges levelled against the above officials are not based on the factual facts available on record

Issue No 2

All the 3 officials in their statements have stated that reservation policy from the Govt was first time obtained in the year 1988 and thereafter it was implemented and circulated to all the Milk Unions also

After 1988 every care has been taken to adhere to the instructions issued by the Govt from time to time. However, for ready reference I am reproducing the sequence of events.

1	1970	Haryana Dairy Development Corporation was established	No instructions about Reservation
2	1976	Corporation was running 3 Milk Plants with Approx 1000-1100 employees (including daily wagers directly employed by GMs of the respective Plants)	do
3	1 4 77	Federation took over all activities of Corporation including employees	do
4	9 2 77	Govt issued instructions regarding reservation but these instructions not traceable in record	Photo copy of instructions were obtained in Year 1989 attached Annexure 4
5	From 1979 to 1985	Different categories of employees were regularised through agreement with Labour Union and through BOD resolutions. Since instructions dated 9 2 1979 are not available on file hence these instructions were not followed.	Annexure 5
6	1988	M D note dated 23 5 88 vide which he has mentioned that instructions regarding Reservation be obtained from Govt Staff Service Rules framed adopted and circulated while circulating Rules it was mentioned that in future Govt instructions dated 1979 will be followed.	Annexure 6
7	1993	Another Batch of 103 employees regularised through BOD resolution in which it was mentioned the govt instructions dated 1979 will be violated.	Annexure 7
8	1995	Roaster checking and report by Social Deptt intimating the shortfall in S C category employees Social Deptt only indicated to fill this gap in future.	D O letter copy Annexure 8
9	1995	Reply given with the assurance that in future this gap will be narrowed down.	Annexure 9

10	13-12-95	Question was raised in Vidhan Sabha and Vidhan Sabha Committee has directed to fix responsibility Officers/officials at fault	Annexure 10
11	<u>25-11-97</u> 7-8-97	Explanation of 3 officials were called but there is no proof that these officials were responsible for lapse Enquiry Officer appointed for inquiring the matter submitted his report in which he has mentioned that due to no receipt of record he is unable to submit report	Annexure 11
12	3-9-97	One Shri Madan Lal has prepared a note on the direction of CAO that 3 officials namely Shri S K Kalia M(P&A), Shri O P Sawhney Dy Supdt and Smt Sudershan Devi Asstt Were dealing Assistant during this period but failed to establish that they are responsible for lapse Against two cases namely promotion of AE Shri J S Chandel Asstt Accounts Officer Shri Anil Oberoi and Rakesh Kumar he has mentioned that Smt Sudershan Devi is involved in preparation of note but in fact on these note there is no signature of Smt Sudershan Devi Asstt	No document was available Annexure 12
13	25-5-97	Charge sheets issued without having documentary proof that these officers/officials are responsible	Annexure 13
14	Till date	These officers and Presenting Office is demanding basic note, dated 1979 to establish guilty of officials but still not provided	Annexure 14
In view of the position explained above it is clear that State Govt instructions of 1979 were received in the office of Haryana Dairy Development Cooperative Federation Limited Chandigarh in 1988 from which date these were adopted and circulated to all concerned Hence in the absence of receipt of instructions in 1979 the charges levelled against S/Shri S K Kalia O P Sawhney and Mrs Sudershan Devi are not proved I am submitting my this report for information and further necessary action as deemed fit by the Management			

(P K SINGHAL)
Enquiry Officer

EDUCATION DEPARTMENT (11th Report 1985-86)

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

Educational Facilities in Rural Inhabitations

The Committee, therefore recommended that the State Government should take early action to ensure that such rural inhabitations have Primary & Middle School within a walking distance so that more Scheduled Castes from such inhabitations could be enrolled in these schools

3206 Posts were advertised in the year 1999 3076 Candidates were selected out of which SCA 260 SCB 254 and PH (Physically Handicapped) 116 were filled There was a shortfall of 70 posts of Ex servicemen SCA and 60 of Ex serviceman SCB for which advertisement is given in the month of 5/2001 and the interviews from 16 7 2001 would be conducted for filling up of these posts

The entrance test for the year 2000 2001 was held on 31 12 2000 and the result was declared on 28 2 2001 The classes have started w e f 1-4 2001

The matter is still under consideration

The departmental representative informed the Committee that in the year 1999 3206 posts were advertised but 3076 candidates were selected including the candidates for reserved categories Since there remained short-fall the vacancies were re-advertised in May 2001 The representative of the Government informed that there is some complications in filling up the vacant posts because when the posts were advertised thereafter the rationalization process was undertaken in the Education Department like other departments resulting thereby that there is surplus staff of 4000 employees The Committee recommend that Government should look to the aspect of

adjusting the surplus staff at the earliest under intimation to the Committee

In reply to a question the Government representative informed that the norms fixed for the Government Schools are also applicable for recognized Schools but the private Schools do not follow the norms. The Schools which do not follow the norms the Government stops their grants. A suitable amendment is being made in the Act as also the Rules. It was also informed by the representative of the Government that in the review meeting chaired by the Hon. Chief Minister it was observed that till elementary education of good standard is not imparted there is no use of further education. It is also informed that for the construction activities a budget of Rs. 446 crores has been allocated. For the next 08 years an amount of Rs. 1,300 crores have been received

from the Government of India for which appraisal work has started with effect from 9th January 2002

Regarding the enhancement of uniform rates the departmental representative informed that the uniform rates for the students of Primary to Secondary classes have been revised and other facilities like grant of scholarship has also been increased but in the case of students from class First to Primary the rates have not been enhanced and the matter is under consideration, which is likely to be finalized in consultation with the Social Welfare Department who have taken up the matter with the Government of India. Thus the Committee recommend that the matter may be finalized at the earliest so that the students could get enhanced rates for the uniforms

LOCAL BODIES DEPARTMENT (11th Report 1985-86)

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

Reservation Policy in Municipalities

In order to ensure effective enforcement of the reservation policy the Department should review the progress from time to time and the progress report be sent for information of the Committee. The Committee further recommended that the Chief Secretary to Government Haryana should take up the matter with the Department to enforce the reservation policy so that all the irregularities made in the Municipalities with regard to Government reservation policy may be avoided in future and the persons belonging to Scheduled Castes may get their full share in the services of Municipalities.

The reply is enclosed

After hearing the departmental representative the Committee observed that the Department should fill up the vacant posts so that the backlog for the reserved category posts could be recouped. In reply to a question regarding the promotion of Secretary (Committees) the departmental representative asked for a period of six months for recouping the shortfall to which the Committee agreed. The Committee therefore, recommend that the Government should look in to this aspect and inform the Committee after a period of six months. It was also informed by the departmental representative that a proposal for filling up various posts by direct recruitment has been sent by the Directorate to the Government for approval which is under consideration of the Government. The

Committee therefore recommend that the Government should decide this case at the earliest under intimation to the Committee

In reply to another question the departmental representative informed that there is a shortfall of 14 vacancies in the District level services which is continuing for the last 16 17 years and in this regard demi official letters have also been sent to the Deputy Commissioners on different dates. Thus, the Committee decided that the Deputy Commissioners of 09 districts as informed by the representative of the department may be called at the Headquarters for taking a decision in the matter

After viewing the position of vacancies the Committee decided that Government should fill up the vacant posts keeping in view the financial position of the respective committees

Information about Employees working in the Municipal Committees (Excepting Safai Mazdoor) as on 31-03-2001

Name of Post	Total No of sanctioned post	On regular basis	On adhoc basis	On wages basis	On vacancies for SC	Total	SC	BC	ESM	H C	Other (Gen)	Total	Vacant	Short fall of SC if any	Reason
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Executive Officer	20	15	1	—	1	16	—	1	—	—	15	16	4	1	One post of S C against 50% direct quota posts is vacant since 1996 as no recruitment has been made due to ban on direct recruitment
Secretary (Councils)	20	9	—	—	7	9	2	1	1	—	5	9	11	—	No shortfall
Secretary (Committees)	32	33	3	—	6	36	4	3	2	—	29	36	—	2	One shortfall against the promotional post as deptt proceeding is pending against the senior most candidate He is also working as Secretary in his own pay scale and one shortfall is against direct recruitment quota 2 Secretaries (Committee) belonging to S C also promoted as Secy (Council) 4 posts of Secretaries are due to abolition of 29 M C s excess secretaries has been adjusted in Municipal Councils against the vacant post of Secretaries (Councils)

Chief Sanitary Inspector	19	11	4	—	2	15	—	2	—	13	15	4	2	No suitable S C candidate is available against promotion quota
M E	17	7	3	—	—	10	—	—	—	—	10	7	—	No shortfall
J E	57	50	7	—	—	57	7	6	5	1	38	57	2	Shortfall was 4 posts in 1996 Now shortfall is 2 posts as 29 M C s has been abolished and there is no vacant post at present However shortfall will be completed in future as and when posts will be available due to retirements
Superintendent (Councils)	25	18	—	—	5	18	3	5	—	10	18	7	2	Shortfall exist since 1997 one S C Supdt (Committee) has been promoted as Secretary (Committee) in his own pay scale and thus no S C candidate of Supdt (Committee) which is the feeder post for Supdt (Council) is available for promotion
Superintendent (Committees)	5	2	—	—	—	2	—	—	—	2	2	3	—	No shortfall
Accountant	39	31	12	—	9	43	1	6	1	—	35	43	8	As per roster register (verified by SC/BC Deptt) shortfall of 3 posts which is due to non availability of eligible candidates who could not pass the departmental exam six Acctt working as Secy in their own pay scale

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Fire Station Officer	21	11	7	—	4	18	—	6	—	—	12	18	3	4	2 posts
															However shortfall will completed in future at the time of promotion
Total	255	187	37	—	29	224	17	30	9	1	159	224	39	21	

**Information about Employees working in the Municipal Councils/Committees (Except Safai Karamcharis)
as on 31-03-2001 (District Level Services)**

Sr No	Name of Post	Total Information about No of posts				Break up of posts filled on regular basis											Short fall of SCs if any	Reason
		No of sanctioned posts	On regular basis	Adhoc basis	Daily wages	Total	SC	BC	ESM	HC	Other	Total	Vacant					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16			
1	Vaid	2	2	—	—	2	—	—	—	—	2	2	—	—				
2	Patwari	6	2	—	—	2	1	—	—	—	1	2	4	—				
3	Asstt/Head Clerk	32	22	—	—	22	3	4	—	—	15	22	10	—				
4	Asstt Accountant	7	3	—	—	3	1	—	—	—	2	3	4	—				
5	Building Inspector	24	15	—	—	15	2	2	—	1	10	15	9	—				
6	Dispensar	4	4	—	—	4	—	—	—	—	4	4	—	—				
7	Librarian	8	7	—	—	7	—	1	—	—	6	7	1	—				
8	Stenographer	6	3	—	—	3	1	—	—	—	2	3	3	—				
9	Steno Typist	18	15	—	—	15	3	3	—	—	9	15	3	—				
10	SFO/A SFO	14	11	—	—	11	2	3	—	—	6	11	3	—				
11	Land Officer	2	—	—	—	—	—	—	—	—	—	—	2	—				
12	L F M	58	50	—	—	50	7	11	2	—	30	50	8	3				
13	Fireman	321	260	—	3	263	38	72	5	—	148	268	68	12				
14	Store Keeper	3	3	—	—	3	1	2	—	—	—	3	—	—				
15	Sanitary Inspector	45	30	—	—	30	3	3	—	—	24	30	15	3				
16	Insp /Light Inspector	31	25	—	—	25	7	4	—	—	14	25	6	—				
17	Tax/Rent Inspector	27	22	—	—	22	4	2	1	—	15	22	5	—				

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
18 Asstt Oct Supdt	1	1	1	1	—	—	1	—	—	—	—	1	1	—	—	—
19 Electrician	9	5	—	—	—	—	5	—	—	—	—	5	5	4	—	—
20 Car/Jep Driver	25	20	—	—	—	1	21	6	3	1	—	11	21	4	—	—
21 Fire Driver	104	83	1	—	—	—	84	23	14	7	—	40	84	20	—	—
22 Tractor Driver	78	55	—	—	—	—	55	25	15	—	—	15	55	23	—	—
23 Road Roller Driver	5	4	—	—	—	—	4	—	1	—	—	3	4	1	—	—
24 Driver Operator	33	24	—	—	—	—	24	10	6	—	—	8	24	9	—	—
25 Asstt Sanitary Insp	3	2	—	—	—	—	2	—	1	—	—	1	2	1	—	—
26 Record Keeper	2	2	—	—	—	—	2	—	—	—	—	2	2	—	—	—
27 Draftsman	7	5	—	—	—	—	5	1	2	—	—	2	5	2	—	—
28 Vaccinator	30	22	—	—	—	—	22	4	3	—	—	15	22	8	—	—
29 Garden Supdt	2	2	—	—	—	—	2	—	1	—	—	1	2	—	—	—
30 Cashier	5	5	—	—	—	—	5	—	—	—	—	5	5	—	—	—
31 Clerks	546	531	—	—	—	—	531	88	97	3	3	340	531	15	18	—
32 Asstt Tubewell Driver	22	22	—	—	—	—	22	10	4	—	—	8	22	—	—	—
33 Daftri	4	4	—	—	—	—	4	1	—	—	—	3	4	—	—	—
34 Head Mahi	4	4	—	—	—	—	4	—	2	—	—	2	4	—	—	—
35 Mahi	298	268	—	—	—	—	268	83	57	3	3	122	268	30	—	—
36 Beldar	246	197	—	—	—	—	197	57	31	2	—	107	197	49	—	—
37 Coolie	36	32	—	—	—	—	32	15	9	—	—	8	32	4	—	—
38 Peon	378	366	—	—	—	—	366	108	92	4	6	156	366	12	—	—
39 Maskri/Bhisti	10	8	—	—	—	—	8	2	2	—	—	4	8	2	—	—

40	Masson	9	5	—	—	—	5	1	2	—	—	—	2	5	4	—
41	Road Mate/Mate	50	39	—	—	39	12	9	—	—	—	18	39	11	—	—
42	Boatman	3	2	—	—	—	2	—	—	—	—	2	2	1	—	—
43	Safai Daroga	83	47	—	—	47	33	7	—	—	1	6	47	36	—	—
44	Dai cum Peon	3	2	—	—	—	2	—	1	—	—	1	2	1	—	—
45	Carpenter	1	1	—	—	—	1	—	—	—	—	—	—	1	—	—
46	Chowkidar	55	41	—	—	41	13	12	—	—	—	16	41	14	—	—
47	Lori Driver	2	1	—	—	—	1	—	—	—	—	1	1	1	—	—
48	Malaria Petrolle	12	9	—	—	—	9	4	2	—	—	3	9	3	—	—
49	Gangman	18	16	—	—	—	16	11	2	—	—	3	16	2	—	—
50	Lori Cleaner	10	3	—	—	—	3	—	—	—	—	3	3	7	—	—
51	Water Coller Attendant	4	4	—	—	—	4	—	2	—	—	2	4	—	—	—
52	Pond Keeper	5	5	—	—	—	5	2	1	—	—	2	5	—	—	—
53	Work Mistri	12	11	—	—	—	11	3	2	—	—	6	11	1	—	—
54	Fitter	8	6	—	—	—	6	—	—	—	—	6	6	2	—	—
55	Helper	9	8	—	—	—	8	2	1	—	—	5	8	1	—	—
56	Tracer	1	1	—	—	—	1	1	—	—	—	—	1	—	—	—
57	Black smith	1	1	—	—	—	—	—	—	—	—	1	1	—	—	—
Total		2742	2338	1	4	2343	589	488	28	14	1224	2343	399	36		

HARYANA STATE ELECTRICITY BOARD (13 Report 1987 88)

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1 Class III Posts From the perusal of the material supplied by the Board the overall representation of Scheduled Castes in Class III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in year 1986-87. But it has been noticed that out of 21427 categories of Posts representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32929 sanctioned posts of Class III as on 31st March 1987, 30706 posts were filled up. The quota meant for Scheduled Castes comes to 6121 whereas only 2905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2216 Scheduled Castes candidates in the Board. The Committee was assured during the course of oral examination of the representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted. The Committee hope that the Board will take some positive steps in the near future to recoup the shortfall backlog in Class III posts and inform them accordingly.	2 As already stated earlier in the Nigam's Reply submitted to the Committee to its observations/recommendations as contained in the 24th Report of the Committee and also during the course of discussion/oral examination in the Committee Room of the Haryana Vidhan Sabha, Sectt Chandigarh held on 14.6.2000 with the Government as well as HVPNL representatives that the State Government has unbundled the erstwhile HSEB into four Nigams/Corporations i.e. HVPNL, HPGCL, UHBVN & DHBVNL and DHBVNI along with their allied record as well as Staff. Accordingly the functioning of the each Nigam/Corporation had started with effect from 1.7.99 independently under the supervision of the respective Managing Director(s). So it became difficult to intimate the Committee regarding backlog and filling up the vacant posts meant for Scheduled Castes and Backward Classes at that time. However it was assured to the Committee that the requisite information will be supplied later on. 2. So far as the question regarding information as desired by the Committee during the course	3 The Committee would like to know the latest position along with the action taken in the matter.

of discussion/oral examination and now further observations/recommendations as contained in the 25th report it is informed that the same has already been sent to the Secretary Haryana Vidhan Sabha vide this office letter dated 29 11 2000 in English & Hindi Version accordingly

3 It is stated that there is a complete ban on direct recruitment since 2 3 94 in the Nigam(s) and further imposed by the State Government vide its letter dated 2-4 99 and 16 3 2000 which is still continuing So as and when the ban is lifted by the State Government and direct recruitment takes place in the Nigam(s) the due representation will be given to Scheduled Castes and other Reserved Categories candidates as per the existing instructions of the Reservation Policy issued by the State Government from time to time

4 The Committee is further informed that directions of the State Govt to prepare the new Roaster Registers have already been conveyed to all the Companies concerned with the Power Department Haryana vide this office letter dated 23 6 2000

5 The position regarding latest backlog/short fall as desired in the further observations/recommendations as contained in the 25th

Report of the Committee, it is intimated that the latest backlog/shortfall has been prepared on the basis of figures received from the HVPNL, HPGCL UHBVN & DHBVNL and the Nigam/ Corporationwise position is enclosed

U.D Cs The Board has stated in its latest written reply that 1796 posts of U D Cs are in position the quota meant for Scheduled Castes Candidates comes to 359 whereas only 92 posts have been filled up from amongst the Scheduled Castes Candidates. The reasons for the shortfall as stated by the Department/Board were that there is general ban on fresh recruitment and also qualified persons were not available in required strength

The Committee is unhappy to note the low representation of Scheduled Castes employees on these posts and recommend that some positive steps be taken by the Board to ensure due representation of Scheduled Castes on the posts

Store Keeper

The Department in its latest written reply stated that 34 posts of Store Keepers have been filled up out of which the quota of Scheduled Castes candidates come to 7 whereas only 2 posts have been filled up from amongst the Scheduled Castes Candidates, thus there is a shortfall of Scheduled Castes persons

The Committee are very much pained to mention the representation of Scheduled Castes candidates on these posts

The Committee would like to know the latest position along with the action taken in the matter

The Committee would like to know the latest position along with the action taken in the matter

of Store Keepers is very low despite of the fact that there is no dearth of candidates for the category of this post. The Committee recommended that special efforts be made to increase their intake in this service within six months.

L.D.Cs

The Department/Board has stated in its latest written reply that 2353 posts of L.D.Cs are in position. The quota meant for Scheduled Castes candidates comes to 469, whereas only 231 posts have been filled up from amongst the Scheduled Castes candidates. The reasons for the shortfall of 238 posts as stated by the Department/Board were that there is a ban on fresh recruitment for the last seven years and shortfall can only be removed after the ban is lifted.

The Committee observe that the period to carry forward the reserved vacancies should be allowed to continue as long as the posts remain vacant.

Drivers

In its latest written reply the Board has stated that out of 538 sanctioned posts of Drivers as on 31st March 1987 484 posts were filled up out of which 97 posts were meant for Scheduled Castes candidates while only 27 posts were held by Scheduled Castes candidates resulting in a shortfall of 70 persons. The reasons of shortfall as stated by the Board were that the fresh recruitment was generally banned and the men from Scheduled Castes category were not available in the work charged/daily wages cadre from where these have been appointed.

The Committee would like to know the latest position along with the action taken in the matter.

The Committee would like to know the latest position along with the action taken in the matter.

1	2	3
---	---	---

The Committee feel greatly distressed to find the shortfall in the posts of drivers while the Scheduled Castes candidates for posts of Drivers are available in number with the Employment Exchanges. The Committee further desire to be informed regarding the steps taken by the Board to make up the deficiency

Technical posts

The Department/Board supplied the required information of Technical posts as desired by the Committee in its meeting held on 3rd February, 1988

As per latest statement of the Board there is adequate shortfall on the following posts —

- (1) Junior Engineer (F)
- (2) Divisional Head Draftsman
- (3) Foremen G I
- (4) Junior Engineer (Civil) Junior Engineer (F) (Tech Asstt)
- (5) Drafts sub
- (6) Sub Stn Attendant
- (7) S S A
- (8) Shift Attendant and
- (9) Assistant Foreman

The reasons for the shortfall as explained by the Department/Board in its latest written reply were as under —

- (i) Qualified persons were not available in general for Technical posts at the time of recruitment

The Committee would like to know the latest position along with the action taken in the matter

(ii) In promotional cadre posts no Scheduled Castes employees were available in the lower rank

The Committee while having the difficulty of the Board in this regard suggest that if candidates belonging to Scheduled Castes having the prescribed academic qualifications were recruited and made fit for the Technical posts reserved for them by giving them necessary training and restriction regarding experience was relaxed they would be able to avail of their legitimate chance of appointment

Class-IV The Department/ Board supplied the required information in respect of Class IV employees as desired by the Committee in its meeting held on 3rd February 1988. As per the statement of the Board there is adequate shortfall on the following posts —

- 1 Havildar/Daftri/Record lifter
- 2 Store Mate/Store Attendant
- 3 Bill Distributor
- 4 Mali/Gardner
- 5 Peon
- 6 Truck Cleaner/Cleaner/Oiler/Greaser
- 7 Asstt Pump Driver

The reason for the shortfall have not been explained by the Department/Board in its latest written reply and it has also not mentioned the mode of promotion/appointment

The Committee are surprised to note as to why the Board had not mentioned the reasons of shortfall as well as mode of promotion/appointment. The Committee recommend that some via media may be evolved to cover up the adequate shortfall in these posts

The Committee would like to know the latest position along with the action taken in the matter

**STATEMENT SHOWING THE DETAILS OF SHORTFALL/BACKLOG IN RESPECT OF
SCHEDULED CASTES/BACKWARD CLASSES**

I Haryana Vidyut Prasaran Nigam Ltd , Panchkula

Class	Cadre Strength	Working Position	Representation in respect of SC/BC		Net shortfall			
			SC	BC				
1	2	3	4	5	6	7	8	9
I	255	236	2	7				
II	144	140	12	9		5		
III	3793	2887	352	Block 'A' 320	Block 'B' 65	243	Block 'A' 63	Block 'B' 88
IV	2051	1666	420	153	55	132	59	80

40

II Haryana Power Generation Corporation Ltd , Panchkula

Class	Cadre Strength	Working Position	Representation in respect of SC/BC		Net shortfall			
			SC	BC				
1	2	3	4	5	6	7	8	9
I	384	280	1	3				
II	266	205	28	15		6		
III	4990	3420	389	Block 'A' 360	Block 'B' 68	282	Block 'A' 70	Block 'B' 76
IV	797+319 PP	1116	171	143	21	75	25	55



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14

III Uttar Haryana Bijli Vitran Nigam Ltd , Panchkula

Class	Cadre Strength	Working Position	Representation in respect of SC/BC		Representation in respect of SC/BC		Net shortfall	
			SC	BC	SC	BC	SC	BC
I	2	3	4	5	6	7	8	9
I	225	216	5	10	—	—	—	—
II	159	123	10	7	7	—	—	—
III	18785	14385	2241	Block 'A' 1966	Block 'B' 642	578	Block 'A' 176	Block 'B' , 196
IV	1306	1203	223	126	23	66	4*	58

IV Dakshin Haryana Bijli Vitran Nigam Ltd , Panchkula

Class	Cadre Strength	Working Position	Representation in respect of SC/BC		Representation in respect of SC/BC		Net shortfall	
			SC	BC	SC	BC	SC	BC
I	2	3	4	5	6	7	8	9
I	194	178	4	11	—	—	—	—
II	133	114	9	12	6	—	—	—
III	14008	11846	2007	Block 'A' 1257	Block 'B' 899	358	Block 'A' 87	Block 'B' 60
IV	1787	1521	361	166	105	34	4/	34

Note 1 There is no reservation in promotion under Class I & II Cadre All the posts/vacancies in respect of Class I Cadre have been filled up by way of promotion Hence there is no shortfall in Class I Cadre

HARYANA URBAN DEVELOPMENT AUTHORITY (14th Report 1988-89)

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

Class III The Department while sending written reply about the shortfall in Class III informed that because of the fact that 130 retrenched employees from different departments had been absorbed in Haryana Urban Development Authority under the order of Government irrespective of their Caste. Out of 130 such employees only 3 persons belong to Scheduled Castes. The department gave the latest figures of shortfall of Class III as follows

Accountants Assistants

The request was made to HBPE on 22.3.99 for filling up the class III posts including the 7 posts of Accounts Assistant in the SC category. The permission of the HBPE was pending but in the meanwhile the State Govt lifted the ban on recruitment *vide* letter circular dated 7.1.2000. In view of the decision of the State Govt for lifting the ban on recruitment some Class III posts in different categories i.e. SC, BC, ESM and General etc were notified in the leading newspapers on 8.1.2000 for inviting the applications from the eligible candidates. But the State Govt again imposed ban on fresh recruitment/creation up graduation of posts *vide* their circular dated 16.3.2000. It was also stipulated that vacant technical posts

The Committee decided that the HUDA may send the latest position after taking action in respect of these categories of posts

can be considered for exemption after obtaining the concurrence of F D Hence the shortfall of the posts of Acctt Asstt in the S C category will be made good on lifting the ban on recruitments

The case has been referred to the State Govt (CTCP) by HUDA on 7 10 2000 for taking up the matter with the HBPE to restore the 83 technical abolished posts alongwith permission for filling up these posts The State Govt has called some information like revised work load posts which can be spared/surrendered and services which can be got done on contract basis etc The information after collecting/compiling from the respective offices of HUDA will be sent to the State Govt

The following posts have already been filled up or filled up after observation of the Committee as under —

1	Date Entry operator	12
2	Clerks	1
3	Acctt /Asstt	2
4	Steno	1
5	Patwar	1
6	Refuse Collector Driver (Daily wage)	5
7	Manager Cactus Garden	1

The contractual appointment have been made where the same are essentially required Some persons of contractual appointment are

representing for regular appointment/pay scale and in one case the official has filed writ petition in the Hon'ble High Court for grant of regular appointment. So the large number of appointments on contractual basis is likely to create administrative as well as legal complications.

The State Govt (FD) vide their circular dated 10.12.97 withdrawn ban on filling up the vacant posts to the extent of 90% of the sanctioned posts to be filled up according to the requirement procedures. But the State Govt again imposed a ban on recruitments vide circular dated 2.4.99. Thus the ban was lifted for a period of 1 year and 3 months. During this period a requisition was sent to the HBPE on 12.1.98 for appointment against 56 different class III posts including the posts of Acct Asstt & Steno for sponsoring the names out of surplus cell. Further clerks of S C category have been recruited through Employment Exchange after completing the process of interview etc. The appointments of these 7 candidates were issued on 25.8.98. Further the HBPE was requested vide letter dated 23.3.99 to sponsor the names of eligible candidates from the surplus pool for filling up the class III vacant posts like Acctt / Asstt Sr Scale Steno

Jr Scale steno and Steno Typist etc In the meanwhile the ban was imposed by the State Govt on 2 4 99

2 Jr Scale Stenographer

3 Steno typist

4 Accountant SAS

do

do

do

The post of Accountant are promotional posts which are to be filled up from amongst A/Asstt having 5 years experience with B Com qualification At present no official of S C category has become eligible for promotion to the post of Accountant Further an official in Class III category of HUDA who qualifies the SAS examination of the State Govt and opts for HUDA is promoted to the post of Acctt /SO No official of S C category has qualified the SAS examination of State Govt The shortfall will be made good on availability of eligible official for promotion to the post of Acctt /SO

Filling up of reserved vacancies
The Committee was informed by way of written reply that some categories of posts like Accounts Assistant Stenographers Drivers and some technical posts meant for Scheduled Castes have been filled up from other candidates The Committee therefore recommend that in future the Government instructions on the subject may be adhered to avoid increase in shortfall of Scheduled Castes candidates

As already submitted in foregoing paras no names have been sponsored by Haryana Bureau of Public Enterprises

The Committee decided that the HUDA may send the latest position after taking action in respect of these categories of posts

POLICE DEPARTMENT (14th Report 1988-89)

46

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

Cadre wise strength/representation of Scheduled Castes

The Department gave the following figures about the total number of employees as also about the total number of Scheduled Castes employees —

Class	Total Number of Employees	Total Number of Scheduled Castes employees
-------	---------------------------	--

I	130	1
II	27	2
III	20 488	1 173
IV	1 185	412

The department informed the Committee that after the laying down of reservation policy by the Government with effect from 9th February 1979 the following posts were created/filled up from 9th February 1979 to 31st March 1988—

This 3% backlog is due to Class II and Class III. At present the position of Class II and Class III is as under —

Class	Sanc tioned stren gth	Poste d stren gth	Sche duled castes (SC)	Back log (SC)	Per cen tage back log (SC)	Over all per cent age	Over all Back log
II DSPs	00129	00125	0018	007	5		
III Inspectors	00359	00347	0039	030	9		
Sub Inspectors	01053	00932	0121	065	7/		
Asstt. Sub Inspectors	02383	02103	0281	139	7/	17/	3/
Head Constables	08007	04852	0693	277	6		
Constables	25195	23189	4042	596	2/		
Class IV	02266	02140	0813	000	00	Nil	Nil

According to latest instructions issued by the Govt vide no 22/19/95 3GS III dated 12.9.97 it is not possible to fill up the deficiency of Scheduled Caste Candidates because Govt

During the course of or al examination the represen tative of the Government informed that there is shortfall in the category of Scheduled Castes employees which requires to be strengthened Recently Lok Sabha has passed a bill and the Chief Secretary has issued instructions which are being followed and result will be conveyed to the Committee within a period of three months Further it was informed that recently Government have also changed the prescribed quota of reservation for Ex Servicemen Scheduled Castes category employees and now there is likelihood of no problem in recouping the backlog In reply to a

Class	Through direct recruitment		By promotion	
	Total	Scheduled Castes	Total	Scheduled Castes
I	19	5	4	2
II	9	1	139	5
III	7 588	1 531	3 365	511
IV	506	1 12	—	—

In view of the above figures, the Committee observed that there is shortfall in the department in different castes of posts and in different groups, although the department is taking effective steps to recoup the shortfall, yet the Committee recommend that the department should make more efforts and amend the Service Rules for various categories of posts, if necessary, so that the shortfall could be recouped to the maximum possible extents. The Committee further recommend that the latest position be also intimated to the Committee.

has decided to implement the rule of 50% reservation whereby a year should be counted as a unit instead of the strength of total cadre/service units. If the vacant posts of the reserved category is not filled up in the first attempt then the advertisement should be made in the same year to fill up the vacant posts. Even then the vacant posts are not filled up then these vacancies will not be added in the backlog of next year. There will not be more than 50% posts for reserved category out of total posts in the next year also.

In 1998 recruitment was made for 1800 constables and out of them 360 constables have to be recruited from Scheduled Castes including SC/ESM candidates but only 1681 candidates were recruited against 1800 posts and out of them only 307 SC candidates including SC/ESM were recruited while 336 candidates have to be recruited against 1681 candidates. As such, 29 posts remained vacant after recruitment in the year 1998.

Keeping in view the above vacancies recruitment for 2000 constables were held in August 2000 after receiving approval from the Govt. in which the present reservation policy for ex servicemen was implemented and the result were very positive. The position of the

question it was informed by the representative of the Government that the Government is likely to take some time in framing the policy in pursuance to the passing of the bill by the Lok Sabha for giving benefit to the Scheduled Castes and Scheduled Tribes employees at the time of promotion. Thus the Committee observed that the action taken may be informed within a period of three months.

1	2	3
---	---	---

recruitment for 2000 vacancies held in august
2000 is as under ---

Total recruited 1917

E x

servicemen

General category	888	139
S C Block A	180	010
S C Block B	177	014
B C Block A	278	032
B C Block B	160	039

Total 1683 234

As already stated above that according to Govt instructions it should be kept in mind that reservation quota should not be exceeded above 50% in a year while filling the vacant posts. But strenuous efforts would be made to fill up the deficiency of Scheduled Castes in the recruitment made in future because the Govt has already made the provision of relaxation in physical measurement and educational qualification to be of middle standard instead of matriculation after amending the Police Rules. In this way efforts are being made to recruit the Scheduled Caste candidates in accordance with the amended policy and police rules during recruitment so that Scheduled Caste candidates can get more benefit.

Position of IPS officers and Deputy Superintendent of Police including Scheduled Caste category is as under —

It was felt that the seats allotted for Scheduled Castes remains vacant due to non availability of SC/ESM the department requested the Govt for changing the reserved quota kept for ex servicemen to give full benefit to the candidates of Scheduled Castes. The Govt after due consideration issued the directions vide memo No 22/19/99 3 GS III dated 14-7 2000 making the change in reserved quota as under —

	Earlier reserved policy	Present reserved policy
1 Backward Classes "A" Block	3%	2%
2 Backward Classes "B" Block	3%	3%
3 General Category	4%	8%
4 Scheduled Castes	5%	2%
	(A' Block 1%+"B' Block 1%)	
Total	15%	15%

1

2

3

The present reservation policy for ex-servicemen will be useful to fill up the vacancies of Scheduled Castes and Backward classes in the recruitment, because the reserved quota of Scheduled Castes has been extended from 15% to 18% and reserved quota of ex-servicemen of Scheduled Caste category has been reduced from 5% to 2%. Likewise the reserved quota of Backward Classes "A" block (ex-servicemen) has been reduced from 3 percent to 2 percent. Quota of Backward Classes "A" Block has been increased from 13% to 14%.

During the year 2000 the following vacancies were available —

Sub Inspectors	112
Assistant Sub Inspectors	303
Head Constables	706
UGCs	196
Constables	3871

Total	5188
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Class	Total number of officers in position (Including reserve category of SC)	SC
I IPS	111	19
I DSsP	80	14
II DSsP	45	04

IPS officers are posted by Govt. of India but not reservation benefit is given to those are promoted to IPS from the rank of Deputy Superintendent of Police/Superintendent of Police (Non IPS). Besides no reservation is available in the matter of promotion from Class III to that of a gazetted officer.

Keeping in view all the above facts, instructions and present reservation policy, the department is making strenuous efforts to give full benefit to the Scheduled Caste candidates. Efforts would be continued in future as well so that the deficiency of Scheduled Caste candidates would be removed during the recruitment and the position in accordance with the recommendations/views of the Committee can be maintained.

It is added that in the current recruitment of Constables starting from 3-6-2001, 337 seats out of total 1685 have been allotted for Scheduled Caste category candidates in accordance with Govt. reservation policy.

GENERAL RECOMMENDATION (14th Report 1988-89)

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Reservation in promotion in Class I & II posts At present there is reservation in Promotion for Scheduled Castes in Class III & IV posts but there is no reservation in promotion in Class I & II posts with the result that there is always short fall in the above categories	Chief Secretary to Govt of Haryana vide their letter No 22/45/96 3GS III dated 28 1-2002 has informed that the information regarding reservation in promotion in Class I & II for Scheduled Castes has been sought from the Govt of India Action taken after receipt of the information will be informed accordingly	The Committee may be informed about the latest position

अति-तत्काल

प्रेषक

मुख्य सचिव हरियाणा सरकार।

सेवा में

निदेशक

अनुसूचित जातियाँ एवं पिछड़े वर्ग

कल्याण विभाग हरियाणा

यादि क्रमांक 22/45/96-3जी एस III

दिनांक चण्डीगढ़ 28 1 2002

विषय अनुसूचित जातियाँ/जन जातियाँ हेतु पिछड़े वर्गों के कल्याण के लिए गठित कमेटी की रिपोर्ट (2000 2001) में की गई सिफारिशों के लागू करवाने बारे।

- -

उपरोक्त विषय पर आपके यादी क्रमांक ए आर ओ ई - 235/2002/2484 दिनांक 24 1-02 के सदर्थ में।

2 इस सबंध में पुन सूचित किया जाता है कि अनुसूचित जाति वर्ग को श्रेणी-I व श्रेणी II में पदोन्नति में आरक्षण देने बारे भारत सरकार से सूचना मांगी हुई है। उक्त सूचना प्राप्त होने पर मामले में कार्यवाही की जाएगी तथा इस सबंध में आपको सूचित कर दिया जाएगा।

हस्ता/-

अधीक्षक सामान्य सेवाएँ-III

कृते मुख्य सचिव हरियाणा सरकार।

INDUSTRIAL TRAINING AND VOCATIONAL EDUCATION DEPARTMENT (15th Report 1989-90)

54

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1 Cadrewise position of employee /representation of Scheduled Castes The Department informed that the posts in Group 'A' & 'B' are filled up by direct recruitment and also by promotion. It was also informed that there are total 16 posts in Group 'A' out of which 4 posts i.e. Joint Director (Technical) Deputy Apprenticeship Advisor Deputy Director (VE) and Deputy Director (Women) are filled up 100% by promotion. The remaining 12 posts in different cadres are filled up 50% by promotion and 50% by direct recruitment. These posts include Assistant Director (Technical) Assistant Apprenticeship Advisor/Principals I T I (Technical) Assistant Director (VE) and Assistant Directors/Controller of Examination. With regard to Group 'B' posts it was informed that there are 82 posts which are filled up 50% by promotion and 50% by direct recruitment except one post of Assistant Director (Women) which is filled up 100% by promotion.	2 Social Study Instructor (ITI) Finance Department was approached to waive off its condition issued vide its letter dated 16.3.2000 regarding ban on filling up of vacant post effecting 286 available posts of Instructors in ITIs. Against 286 posts Finance Department has given the permission to fill up only 259 posts of Instructors. Out of 259 posts one post relates to Social Study Instructor the requisition of which has been sent against reserved category of S C A on 25.6.2001 to Haryana Staff Selection Commission. Language Teacher (English) The latest position regarding filling up of vacant posts of Language Teachers in Vocational Education Institutes is that the matter for revision of syllabi is still under consideration with Haryana Board of School Education. Bhawan on revision of syllabi the qualifications of Language Teachers English and Hindi will be got revised in the Service Rules and further action to fill up the posts of Language Teachers will be taken thereafter.	3 During the course of oral examination the representative of the Government informed that a few posts could not be filled up due to imposition of ban on recruitment. It was also informed that the Department has sent a proposal for filling up a few posts pertaining to different categories in addition to the posts already sanctioned by the Finance Department. Thus the Committee is of the view that necessary action in the matter may be taken by the Government and detailed position may be sent to the Committee.

The Department gave the following information about the Groupwise strength of staff as it stood on 9th February 1979 as under —

	No of posts sanctioned on 9 2 1979	S C candidates in position as on 9 2-1979
Group A	11	1
Group B	27	1
Group C	1611	90
Group D	551	177

There is no S T in this Department

This Department gave the following figures regarding the number of posts created/filled up from 9th February 1979 to 31st March 1989 along with the number of posts filled up by the Scheduled Castes employees —

	No of posts created from 9 2 79 to 31 3 89	No of posts filled by S C
Group A	53	8
Group B	55	14
Group C	1265	19
Group D	360	439
		177
		138

It was informed that there is 20% reservation for Scheduled Castes in direct recruitment in Group A' posts but no

Vocational Instructors

The latest position regarding filling up of the vacant posts of Vocational Instructors is that the approval of Finance Deptt to lift the ban on recruitment has not been given so far. The Deptt has requested the Finance Deptt to grant permission to fill up 373 posts which stand abolished on account of remaining vacant for more than 2 years in addition to 160 posts for which Finance Deptt has already been requested to lift the ban on recruitment. The matter is still under consideration of Finance Department.

3

2

1

reservation exists in promotional posts On 9th February 1979 the department had total 11 posts belonging to Group 'A' and during the period from 9th February 1979 to 31st March 1989, 5 new post were created in Group 'A' including the one post of Deputy Director which was up graded to that of Joint Director The reserved posts in this group was advertised twice by the Haryana Public Service Commission It was told that no candidate has been recommended by the said Commission

On the basis of the reservation in Group 'C' the position of shortfall of Scheduled Castes and the action taken to fill up the posts was informed as under -

1 Total = 58 (i) Shortfall in promotion
No of posts = 10
Shortfall

(ii) Shortfall against
recruitment posts direct = 48

2. The position regarding shortfall in case of promotional posts is explained as under -

(i) Total reserved for S C as per Roster 84

(ii) Total filled out of reserved posts 74

(iii) Extra posts filled from S C 2

(iv) Reserved posts not filled (Details as under) 10

(a) Eligible S C persons not available and filled up by other candidates	9
(b) Promotion case for S C under consideration	1
3 The position regarding shortfall in case of direct recruitment posts is explained as under -	
(i) Total reserved for S C	213
(ii) Total filled out of reserved posts	165
(iii) Extra posts filled from S C	12
(iv) Reserved posts not filled	48
(v) Details of efforts are under -	
(a) Through S S S B	14
(b) Through Employment Exchange	6
(c) On transfer basis	1
(d) Direct advertisement	9
(e) Left inadvertently and to be filled in future upon a vacancy becoming available	1
(f) Cannot be filled up on account of stay in court cases	17
Total	48

Besides above figures the Department give the following figures Groupwise showing the number of posts carried forward during the last 3 years -

1			2		3	
	No of posts carried forward in 1986-87 SC		No of posts carried forward in 1987-88 SC		No of posts carried forward in 1988-89 SC	
	1	2	1	2	1	2
Group 'A'	1		1		1	
Group 'B'						
Group 'C'	40		40		40	

In addition the Department gave the following figures as also the source of recruitment to various posts in Group 'A' 'B' and 'C' during the year 1986 87 1987 88 and 1988 89 -

	Total posts filled		Total posts filled by SC		Source HP SC		Promotion	
	1	2	1	2	3	4	1	2
Group 'A'								
1986-87	4				2		2	
1987-88	1						1	
1988-89	1						1	

	1	2	3	4
Group 'B'				
1986-87	6		4	2
1987-88	1	-		1
1988-89	1			1
S.S.S.B	Promotion	Employment	Exchange	
Group 'C'				
1986-87	286	55	3	68
1987-88	260	35	1	63
1988-89	244	44	82	79
Group 'D'				
1986-87	24	2		24
1987-88	33	10		33
1988-89	13	5		13

It will be seen from the above figures that no representation has been given to Scheduled Castes in Group 'A' posts as also the shortfall exists in other Groups. The Committee therefore recommends that the department should give due representation to the Scheduled Castes by implementing the reservation policy atleast while the posts are filled up by direct recruitment in order to safeguard the interests of the poorer sections of the society. The shortfall so recouped be intimated to the Committee.

Sr No	Vocation	Total Units	Regular Instructors on date	Vacancies on date	Proposed notification to HSSC			Position after the proposed notification			%age filled after notification
					Against adhoc	Against 89 days	Balance	Total			
1	2	3	4	5	6	7	8	9	10	11	
A. Business & Commercial Group											
1	Office Secretaryship/Stenography (Hindi)	131	12	119	35	17		52	64	48.9%	
2	Accountancy & Auditing	73	18	55	6	8	2	16	34	46.6%	
3	Office Secretaryship/Stenography (English)	58	15	43	18	2		20	35	60.3%	
4	Banking	19	9	10	1	1		2	11	57.9%	
5	Marketing & Salesmanship	16	8	8	0	0		0	8	50.0%	
6	Receptionist	1	0	1	0	0		0	0	0.0%	
B Home Science Group											
7	Commercial Garments of Designing & Making	85	11	74	4	4	21	29	40	47.1%	
8	Tailoring & Embroidery	3	0	3	0	0		0	0	0.0%	
9	Bakery & Confectionery	4	3	1	0	0		0	3	75.0%	
C. Engineering & Technology Group											
10	Lineman	128	10	88	4	4	11	19	59	46.1%	
11	Maintenance & Repair of Electrical Domestic Appliances	117	41	76	6	1	4	11	52	44.4%	
12	Two & Three Wheeler Repairer	89	39	50	0	0	2	2	41	46.1%	

13	Furniture Maker & Designing	28	13	15	2	1	3	16	57.1%	
14	Computer Technique	3	0	3	0	2	2	2	66.7%	
15	Boiler Attendant	8	2	6	2	0	2	4	50.0%	
16	Electronics Techonology	7	0	2	0	0	0	0	0.0%	
17	Material Testing & Heat Treatment	2	1	1	0	0	0	1	50.0%	
18	Mech. Textile Machinery	2	0	2	1	0	1	1	50.0%	
D Agriculture Group										
19	Repair & Maintenance of Power Driven Farm Machinery	42	22	20	0	0	0	22	52.4%	
20	Floriculture	13	7	6	0	0	0	7	53.8%	
21	Crop Production	6	4	2	0	0	0	4	66.7%	
E Humanities & Other Group										
22	Library Information Science	1	0	1	0	0	1	1	100.0%	
23	Visual Arts (Pottery, Ceramics)	1	1	0	0	0	0	1	100.0%	
Total		832	246	586	79	40	41	160	406	48.7%

PUBLIC WORKS (B&R) DEPARTMENT (16th Report 1990-91)

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1 Framing of Haryana Public Works Department (Building & Roads Branch) Headquarters of office Ministerial (Group 'C') Rules, 1979 The Committee was pained to observe that at the time of framing the above referred rules cuttings made with lead pencil but without initials were to be accepted which later on got the approval of Council of Ministers before publication on 28th August, 1979. The representations were made by the employees in the year 1980 in this regard. The Committee was sorry to note the affairs of the department at the Government level when it was told that the file containing the papers on the subject is missing for the last more than a decade and for rendering justice to the Scheduled Castes employees so affected will have to be reconstructed. The Committee took a very dim view and observed that the cuttings appeared to have been made with ulterior motives just to put the employees of reserved categories in poor condition. The Committee therefore recommend that the Chief Secretary may go through the whole case personally and the facts after proper enquiry and fixing the responsibility for the lapse along with the steps to be taken to promote the officials who have been ignored/could not be considered because of the above cuttings be informed to the Committee at the earliest.	2 In view of decision of the Committee the matter has been referred to Chief Secretary to Govt Haryana Chandigarh vide this Deptt U O No 1/2/90 4 B&R(W) dt 16 10 01 on receipt of the information from EIC vide his memo No 147/E II dt 3 10 01. The matter is still under consideration in the office of Chief Secretary Haryana.	3 The Committee may be informed the latest position in the matter.

Recruitment

The Committee was informed that Government instructions regarding carry forward of posts were/are being strictly followed. It was also informed that the following number of posts/vacancies were carried forward during the years 1987-88, 1988-89 and 1989-90 —

	1987-88	1988-89	1989-90
Class I	Nil	Nil	Nil
Class II	Nil	Nil	Nil
Class III			
JE (Civil)	Nil	3	3
JE (Mech)	3	3	3
JE (Elect)	Nil	Nil	Nil
JE (Hort)	Nil	Nil	Nil
A D M (C)	1	1	2
A D M (E)	Nil	Nil	Nil
A D M (M)	Nil	Nil	Nil

The backlog in Scheduled Castes categories carried forward during the above period in respect of posts filled by direct recruitment only is explained in the written reply.

In view of the above, the Committee intended to have the details of the recruitments made during the period under question but the same was not supplied by the Government till the finalisation of this report. The Committee, therefore,

In view of continuing ban on fresh recruitment action to fill up the vacancies will be taken after lifting of ban on fresh recruitment by the Govt

The Committee may be informed the latest position in the matter

recommend that the details about the recruitment made, number of posts meant for the reserved category and whether these posts were actually filled in, be intimated to the Committee so that backlog could be checked.

Filling up of Vacant Posts

The department gave information by way of written reply about the posts lying vacant in the department.

The Committee recommend that steps should be taken to fill up the vacant posts at the earliest under intimation to the Committee.

A.E.E's

The govt has reconsidered the matter. The requisition sent to HPSC vide letter dated 13.1.98 for recruitment to 18 posts of A.E.E. has been withdrawn by the Govt vide letter no. 4 Spl B&R(E) 288 dated 27-9-2000.

The Committee may be informed the latest position in the matter.

A.D.M (Civil)

In view of continuing ban on fresh recruitment, action to fill up the vacancies will be taken after lifting of ban on fresh recruitment by the Government.

THE HARYANA STATE COOPERATIVE SUPPLY AND MARKETING FEDERATION LIMITED (17th Report 1991-92)

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

Cadrewise position of Employees/Representation of Scheduled Caste

The Government in formed that posts in Group 'A' 'B' 'C' and 'D' services in the Haryana State Co-operative Sup ply and Marketing Federation Ltd are filled up by way of direct recruitment as also by promotion. The Government sup plied information in respect of the Haryana State Co-operative Supply and Marketing Federation Limited about the total strength of cadre and re presentation of Scheduled Castes as on 9th February 1979 and the total number of posts created and filled in from 9th February 1979 to 31st March, 1991. The reasons for shortfall in Group 'A' 'B' 'C' and 'D' alongwith the steps taken to recoup the shortfall groupwise services have been given in the Annexure 'C'. The Department gave the fol lowing figures regarding the number of posts created and filled up in group 'A' 'B' 'C' and 'D' Services from 9th February 1979 to 31st March 1991 through direct recruitment by promotion and also with regard to the re presentation of Scheduled Castes employees

The Committee decided that the posts meant for Scheduled Castes and Backward Classes may be filled up under intimation to the Committee

1	2	3
---	---	---

Group	No of posts created from 9 2 79 to 31-3 91	Total No of posts filled up from 9 2 79 to 31 3 1991	Representation Scheduled to Scheduled Castes
-------	--	--	--

	By direct recruitment	By direct recruitment	By direct recruitment	By direct recruitment	By direct recruitment	By direct recruitment
1	2	3	4	5	6	7
A	24	35	13	22	1	
B	40	60	18	42		1
C	318	820	544	276	27	31
D	173	276	276		6	

In addition the department gave the following figures as also the criteria of recruitment in group 'A' & B as under

Group A Cadre	%age for promotion	%age for recruitment	By for recruitment	Remarks for depu tation
Managing Director			100%	
Secretary			100%	

Enquiry Officer	100%	
Law Officer	100%	
Financial Controller	(i) By promotion	
	(ii) By transfer on deputation from Finance Department	
Chief Accounts Officer	(i) By direct recruitment	
	(ii) By transfer on deputation from Finance Department	
Chief Audit Officer	(i) By direct recruitment	
	(ii) By transfer on deputation from Finance Department	
Superintending Engineer	100%	
Joint Manager	100%	
Distt Manager/Dy Manager	50%	
Mkg Research Officer	50%	
Malster	(i) By promotion or transfer or on deputation	
Cost Accounts Officer	100%	
	100%	

1	2	3
Mkg Dev Officer	100%	
Mkg Expert	100%	
General Manager		
Establishment Officer	100%	
Asstt Distt Attorney	100%	
Asstt Secretary		
Dy Controller (C&B)	100%	
Sr Accounts Officer		(i) By promotion (ii) By transfer or on deputation from Finance Department
Manager A	100%	
Accounts Officer		(i) By promotion (ii) By transfer or on deputation from Finance Department
Sr Sales Officer	100%	
Asstt Project Manager	100%	
Sub Divisional Engineer	50%	(i) By promotion
	(w e f 13 12 91)	(ii) By direct recruitment or by transfer or on deputation

Asstt Engineer (Mech)	100%
Asstt Engineer (Elec)	100%
Sales Executive	100%
Purchase Officer	100%
Manager Cotton	100%
Production Engineer	100%
Manager (Rice Mills)	100%
Shift Chemist	100%
Quality Control Officer	100%
Asstt Engineer (Auto)	100%
Asstt Project Engineer	100%
Chief Chemist	1
Asstt Engineer (Mech)	2
Asstt Engineer (Elect)	2
Production Engineer	2
Sub-Divisional Engineer	10
Asstt Engineer (Auto)	1
Asstt Project Manager	1
Total	38

It will be seen from the above figures that no representation has been given to the Scheduled Castes in Group 'A' and

'B' posts which existed prior to the enforcement of reservation policy from 9th February 1979 to 31st March 1991

The Committee, therefore, recommend that the Haryana State Co-operative Supply and Marketing Federation Limited should give the representation to the Scheduled Castes by implementing the Government Policy at least while the posts are filled up by direct recruitment as per the provisions of the Service Rule of the Federation.

Filling up of vacancies

The Departmental representatives during the course of oral examination agreed with the contention of the Committee that there is shortfall in the various categories of posts. The Committee therefore recommend that the Haryana State Cooperative Supply and Marketing Federation Limited should make such arrangements that these vacancies are filled up by appointing/promoting persons belonging to reserved categories. The Committee would like to know the action taken in this regard

Field Inspector (Jr)

The information as desired by the Committee is placed at Annexure I

To recoup the shortfall of two posts the matter is under process

The Committee may be informed about the action taken and the latest position about the backlog

Section Officer

Hafed's proposal of revival of post has been rejected by Govt. For remaining 4 posts no Accountant 'B' grade of SC Category is available for promotion

--do--

Accountant 'B' Grade (Shortfall 15)

The proposal is awaited from R C S

--do--

Accountant 'C' Grade (Shortfall 6)

Approval for the filling up of these posts were conveyed by the Govt. on 15.3.96. However since the post have not been filled for five

--do--

years These are deemed to have been abolished according to the F D 's instructions
Storekeeper/Godown Keeper (Shortfall 3)

A Committee under the Chairmanship of Secretary is reviewing the necessary amendments in Hafed CC Rules 1988 in which the proposal for merger of Store Keeper to that of F I is to be considered/decided

Head Mistry (Shortfall 2)

The Cabinet Sub Committee has approved to close six Hafed Rice Mills viz Madlauda Israna Gharaunda Karnal Shahabad and Cheeka Accordingly decision has been taken by BOA of Hafed in its meeting held on 14 7 99 With its decision three Head Mistry have become surplus and as such there is no demand of Head Mistry Hence shortfall cannot be made good till a vacancy arises in future

Assistant Mistry (Shortfall 4)

-do-

J E (Shortfall 2)

No approval to fill up the vacant posts has been received as yet and there exists a complete ban on direct recruitment so no action could be taken

-do-

-do-

1

2

3

Electrician (Shortfall 1)

Now six rice Mills have been closed and one Electrician has become surplus. As such there is no further demand of Electrician this shortfall will be made good as and when a vacancy arises in future.

The Committee may be informed about the action taken and the latest position about the backlog.

Promotional Avenues

The Committee have observed after perusing the Common Cadre Rules 1988 of the Haryana State Cooperative Supply & Marketing Federation Limited that there are a number of categories for which no promotional avenues exist either for the reserved categories or general categories. As per the Govt instructions issued from time to time and the court's rulings it has been stated that if a person at the time of promotion does not possess the qualification prescribed for direct recruits but possess sufficient experience he can be considered for promotion provided the mode of filling up the required posts by promotion also. The Committee, therefore, is of the view that Government should look into the Service Rules and create promotional avenues for the employees already working in the Haryana State Cooperative Supply and Marketing Federation Limited so that they can also be promoted with lesser qualifications/experience than that of a direct recruit. The Committee may also be informed about the action taken in this regard.

The report of the Committee constituted for the purpose is awaited. The information regarding detail of posts is enclosed.

The Government may check up the position as to whether the promotional avenues have been created or are still to be created. The representative of Haryana informed that the matter is pending with the Government. The decision arrived at may be intimated to the Committee in the matter at the earliest.

Abolition of posts

During the course of oral examination the departmental representatives informed that the Govt have issued orders to abolish the posts which are lying unfilled for the last three years. It was also informed that the matter is under consideration and it is being worked out as to how many posts will be covered under the above order. The Committee recommend that to recoup backlog the above referred order may not be implemented so far it relates to recouping the shortfall.

Advertisement of posts

It was informed to the Committee during the course of oral examination that the vacant posts were advertised during the last three years. But because of non availability of suitable persons the posts are still lying vacant. The Committee recommend that such posts may be readvertised under intimation to the Committee.

Only two Clerks of SC

To recoup the shortfall of two posts of F I (Jr) the matter is under process.

Accountant C Grade (Shortfall 6)

Approval for the filling up of these posts were conveyed by the Govt on 15.3.96. However since the posts have not been filled for five years these are deemed to have been abolished according to the F D s instructions.

Now the six rice mills have been closed and one Electrician has become surplus. As such there is no demand of Electrician this shortfall will be made good as and when a vacancy arises in future.

The latest position may be intimated to the Committee along with the action taken.

--do--

The Committee may be informed about the posts which are lying vacant because of non availability of suitable persons for which advertisements have been made.

List showing the categorywise vacancy of filled up posts vacant posts/abolished posts as on 30.6.2001

Annexure I									
Sr No	Name of the Post	Pay Scale (Rs.)	Mode of Recruitment	Sanctioned Strength	Filled up Posts	Posts Lapsed/ Abolished	Posts Vacant	Remarks	
1	2	3	4	5	6	7	8	9	
Class I									
1	Managing Director			1	1	-		(Appointed by the Govt.)	
2	Secretary		1	1	-	-		(Appointed by the Govt.)	
3	SE	14300-18300	By Promotion	1	1	-	-		
4	Financial Controller	14300-18300	direct	1	-	1	-		
5	Maister	14300-18300	direct	1	1	-	-		
6	G.M (Bakery)	12000-16500	direct	1	-	1	-		
7	General Manager (H O)	13500-17250	By Promotion	3	2	1	-		
8	Joint Manager	10000-13900	By Promotion	3	3	-	-		
9	General Manager (Plants)	10000-13500	direct	2	1	-	1		On Deputation
10	District Attorney	10000-15200		1	1	-	1		
11	Mkg Development Officer	10000-13900	By Promotion	1	1	-	-		
12	Marketing Expert	10000-13900	By Promotion	1	1	-	-		
13	Cost Accounts Officer	10000-13900	direct	1	1	-	-		
14	Production Manager	10000-13900	direct	1	1	-	-		
15	Chemical Engineer	10000-13900	direct	1	-	1	-		
16	Executive Engineer	10000-13900	By Promotion	2	2	-	-		
17	Chief Accounts Officer	10000-13900		1	1	-	-		On Deputation
18	Chief Audit Officer	10000-13900		1	-	-	1		50% Direct & 50% by Promotion
19	Dy Mgr/Distt Mgr/L O	8000-13500		27	18	2	7		
20	System Analyst	8000-13500	By Promotion	1	1	-	-		
21	Production Engineer	8000-13500	direct	1	1	-	-		
22	Asstt Project Manager	8000-13500	direct	2	1	1	1		

23	Asstt Engineer (Auto)	8000-13500	direct	1	1	-	-	-	
24	Asstt Engineer (Mech)	8000-13500	direct	2	1	1	-	-	
25	Asstt Engineer (Elect)	8000-13500	direct	2	1	1	1	-	
26	Manager (Cotton)	8000-13500	direct	1	1	-	-	-	
27	Ref Mech Engineer	8000-13500	direct	1	1	-	-	-	50% Direct & 50% by Promotion
28	S D E	8000-13500	-	10	7	-	-	3	
29	Production Manager (Malt)	8000-13500	direct	1	-	1	-	-	
30	D C (C&B)	8000-13500	By Promotion	1	1	-	-	-	
31	Cost Accountant	8000-13500	direct	1	1	-	-	-	
32	Sr Accounts Officer	8000-13500	By Promotion	6	1	5	-	-	By transfer on deputation
33	Enquiry Officer	8000-13500		1	-	-	-	1	On deputation
Class II									
1	Asstt Secy/E O	6500-10500	By Promotion	6	5	-	-	1	
2	Manager A Grade	6500-10500	By Promotion	8	8	-	-	-	
3	Asstt District Attorney	6500-10500	on deputation	1	1	-	-	-	On deputation
4	Manager Rice Mill	8000-13500	direct	4	4	-	-	-	
5	Maintenance Engineer	6500-10500	direct	1	-	1	-	-	
6	Programmer	6500-10500	direct	2	2	-	-	-	direct & by promotion
7	Sr Sales Officer	6500-10500	direct	1	-	-	-	1	
8	Quality Control Officer	6500-10500	direct	1	1	-	-	-	
9	Sales Executive	6500-10500	by promotion	2	1	1	-	-	
10	Production Engineer	6500-10500	direct	1	1	-	-	-	
11	Quality Control Officer	6500-10500	direct	1	-	1	-	-	
12	Marketing Manager	6500-10500	direct	1	-	1	-	-	
13	Sales Manager	6500-10500	direct	1	-	1	-	-	
14	Accounts Officer	6500-10500	by promotion	20	20	-	-	-	
15	Asstt Liason Officer	6500-10500	by promotion	1	1	-	-	-	
16	Purchase Executive	6500-10500	by promotion	2	1	1	-	-	

1	2	3	4	5	6	7	8	9
17	Shift Chemist	6500-10500	direct	8	3	5	-	
Class III								
1	Executive (PR)	6500-9900	direct	1	1	-	-	
2	Manager	6500-9900	direct	1	-	1	-	
3	Manager (Cold Storage)	6500-9900	direct	7	-	7	-	
4	Section Officer (A/C)	6500-9900	by promotion	62	55	7	-	
5	P A	5500 9000+	by promotion	8	8	-	-	
6	Head Draftsman	5500 9000	by promotion	2	2	-	-	
7	Field Officer	5500 9000	by promotion	2	2	-	-	
8	Tech Asstt (P P)	5450-8000	direct	1	1	-	-	
9	Manager Rice Mill	5450-8000	direct	11	4	6	1	
10	Manager B	5450-8000	by promotion	24	13	-	11	
11	Shift Supervisor	5450-8000	direct	1	1	-	-	
12	Sales Officer	5450-8000	direct	3	3	-	-	
13	Purchase Officer	5450-8000	direct	1	-	-	1	
14	Foreman	5450-8000	direct	1	1	-	-	
15	Security Officer	5450-8000	direct	1	-	1	-	
16	Boiler Supervisor	5450-8000	direct	1	-	-	1	
17	Cotton Supervisor	5450-8000	direct	5	3	2	-	
18	Elect Supervisor	5450-8000	direct	1	1	-	-	
19	Purchase Officer Cotton	5450-8000	direct	1	-	-	1	
20	Foreman	5450-8000	direct	2	1	-	1	
21	Draftsman	5450-8000	direct	3	2	-	1	
22	Field Inspector (Sr)	5000-7850	by promotion	26	17	9	-	
23	Inspector (QC)	5000-7850	direct	20	7	12	1	
24	Head Mistry (Rice Mill)	5000-7850	direct	14	15	-	-	
25	Boiler Attendant	4000-6000	direct	1	-	-	1	

26	Sr Drier Operator	5000-7850	direct	5	-	5	-	13	-
27	Manager C	5000-7850	by promotion	49	36	-	-	-	-
28	Sr Baker	5000-7850	direct	1	1	-	-	-	-
29	Salesman	5000-7850	direct	4	-	4	-	-	-
30	EDP Assistant	5000-7850	direct	3	-	2	-	1	-
31	Sr Scientific Asstt	5000-7850	direct	1	1	-	-	-	-
32	Store Keeper Tech	5000-7850	direct	3	3	-	-	-	-
33	Sales Supervisor	5000-7850	direct	8	3	5	-	-	-
34	Purchase Supervisor	5000-7850	direct	4	3	1	-	-	-
35	Tech Store Keeper	5000-7850	direct	2	1	1	-	-	-
36	Weighment Clerk	5000-7850	direct	8	3	5	-	-	-
37	Lab Chemist	5000-7850	direct	4	1	3	-	-	-
38	Cotton Purchase Asstt	5000-7850	direct	5	5	-	-	-	-
39	Assistant	5000-7850	by promotion	84	84	-	-	-	-
40	Sr Scale Stenographer	5000-7850	by promotion	4	3	-	-	1	-
41	Asstt Foreman (Furnace)	5000-7850	direct	1	1	-	-	-	-
42	Sr Scientific Asstt	5000-7850	direct	3	2	1	-	-	-
43	Chemist	5000-7850	direct	1	-	1	-	-	-
44	Head Mistry (Barley & CS)	5000-7850	direct	8	2	6	-	-	-
45	Asstt Foreman/Shift Sup	5000-7850	direct	4	3	1	-	-	-
46	J E	5000-7850	direct	40	14	24	-	2	(1 on Deputation)
47	Asst Soil Chemist	5000-7850	direct	1	1	-	-	-	-
48	Accountant B Grade	5000-7850	by promotion	108	83	15	-	10	-
49	Field Inspector (JR)	4000-6000	by promotion	165	158	2	-	5	-
50	SK/GK/ASK	4000-6000	direct	57	30	27	-	-	-
51	Asstt Mistry	4000-6000	direct	23	20	3	-	-	-
52	Diesel Engine Mech	4000-6000	direct	5	1	4	-	-	-
53	Baker	4000-6000	direct	1	1	-	-	-	-
54	Mecahnic Fitter	4000-6000	direct	1	2	-	-	-	-

1	2	3	4	5	6	7	8	9
55	Auto Mechanic	4000-6000	direct	1	-	1	-	
56	Jr Scientific Asstt	4000-6000	direct	1	1	-	-	
57	Lab Asstt	4000-6000	direct	1	-	1	-	
58	Fitter cum Welder	4000-6000	direct	2	1	1	-	
59	Operator (CFP)	4000-6000	direct	8	7	1	-	
60	Electrician	4000-6000	direct	29	19	10	-	
61	Fitter	4000-6000	direct	15	11	2	2	
62	Boiler Attendant	4000-6000	direct	8	4	4	-	
63	Press Operator	4000-6000	direct	12	10	2	-	
64	Asstt Time Keeper	4000-6000	direct	3	3	-	-	
65	Oil Mill Operator	4000-6000	direct	8	6	2	-	
66	Saw Gin Foreman	4000-6000	direct	3	2	1	-	
67	Refinery Operator	4000-6000	direct	14	8	6	-	
68	Cotton Seed Proc Opt	4000-6000	direct	14	11	3	-	
69	Time Keeper	4000-6000	direct	4	1	3	-	
70	Solevant Ext Plant Opt	4000-6000	direct	8	5	3	-	
71	Tubewell Operator	4000-6000	direct	4	4	-	-	
72	Welder	4000-6000	direct	2	2	-	-	
73	Mech Automobile	4000-6000	direct	3	1	2	-	
74	Latheman	4000-6000	direct	2	1	1	-	
75	Excuse Clerk	4000-6000	direct	2	2	-	-	
76	Jr Scientific Asstt	4000-6000	direct	3	1	2	-	
77	Mech Fitter cum welder	4000-6000	direct	1	1	-	-	
78	Prod Supervisor/s Incharge	4000-6000	direct	4	2	2	-	
79	Ref Operator/Operator	4000-6000	direct	18	7	11	-	
80	Lab Asstt	4000-6000	direct	2	2	-	-	
81	Elect cum Gen Set Opt	4000-6000	direct	1	-	1	-	

82	Asstt Mistry (C Stroage)	4000-6000	direct	3	1	2	1
83	Driver	4000-6000	direct	69	67	-	2
84	Plant Opt cum Mech	4000-6000	direct	6	3	3	-
85	Welder	4000-6000	direct	1	1	-	-
86	Kholu Mistry	4000-6000	direct	1	1	-	-
87	Supervisor-cum Opt	4000-6000	direct	1	1	-	-
88	Asst Mech cum Wireman	4000-6000	direct	-	1	-	-
89	Accountant C Grade	4000-6000	direct	156	70	83	3
90	Drier Operator	3050-4590	direct	5	1	4	-
91	Asstt Baker	3050-4590	direct	1	1	-	-
92	Cinema Operator	3050-4590	direct	1	-	-	1
93	Lab Attendants (Ding/Ratia)	3050-4590	direct	5	3	2	-
94	Clerk	3050-4590	80% D20%by P	124	123	-	1
95	Steno Typist	3050-4590+	direct	54	45	8	1
96	PBX Operator	3050-4590+	direct	2	1	-	1
97	Junior Artist	3050-4590	direct	1	1	-	-
98	Tracer	3050-4590	direct	2	2	-	-
99	Restorer	3050-4590	by promotion	1	1	-	-
100	Book Binder	3050-4590	by promotion	1	1	-	-
101	Gestetner Operator	3050-4590	direct	1	1	-	-
CLASS IV							
1	Jamadar	2650-4000	By promotion	2	2	-	-
2	Dafti	2650-4000	By promotion	1	1	-	-
3	Pump House Attendant	2650-4000	direct	1	1	-	-
4	Tech Helper	2610-3540	direct	17	4	13	-
5	Sweeper	2550-3200	direct	14	15	-	-
6	Truck Cleaners	2550-3200	direct	20	13	7	-
7	Peno/Chowkidar/Mali/ S Guar	2550-3200	direct	451	432	-	19

1	2	3	4	5	6	7	8	9
8	Plumber	2550-3200	direct	1	1	-	-	
9	Lab Attendant (CFP)	2550-3200	direct	2	1	1	-	
10	Attendant (CFP)	2550-3200	direct	4	4	-	-	
11	Asstt Fitter (Ding/Ratia/ Bhat)	2550-3200	direct	8	2	6	-	
12	Store Attendant (CFP)	2550-3200	direct	1	1	-	-	
13	Operator (Bakery)	2550-3200	direct	3	3	-	-	
14	Loader	2550-3200	direct	42	2	40	-	
15	Ref Mech	2550-3200	direct	-	1	-	-	
16	Fireman	2550-3200	direct	23	8	15	-	
17	Elect Helper	2550-3200	direct	2	2	-	-	
18	Plant Helper/Helper	2550-3200	direct	12	11	-	1	
19	Lab Attendant	2550-3200	direct	5	2	3	-	
20	Helper cum Chowkidar	2550-3200	direct	21	-	21	-	
21	Mech Helper	2550-3200	direct	3	1	2	-	
22	Work Supervisor	2550-3200	direct	1	1	-	-	

25th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes of Haryana Vidhan Sabha
Supply of Category wise information as on 30 6 2001

Sr No	Name of the Post	Pay Scale (Rs)	Sanc tioned Strength	Sanc tioned posts	Vacant posts	Posts filled as on 30 6 2001	No of posts filed up after 9 2 79	No of employees to be required as per roster from reserved category	Posts actually filled from	Shortfall	Reason for shortfall						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Class I																	
1	Managing Director (Appointed by the Govt)		1	1	-	1	-	-	-	-	-	-	-	-	-	-	
2	Secretary (Appointed by the Govt)		1	1	-	1	-	-	-	-	-	-	-	-	-	-	
3	S E	14300-18300	1	1	-	1	-	-	-	-	-	-	-	-	-	-	
4	Fiandial Controller	14300-18300	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
5	Malster	14300-18300	1	1	-	1	1	-	-	-	-	-	-	-	-	-	
6	G.M	12000-16500	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
7	General Manager (HO)	13500-17250	3	3	1	2	2	-	-	-	-	-	-	-	-	-	
8	Joint Manager	10000-13900	3	3	1	3	3	-	-	-	-	-	-	-	-	-	
9	General Manager (Plants)	10000-13500	2	2	1	1	12	-	-	-	-	-	-	-	-	-	
10	District Attorney	10000 -15200	1	1	-	1	1	-	-	-	-	-	-	-	-	-	On deputation
11	Mkg Development Officer	10000-13900	1	1	-	1	1	-	-	-	-	-	-	-	-	-	
12	Marketing Expert	10000-13900	1	1	-	1	1	-	-	-	-	-	-	-	-	-	
13	Cost Accounts Officer	10000-13900	1	1	-	1	1	-	-	-	-	-	-	-	-	-	

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
54	PA	5500-9000+ Rs 150/ S P	8	8	1	8	10	2	-	-	-	-	-	2	-	-	The post of PA is a promo tional post and no candidate belonging to SC category is
55	Head Draftsman	5500-9000	2	2	1	2	2	-	-	-	-	-	-	-	-	-	
56	Field Officer	5500-9000	2	2	-	2	2	-	-	-	-	-	-	-	-	-	
57	Tech Asstt (P P)	5450 8000	1	1	-	1	-	-	-	-	-	-	-	-	-	-	
58	Manager Rice Mill	5450 8000	11	11	6	5	5	1	-	-	-	-	-	1	-	-	
59	Manager B Grade	5450 8000	-	24	-	13	25	5	2	-	5	-	-	-	2	-	
60	Shift Supervisor	5450 8000	-	1	-	1	1	-	-	-	-	-	-	-	-	-	
61	Sales Officer	5450 8000	-	3	-	3	3	-	-	-	-	-	-	-	-	-	
62	Purchase Officer	5450 8000	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
63	Foreman	5450 8000	1	1	-	1	1	-	-	-	-	-	-	-	-	-	
64	Security Officer	5450 8000	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
65	Boile Supervisor	5450 8000	1	1	-	-	1	-	-	-	-	-	-	-	-	-	
66	Cotton Supervisor	5450 8000	5	5	2	3	3	-	-	-	-	1	-	-	-	-	
67	Elect Supervisor	5450 8000	1	1	-	1	1	-	-	-	-	-	-	-	-	-	
68	Purchase Officer (Cotton)	5450 8000	1	1	-	1	1	-	-	-	-	-	-	-	-	-	
69	Foreman	5450 8000	2	2	1	1	1	-	-	-	-	-	-	-	-	-	
70	Draftsman	5450 8000	3	3	1	2	2	-	-	-	-	-	-	-	-	-	
71	Field Inspector (SR)	5000 7850	26	26	9	17	7	1	-	-	2	1	-	-	-	-	
72	Inspector (QC)	5000 7850	20	20	12	7	10	2	-	-	2	3	-	-	-	-	

73	Head Mistry	5000	7850	14	14	-	15	15	3	1	-	1	-	2	1	-	In the closure of six Rice Mills three Head Mistry have become sur plus as there is no demand of Head Mistry Hence shortfall cannot be made good till vacancy arises in future
74	Boiler Attendant	5000	7850	1	1	1	-	1	-	-	-	-	-	-	-	-	
75	Sr Drier Operator	5000	7850	5	5	5	-	-	-	-	-	-	-	-	-	-	
76	Manager C	5000	7850	49	49	14	36	37	7	4	-	8	3	-	1	-	
77	Sr Baker	5000	7850	1	1	-	1	1	-	-	-	-	-	-	-	-	
78	Salesman	5000	7850	4	4	4	-	-	-	-	-	-	-	-	-	-	
79	EDP Assistant	5000	7850	3	3	2	-	1	-	-	-	-	-	-	-	-	
80	Sr Scientific Asstt	5000	7850	1	1	-	1	1	-	-	-	-	-	-	-	-	
81	Store Keeper Tech	5000	7850	3	3	-	3	3	-	-	-	-	-	-	-	-	
82	Sales Supervisor	5000	7850	8	8	5	3	3	-	-	-	-	-	-	-	-	
83	Purchase Supervisor	5000	7850	4	4	1	3	3	-	-	-	-	-	-	-	-	
84	Tech Store Keeper	5000	7850	2	2	1	1	1	-	-	-	-	-	-	-	-	
85	Weightment Clerk	5000	7850	8	8	5	3	3	-	-	-	-	-	-	-	-	
86	Lab Chemist	5000	7850	4	4	3	1	1	-	-	-	-	-	-	-	-	
87	Cotton Purchase Asstt	5000	7850	5	5	-	5	5	-	-	-	-	-	-	-	-	
88	Assistant	5000	7850	84	84	1	83	78	15	8	-	15	8	-	-	-	
89	Sr Scale Stenographer	5000	7850	4	4	-	4	4	-	-	-	-	-	-	-	-	
90	Asstt Foreman (Furnace)	5000	7850	1	1	-	1	1	-	-	-	-	-	-	-	-	

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
91	Sr Scientific Asstt	5000 7850	3	3	1	2	-	-	-	-	-	-	-	-	-	-	
92	Chemist	5000 7850	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
93	Head Mistry (Barley & Cold)	5000 7850	8	8	6	2	1	-	-	-	-	-	-	-	-	-	
94	Sales Supervisor	5000 7850	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
95	Asstt Foreman/Shift Supervisor	5000 7850	4	4	1	3	-	-	-	-	-	-	-	-	-	-	
96	J E	5500 9000	40	40	26	14	14	2	1	-	-	1	-	2	-	-	No approval to fill up the vacant posts has been recei ed as yet and there exists a complete ban on recruitment and so no action could be taken
97	Asstt Soil Chemist	5000 7850	1	1	-	1	1	-	-	-	-	-	-	-	-	-	
98	Accountant B Grade	5000 7850	108	108	20	88	104	17	10	-	2	10	-	15	-	-	The RCS vide its letter dated 5 2 99 has informed that the case has been sent to Government vide letter dated 13 8 98 and Hafed will be informed on receipt of reply No approval has been received so far

99	Field Inspector (JR)	4000-6000	165	165	1	158	84	17	8	3	15	8	2	2	-	1	To recoupe the shortfall of two posts the matter is under process
100	Storekeeper General/	4000-6000	57	57	27	30	37	7	4	-	4	1	-	3	3	-	A committee under the Chairmanship of Sec retary is reviewing necessary amend ment in Hated CC Rules 1988 in which a proposal for merger of Store Keeper to that of FI is to be consid ered and decided
101	Asstt Mistry	4000-6000	23	23	3	20	20	4	2	-	-	-	-	4	2	-	With the clouse of six Rice Mills four Asstt Mistry have become surplus as there is no demand of Asstt Mistry Hence short fall cannot be made good till vacancy arises in future
102	Diesel Engine Mech	4000-6000	5	5	4	1	1	-	-	-	-	-	-	-	-	-	
103	Baker	4000 6000	1	1	-	1	1	-	-	-	-	-	-	-	-	-	
104	Mechanic Fitter	4000 6000	1	1	-	2	2	-	-	-	-	-	-	-	-	-	
105	Auto Mechanic	4000 6000	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
106	Jr Scientific Asstt	4000 6000	1	1	-	1	1	-	-	-	-	-	-	-	-	-	
107	Lab Asstt	4000 6000	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
108	Fitter-cum Welder	4000 6000	2	2	1	1	1	-	-	-	-	-	-	-	-	-	
109	Operator(CFP)	4000 6000	8	8	1	7	4	1	-	-	-	-	-	1	-	-	
110	Electrician	4000 6000	29	29	10	19	7	1	-	-	-	-	-	1	-	-	

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
111 Fitter		4000 6000	15	15	3	11	13	2	1	-	2	-	-	-	1	-	Against the sanctioned strength of 15 posts 13 are in position Two posts are lying vacant for more than 5 years As per Govt instructions posts lying vacant for more 3 years stand abolished As such the backlog can not be filled up at this stage However recently Govt has also complete ban on fresh recruitment

112 Boiler Attendant/Boiler Attendant 1st Class

4000 6000 8 8 4 4 4

113 Press Operator

4000 6000 12 12 2 10 10

10

1

There is no demand for this post As such shortfall cannot be made good at this stage

114 Asstt Time Keeper

4000 6000 3 3

3

1

115 Oil Mill Operator

4000 6000 8 6 7 1

1

The posts are meant for Ding and Ratra Plants The plants are running in loss due to under utilisation of these plants There are no demand to fill up these posts The same position had been sent to RCS vide letter No Hafed/

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
121	Tubewell Operator	4000 6000	4	4	4	4	4										are no demand to fill up these posts. The same position had been sent to RCS vide letter No Hated/ Cslt /E 10/2928 29 dt 22 5 95 in the 20th report of the Committee on the Welfare of SC and ST of Haryana Vidhan Sabha. At present there is no demand of SEP Operator
122	Welder	4000 6000	2	2		2	2				1						
123	Mech Automobile	4000 6000	3	3	2	1	1										
124	Latheman	4000 6000	2	2	1	1	2										
125	Excise Clerk	4000 6000	2	2		2	2										
126	Jr Scientific Asstt	4000 6000	3	3	2	1											
127	Mech Fitter cum Walder	4000 6000	1	1		1	1										
128	Production Supervisor, Shift Incharge	4000 6000	4	4	2	2	2										
129	Refrigerator Operator/ Operator	4000 6000	18	18	12	6	4	1						1			
130	Electrician	4000 6000	6	6	5	1	1										
131	Lab Asstt	4000 6000	2	2		2	2										
132	Elect cum Gen Set Opt	4000 6000	1	1	1												
133	Asstt Mistry	4000 6000	3	3	2	1	1										
134	Driver	4000 6000	69	69		67	52	10	5	1	10	5					1 on deputation
135	Plant Opt cum Mech	4000 6000	6	6	3	3											
136	Welder	4000 6000	1	1		1											

[illegible]

TRANSPORT DEPARTMENT (19th Report 1993 94)

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1 The department supplied lists/ cadrewise position of all the posts as on 9 12 1979 and on 31st March 1994. Besides it the Department also supplied a statement showing the position regarding representation of Scheduled Castes in Group A B C and D services as it stood on 9 12 1979 and on 31 3-1994 The Committee recommended that various posts in different Groups be filled up in such a way so that the rights of the Scheduled Castes be preserved in accordance with the instructions issued by the Government in this behalf. The Committee further recommended that short fall in various groups may be cleared at the earliest by taking special steps and the Committee be informed about the steps taken in this regard	2 The observations of the Committee made vide their 25th report is that there was a shortfall of 108 persons in respect of the persons belonging to Scheduled Caste and Scheduled Tribe categories. It is stated that as on 1994 the Department had a total staff strength of approximately 19000 regular persons and nearly 1000 persons on daily wages or contract basis. At that time there was no reservation for the backward classes therefore 20% of the staff strength should have been from Scheduled Caste categories. 20% of 19000 comes to approximately 3800 persons. Out of 3800 a shortfall of 108 persons comes to less than 2.4%. Accordingly the compliance rate of the Transport Department in respect of reservation policy of the State Government could be rated amongst the best 2 As per information the shortfall is in 17 different categories of employees of Class III & IV. Most of the categories are depot	3 During the course of oral examination the representative of the Government and the Department expressed their views about the short fall and the recruitment not made through proper channel. Since the Committee is not satisfied with the explanation given by them on both these aspects the Committee like that the Chief Secretary may look to the aspect of taking action against the General Managers who ordered recruitment also the aspect of recouping the backlog because it has been informed to the Committee that the Chief Secretary has already filed a few cases without awarding any punishment to the concerned officer/official

level cadre According to the report the shortfall is on the basis of the overall strength of the Department all over the State If depotwise shortfall is calculated then either it is totally insignificant or no shortfall at all

3 The transport Department is a highly public oriented department and its operations are commercial nature Many a times the operations cannot be allowed to suffer During the years 1979 1994 the Department expended rapidly as more and more buses were added The Haryana Roadways in those days earned reputation of being best roadways in the Country Accordingly large amount of powers were delegated to the field officers including the powers of recruitment It is in view of the rapid expansion of the Department that slight variation in the requisite quota meant for scheduled caste categories might have occurred Moreover many persons got regularities by virtue of the orders of the different courts Variation in the reservation percentage might also have occurred for that reason

4 Very strict instructions stand issued to all the field officers for complying with the reservation policy Further since 1997 no

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recruitment in the Department has been made accordingly it has not been possible to fill up the shortfall might not actually exist at present

5 Regarding the disciplinary action against the various General Managers it may be stated that 25 different officers were in the shortfall because the shortfall for each depot is not certain. Regarding the assurance given to the Hon ble Committee for taking disciplinary action against 19 HCS officers and 6 Departmental officers it is stated that the assurance was inadvertent as they were not being contemplated to be proceeded against for not adhering to the reservation policy. Actually at that time a file was under consideration of the Government for taking disciplinary action against some of them for making recruitment of Ticket Verifiers without reference to the Employment Exchange. When this information was given to the Hon ble Committee in the proceeding it got recorded that disciplinary action is being taken against the guilty officers. Actually in the Department there is no record to show that anybody is being held responsible for not adhering to the

reservation policy. However, after such an assurance was given, explanation of some of the officers have been called. However, it is stated that there is no clarity on the point whether they can actually be held responsible for the same. Since this matter would involve examination of the record which is 22 years old, it will be a very lengthy exercise. Some of the record may not even be available.

In view of the above, the Hon'ble Committee is requested to kindly drop the matter.

GENERAL RECOMMENDATION (1997-98)

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

Examination of Dy Commissioners Committee examined 11 Deputy Commissioners i.e. Yamunanagar on 12th August, 1997 Karnal on 19th August 1997 Hissar & Fatehabad on 26th August 1997 Jind on 27th August 1997 Bhiwani on 3rd September 1997 Gurgaon on 10th September 1997 Rohtak on 17th September 1997 Rewari on 7th October 1997 Panchkula on 21st October 1997 and Panipat on 23rd October 1997 in regard to the information supplied to the Committee by the concerned Deputy Commissioners which is given in Annexure A	Reply could not be sent as it is still awaited from the field. However Divisional Commissioner have been directed to initiate action against the delinquent officer/officials	The Committee in its 25th Report observed that the Government was not sending reply for the last three years and the Committee desired the action to be taken against the delinquent officers/officials who have not cared to send the reply to this para During the current year i.e. 2001-2002 the Committee is sorry to observe that the Government has not sent any reply showing the action taken either on the original recommendation of the Committee made in the year 1997 or on the observations of the Committee made in its 25th Report. The Committee therefore like that the Chief Secretary may issue orders in this respect under intimation to the Committee at the earliest
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Annexure 'A'

Districtwise Number of Eligible person	Districtwise plots allotted in Three Surveys	Districtwise number of plots in which registration been done	Possession given	Districtwise number of persons who was not allotted plots
1	2	3	4	5
Distt Yamunanagar				
Ist	3398	3398	3398	
IInd	113	113		
IIInd535	305	11	230	
Distt Karnal				
Ist	15989	15901	15901	88
IInd	4863	4740	4740	123
IIInd	4193	3095	3095	1098

Distt Hisar & Fatehabad				
Ist	11356	11356	11356	11356
IInd	1758	1758	1758	1758
IIInd	3948	3948	3948	3948
Distt Jind				
Ist	10987	10987	10987	10987
IInd	5440	5440	5440	5440
Distt Bhiwani				
Ist	15286	15286	15286	15286
IInd	7230	7230	7230	7230
IIInd	3396	3396	2046	1998
Distt Gurgaon				
Ist	6465	6465	6465	6465
IInd	2925	2925	2925	2925
IIInd	1608	1608	1608	1608
Distt Panckula				
	768	679	676	676
Distt Panapat				
Ist	5257	5257	5257	5257
IInd	1497	1497	1497	1497
IIInd	1545	1065	1065	1065
Distt Rewari				
Ist	2741	2741	2741	2741
IInd	2896	2896	2896	2896
IIInd	5094	4275	4275	4275
Distt Rohtak				
	22053	15531	15531	15531
				6522

Since no reply has been sent by the Government nor the Chief Secretary has taken up the matter with the Administrative Secretary concerned the Committee would like that the Chief Secretary may ensure action in the matter

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INTERIM RECOMMENDATION OF THE COMMITTEE

This Committee noted with grave concern the factum of non allocation of residential plots to members of the Scheduled Castes despite emphatic insistence by the executive and persistent follow up by the present Committee

Having examined most of the Deputy Commissioners in the State of Haryana this Committee has noted with grave concern the following facts

1 There is a general laxity amongst the officers in implementing the Government schemes for allocation of plots to Scheduled Castes families

The Committee regret to note that except for two districts i.e. Karnal and Bhiwani we found the remaining Deputy Commissioners and other subordinate staff wanting in effective implementation of the schemes and redressal of the grievances of those who have been left out

This laxity is a result of either indifference or understanding about the problems of these deprived sections of the society

2. Three surveys for identification of beneficiaries were conducted in the years 1972, 1984 and 1989 and it is apparent that a period of 8 years has elapsed since the last survey to identify the beneficiaries have been conducted. Despite this claims of a large number of beneficiaries remained unsettled till date

3 A prima facie perusal of the figures of the three surveys in most of the districts have left us with an unmistakable impression that succeeding surveys were not conducted properly. For example, if 100 beneficiaries were identified in the survey conducted in the year 1972 i.e. the first survey in a village, we found that the subsequent surveys held in the years 1984 and 1989 found either no beneficiary in the same village or the number of beneficiaries was as less as 5 to 10. This is an universal fact.

The Deputy Commissioners we examined were in complete agreement that the subsequent surveys were not convincing on the very face of it. In the subsequent years, number of beneficiaries should have definitely been increased considering that a period of 17 years had lapsed between the first survey and the third survey. This Committee has also noted the fact that the member of the Scheduled Castes for economic reasons and for reasons of illiteracy continued to have large number of the family as compared to those sections of the society who are economically well being as made out to the size of the family. Even from this perspective, number of beneficiaries should have gone up and not come down.

Hence we make the following interim recommendations:

- (i) In order to ameliorate the conditions of members of Scheduled Castes, particularly in villages where no shariat land is available, the State Government should allocate separate funds and proceed to acquire land for purposes of allocation to those members of the Scheduled Castes who have been denied the benefit of the Government policy or who have not been allotted

As per policy, the landless persons belonging to SC/BC who have no land or residential plot measuring 100 Sq. yards, plots are allotted out of shariat land/Govt. land if no such land is available, then land is acquired for this purpose.

Every Year budget provision is made and amount is sanctioned to DCs as per their

1	2	3										
plots after three surveys on account of the fact that shamlat land in the vicinity of the existing abadi was not available and the State Government should consider carving separate corpus for this purpose known as MAHATAMA GANDHI HARIJAN AWAS YOJNA	requirements Budget sanctioned and expenditure during the last two years is as under - (Rs in lacs)											
	<table><tr><th>Sanctioned</th><th>Expenditure</th></tr><tr><td>1999-2000</td><td>20 00</td></tr><tr><td>2000-2001</td><td>15 00</td></tr></table>	Sanctioned	Expenditure	1999-2000	20 00	2000-2001	15 00	<table><tr><td>18 88</td><td>15 00</td></tr><tr><td></td><td></td></tr></table>	18 88	15 00		
Sanctioned	Expenditure											
1999-2000	20 00											
2000-2001	15 00											
18 88	15 00											

(ii) State Government should conduct a fresh survey as on 1 1 98 in order to identify all beneficiaries including those who have been left out for purpose of allocation of residential plots to members of Scheduled Castes. We further recommended that eligibility for purposes of allocation should also be modified to the extent that in Scheduled Caste family not having land holding or a member of its family not in Govt. service and not having more than 25 000 per annum by way of income from all sources should be considered eligible for purposes of allocation of these residential plots.

(iii) State Government should appoint a team of officers for purposes of re verifying the veracity of the survey conducted in 1989 as compared to the earlier two surveys. If after getting a sample survey such expert body of officers come to the conclusion that variation in actual beneficiaries as on 1 1 89 is much more than that of found in the survey of 1989 a fresh survey to determine eligibility as on 1 1 89 should be conducted.

The case for conducting fresh survey is under consideration of Govt. Left out will be considered on priority basis in the next 4th Survey. The matter for enhancing the limit of income of EWS is also consideration of the Govt.

As mentioned in para 2 above the matter is already under consideration of the Government. Therefore revering the veracity of the third survey does not seem to be useful. This will be adopted in the next coming 4th survey.

in whole of the State of Haryana

Of course if any beneficiary is found to be eligible after this survey he would have precedence in allocation of plots as compared to the beneficiaries found in the survey that may be conducted as on 1.1.98

(iv) A large number of beneficiaries remained to be either handed over possession or in certain cases registration has not been effected or in certain other cases mutation has not been effected. This is the situation as observed by this Committee on examination of figures presented to us by the Deputy Commissioners in most of the districts of State of Haryana

(v) A time bound programme should be framed by the State Government for completion of aforesaid preferably within a period of six months from the last sitting of the Legislature of State of Haryana which is scheduled to be commenced from 19th January 1998

Conclusion

Poorest of the power and most deprived sections of the Society who have been discriminated against in every sphere political social economic have been denied their due for a number of years

It is the obligation of each one of us to undo the wrong done and to ensure that they are given enough impetus to compete equally with rest of us. Only one thing can ensure this. It is the change in our approach and approach of each individual living

The beneficiaries have not been given possession only in some cases which are pending in the various courts and mutations have not been entered, registration also not completed. As per 3rd survey 1,04,622 persons were found eligible. Out of which 88,284 have been allotted house sites upto October 2001

Time bound programme is not possible because acquisition of land is lengthy procedure as sometimes land owners approach courts

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on the fact of earth more so in the Haryana State More
 humanitarian and social purpose approach is required for
 complete assimilation of these deprived sections of society
 into the national mainstream Ultimately initiative must come
 from the top and there is no one better than the Legislature of
 State of Haryana which represents the collective wisdom of all
 sections Onus therefore is on this Legislature to act and
 now and act quickly

GENERAL RECOMMENDATION (25th Report 2000-2001)

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

The Committee in its meeting held on 17th October 2000 observed that there is a backlog of Scheduled Castes/ Backward Classes in all the Departments Boards and Corporations. The Committee, therefore, decided that the Government may be asked to inform the Committee about the backlog existing in all the Departments/Boards/Corporations within two months. The required information was not supplied by the Government till the drafting of this report. Thus, the Committee recommend that action be initiated against the delinquent officers of the Departments within three months under intimation to the Committee.

No reply was sent by the Government

The Committee in its meeting held on 17th October 2000 observed that there is backlog of Scheduled Castes/Backward Classes in all the Departments Boards and Corporations of the Government. The Committee decided that Government may be asked to inform the Committee about the existing backlog within two months. The required information has not been supplied till now. The Committee therefore recommend that the required information may be sent to the Committee within two months positively.

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 with the subject matter of the Report
- (b) The Administrative Secretaries concerned with the subject matter of the Report will consider the recommendation 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 recommendation will be dealt within the Welfare of Scheduled Castes and Backward Classes Department
- (c) The Heads of Department concerned shall furnish their comments on the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes to the Administrative Secretary concerned on receipt of the Report of the Committee
- (d) The Administrative Department concerned will then take immediate steps for the implementation of the recommendations of the Committee concerning it It will take the case to the Minister Incharge of the Department of the Council of Ministers as the case may be
- (e) The case 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 Haryana Vidhan Sabha will forward these comments to the Department of Welfare of Scheduled Castes and Backward Classes to examine cases and offer their comments
- (f) The Administrative Department will then take immediate steps for arriving at a decision in such cases to the Minister Incharge of the Department or to the Council of Ministers if necessary for incorporating in the Memorandum for the Council the view of the Department of Welfare of Scheduled Castes and Backward Classes
- (g) After a decision has been taken at the appropriate level the same will be communicated to the Secretary Haryana Vidhan Sabha by the Administrative Department with a copy to the Commissioner and 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. The cases involving financial irregularities will invariably be decided in consultation with the Financial Department

- (i) The Secretary Haryana Vidhan Sabha will prepare 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 to the Government of Haryana for necessary action.

The Vidhan Sabha Secretariat will maintain a list of outstanding recommendations of Committee on the Welfare of Scheduled Castes and Scheduled Tribes and periodically remind the Department concerned. A half yearly report ending on 30th June and 31st December will be furnished by the 15th July and 15th January to the Director Welfare of Scheduled Castes and Backward Classes Department by the Heads of Departments/ Administrative Secretaries about the implementation of the recommendation of the Committee. Every effort should be made by the Administrative Secretaries/Head of Department to expedite the action on the recommendations/observations of the Committee and this work should be treated as a general rule on Top Priority basis.

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