

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
(SCHEDULED CASTES,
SCHEDULED TRIBES AND
BACKWARD CLASSES
(2002-2003)**

**(TENTH VIDHAN SABHA)
TWENTY SEVENTH 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 Sixth Report**



Presented to the Haryana Vidhan Sabha on 14th March 2003

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2003**

CONTENTS

	Pages
Composition of the Committee	(ii)
Introduction	(iii)
Report	
(i) Labour Department	1
(ii) Industries Department	2
(iii) Haryana Tourism Corporation Limited	2
(iv) Haryana State Pollution Control Board	2
(v) Haryana Backward Classes and Economically weaker Section Kalyan Nigam Limited	3
(vi) Panchayat Department	3
(vii) Irrigation Department	3
(viii) Forest Department	3
4. Implementation of recommendations/observations contained in the Twenty Sixth Report regarding —	4
(i) Co operation Department	5—8
(ii) Urban Development Department (Local Bodies Department)	9—17
(iii) Haryana State Electricity Board—	
(a) Haryana Power Generation Corporation Limited	18—25
(b) Haryana Vidyut Prasaran Nigam Limited	26—34
(c) Uttar Haryana Bijli Vitran Nigam Limited	35—43
(d) Dakshin Haryana Bijli Vitran Nigam Limited	44—52
(iv) Haryana Urban Development Authority	53—55
(v) Police Department	56—59
(vi) Industrial Training and Vocational Education Department	60—67
(vii) Public Works (B&R) Department	68—70
(viii) Haryana State Co operative Supply and Marketing Federation Limited	71—82
(ix) General recommendations regarding —	
(a) Reservation in promotion in Class I and II posts	83—84
(b) Examination of Deputy Commissioners concerning allotment of plots to the Scheduled Castes	85—91
(c) Recouping of backlog	92—93
5. Procedure for implementation of recommendations/ observations made by the Committee in its Report	94—95

108

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES, SCHEDULED TRIBES AND BACKWARD CLASSES FOR
THE YEAR 2002-2003**

CHAIRPERSON

- 1 Shri Ramesh Kumar Khatak

MEMBERS

- 2 Shri Balbir Pal Shan
- 3 Rao Dharam Paul
- 4 Shri Banta Ram
- 5 Shri Ram Kishan Fauji
- 6 Shri Jagjit Singh
- 7 Shri Tejvir Singh
- 8 Shri Deena Ram
- 9 Shri Rambir Singh

SECRETARIAT

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

INTRODUCTION

I Ramesh Kumar Khatak 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 as contained in its Twenty Sixth 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
25th February 2003

RAMESH KUMAR KHATAK
CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2002 2003 was constituted on 3rd April 2002 as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 18th March 2002 authorizing the Hon ble Speaker to nominate the Member of the Committee and also appoint the Chairperson of the said Committee

Shri Ramesh Kumar Khatak, a Member of the Committee was appointed Chairperson of the Committee by the Hon ble Speaker on 3rd April 2002

The Committee held 56 sittings till the date of finalization of the Report

The first meeting of the Committee held on 16th April 2002 was addressed by the Secretary who explained the scope and functions of the Committee in detail The Chairperson while thanking the Hon ble Speaker for nominating him as Chairperson of the Committee also assured that with the cooperation of the other Members the Committee will work for improving the lot of down trodden sections of the society

The Committee in its meeting held on 23rd April 2002 decided that the Departments/Corporations which were selected by the Committee during the year 2001 2002 are again selected for examination this year too as the Committee could not examine those Departments/Corporations last year The Committee therefore decided that the concerned Department/Corporations may be asked to send material for the year 2001 2002 also Thus the following departments/autonomous bodies were selected for examination

- 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 Kalvan Nigam Limited
- 6 Panchayat Department
- 7 Irrigation Department
- 8 Forest Department

LABOUR DEPARTMENT

The Committee selected the Labour Department this year too The Haryana Vidhan Sabha Secretariat vide letter dated 2nd May 2002 asked the Financial Commissioner & Principal 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 2001 2002 within a fortnight in the prescribed proforma as the information from 1997 98 to 2000 2001 was already available with Haryana Vidhan Sabha Secretariat The Government supplied the required information, which was received in this Secretariat on 17th July 2002 The Committee could not

scrutinize the material due to paucity of time at its disposal 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 till the

framing of this Report The Committee, therefore, decided that the Government may be asked to expedite this information at the earliest

INDUSTRIES DEPARTMENT

The existing Committee selected the Industries Department for examination this year too. The Haryana Vidhan Sabha Secretariat sent a letter on 2nd May 2002 to the Government for supplying the information for the year 2001-2002 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 2000-2001 was already available with the Haryana Vidhan Sabha Secretariat. The Government supplied the required information, which was received in this Secretariat on 14th August 2002. **The Government, however, referred that action is being taken against the erring officers/officials who delayed information in the year 2000-2001 as observed in 25th Report.** A letter was therefore sent to the Government on 25th September 2002 again for taking action against the officers/officials at the earliest. The Government did not supply any information till drafting of the Report. The Committee therefore took a very serious view about the indifferent attitude shown by the Department towards the Committee and also for the callousness. The Committee therefore decided that the Commissioner and Secretary to Government Haryana Industries Department may look to this aspect at his level and expedite action at the earliest. The Committee could not scrutinize the material because of shortage of time at its disposal.

THE HARYANA TOURISM CORPORATION LIMITED

The Committee constituted for the year 2002-2003 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 2nd May, 2002 for supplying the information for the year 2001-2002 as the information from 1997-98 to 2000-2001 was already available with this Secretariat. The required information was supplied by the Government which was received in this Secretariat on 29th July, 2002. The Government did not intimate the action taken against the officers/officials, who were at fault for obstructing the Committee in the performance of their parliamentary duties as observed in the 25th Report of the Committee. The Committee, therefore, again decided that the Government may be asked to complete the action under intimation to the Committee within a period of three months. The Committee scrutinized the information but could not orally examine the representative of the Government due to shortage of time at its disposal.

HARYANA STATE POLLUTION CONTROL BOARD

The Committee again selected the Haryana State 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 2nd May 2002 to the Government for supplying the information for the year 2001-2002 within a fortnight which was received on 5th July 2002 as the information from 1997-98 to 2000-2001 was already available with this Secretariat. The Committee although scrutinized the information supplied by the Government yet could not orally examine the representative of the Government because of shortage of time at its disposal.

HARYANA BACKWARD CLASSES AND ECONOMICALLY WEAKER SECTION KALYAN NIGAM LIMITED

The Committee for this year again selected the Haryana Backward Classes and Economically Weaker Section Kalyan Nigam for examining the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Nigam. The Haryana Vidhan Sabha Secretariat sent a letter on 2nd May 2002 to the Government for supplying the information for the year 2001-2002 within a fortnight which was received on 19th September 2002 as the information from 1997-98 to 2000-2001 was already available with this Secretariat. The Committee because of shortage of time at its disposal could neither scrutinize the material nor orally examine the representative of the Government.

PANCHAYAT DEPARTMENT

The Committee constituted for the year 2002-2003 again selected the Panchayat Department for examining the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the said Department. The Government was requested by the Haryana Vidhan Sabha Secretariat vide letter dated the 2nd May 2002 for supplying the information for the year 2001-2002 within a fortnight as the information from 1997-98 to 2000-2001 was already available with this Secretariat. The required information was supplied by the Government, which was received in this Secretariat on 17th June 2002. The Committee although scrutinized the information supplied by the Government yet could not orally examine the representative of the Government due to paucity of time at the disposal of the Committee.

IRRIGATION DEPARTMENT

The Committee again selected the Irrigation Department which was also selected during the year 2001-2002. The Haryana Vidhan Sabha Secretariat vide letter dated the 2nd May 2002 asked the Financial Commissioner and Principal 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 for the year 2001-2002 within a fortnight in the prescribed proforma as the information from 1997-98 to 2000-2001 was already available with Haryana Vidhan Sabha Secretariat. The Government supplied the required information which was received in this Secretariat on 8th July 2002. The Committee although scrutinized the information supplied by the Government yet could not orally examine the representative of the Government because of shortage of time at its disposal.

FOREST DEPARTMENT

This Department was selected by the Committee for 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 2nd May 2002 to the Government for supplying the information for the year 2001-2002 within a fortnight as the information from 1997-1998 to 2000-2001 was already available with the Secretariat. The Government failed to supply the required information till the finalization of this report in spite of issuance of reminder. The Committee took a serious view of the lapse on the part of the officers/officials for not supplying the required information. The Committee, therefore, observed that strict action against the erring officials may be initiated/completed within three months, at the level of the Government under intimation to the Committee for showing their indifferent attitude towards the Committee.

IMPLEMENTATION OF RECOMMENDATIONS/OBSERVATIONS AS CONTAINED IN THE 26TH 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, 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 along with 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
1 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 <i>prima facie</i> of the opinion that position of those Class III employees who have been appointed against reserved quota i.e. 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	2 Upon the Enquiry Report submitted by the Enquiry Officer the Govt had decided to issue notice to Sh N K Sharma, the then M D H S A R D for imposing a cut in his pension. The show cause notice was issued to Sh N K Sharma on 18 07 2001. The reply to the said show cause notice has been received from him on 6 12 2001 and the case is under consideration of the Govt for decision The case of 187 employees who were recruited by Sh N K Sharma Ex M D in 1996 is under active consideration and decision is likely to be taken shortly The Bank has submitted that it does not feel the necessity to fill up the vacant posts which stand abolished	3 During the course of oral examination it was informed that a cut of 8% on the pension of Shri N K Sharma the then Managing Director who stands dismissed has been imposed. Since Shri Sharma has joined to the High Court the matter is pending. The Committee decided that as and when a decision is taken by the Court the same may be intimated to the Committee As regard the recouping of the back log it was informed that since no recruitment is being made the back log will be recouped as and when the recruitment is made in future

26TH REPORT OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTS 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 4 02	No of Posts filled up after 9 2 79	No of SC employes to be recruited after 9 2 79 as per Poster 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	—	—	—	—	—	Deputation post
6	Deputy Director (Animal Husbandry)	1	—	—	—	—	—	do
7	Assistant Secretary/R M	9	8	—	—	—	—	Promotion post
8	Dy Director Agrn	1	—	—	—	—	—	Deputation post
19			15	—	—	—	—	

CLASS II

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

1	2	3	4	5	6	7	8	9
13 Law Officer		6	4	1	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	96	29	5	5	-	
		130	111	36	6	6	-	

CLASS III

22 Field Officer	100	98	133	26	20	6		
23 Junior Accountant	150	145	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	-	-	-	-	-		do
28 Junior Auditor	4	-	-	-	-	-		do
29 Dairy Dev Asstt	6	-	-	-	-	-		do
30 Poultry Dev Inspector	7	-	-	-	-	-		-do

1	2	3	4	5	6	7	8	9
31 Jr Scale Stenographer	4	-	-	-	-	-	-	-
32 Land Valuation Officer	486	447+6	393	78	28	50		Increase of 8 is due to les. representation/recruitment in 1996
33 Clerk/PBX Operator/Computer Programmer	545	508	460	92	58	34		Increase of 1 is due to less representation in recruitment in 1996
34 Typist	6	6	6	1	1	-		
35 Driver	30	27	9	1	-	1		
	<u>1350</u>	<u>1245</u>	<u>1213</u>	<u>238</u>	<u>141</u>	<u>97</u>		

CLASS IV

36 Daftri

Increase of 2 is due to appointment on compassionate grounds

∞

37 Gunman
38 Peon in H Q
peons in PAROBs

*Peons of PARDB, brought on the common cadre of HSARDDB on 21.5.96
Hence the short fall of 43 persons is less due to inclusion of common cadre of peons

13	13	13	2	-	2
477	468	420	84	38	46*
<u>571</u>	<u>571</u>	<u>509</u>	<u>101</u>	<u>45</u>	<u>56</u>

Grand Total -
I+II+III+IV

<u>2076</u>	<u>1942</u>	<u>1758</u>	<u>345</u>	<u>192</u>	<u>153</u>
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LOCAL BODIES DEPARTMENT (11th Report 1985 86)

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1 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.	2 It is clarified according to the recommendations of the Committee that one reserved post of Secretary (Municipal Committee) cannot be filled up by promotion due to non availability of Scheduled Castes Candidate among the lower feeding post i.e Superintendent (Municipal Committee) and Accountant. Whereas the question of relaxation to fill up the posts by direct recruitment it is clarified that as per policy of the Govt to protect the reserved vacancies lying vacant for the last two years the general category suitable employees have been given the charge of these posts in their own pay scale till the suitable employees of the reserved category is available so that the backlog posts may not abolish.	3 During the course of oral examination the representative of the Government informed that the backlog could not be recouped because of the imposition of ban on recruitment and as soon as the ban is lifted the recruitment will be made and backlog will be recouped. The Committee observed that there is shortfall in various categories of posts. Thus the Committee decided that the Government may be requested for relaxing the norms for recruitment/promotion and also for lifting the ban so that the post could be filled up and short fall could be recouped. The Committee further decided that the action taken be intimated to the Committee within three months.

Whereas the question of the report from Deputy Commissioners regarding responsible officer for not completing the prior shortfall in district level posts it is intimated by some Deputy Commissioners that during the recruitment of staff at the time of strike of the municipalities the reservation policy was not

adopted properly because during the strike days such a situation was arisen that in place of striking employees the reservation policy had not been kept in view due to shortage of time. Some Deputy Commissioners have intimated that no officer is responsible for this lapse and it is also informed that whenever in the near future the vacant posts would be filled then the shortfall will be completed. In addition to this the main reason of shortfall is the ban. However the shortfall will be completed in near future when the post will be filled up.

It is clarified that in comparison to the year 2001 the shortfall is comparison to the year 2001 the shortfall of State level posts is decreased from 21 to 16 but the shortfall in district level posts increased from 36 to 38 during the year 2002. The main reason of it is that due to abolition of the octroi and 29 Municipalities the surplus staff was adjusted in other departments by the Government but according to the order of the Hon'ble High Court the senior employees would be taken back in Municipal services and junior employees will be adjusted in other departments. Due to these circumstances the reservation policy could not be adopted properly. As soon as the procedure to fill up the direct

1

2

3

quota posts the shortfall of SC categories in Municipal services can be completed. The category wise detail of the shortfall as on 31 3 2002 is placed at Annexure A & B

2 It is also informed in respect of Municipal Corporation Faridabad services that there was shortfall in 11 posts as on 31 3 2002. It is also clear that the shortfall in 4 posts due to non availability of SCs candidates in the lower feeding cadre and in 6 posts due to ban on direct recruitment and in one post due to non availability of vacant post. In this connection it is submitted that Corporation is being consulted as to when the senior employee posted on this post will retire. If in near future the employee will retire then the vacant post would be filled up amongst the eligible candidate of SC category otherwise effort would be made to create a new post to fill up this post. The detail of category wise information is placed at Annexure C

Annexure-A

Information about state level Employees Working in the Municipalities as on 31 03-2002

Name of Post	Total No of post	On regu lar basis	On adhoc basis	On daily wages basis	Vacancies for SC	Total	SC	BC	ESM	HC	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	21	24	1	—	—	15	—	1	—	—	14	15	6	1	Only 5 posts of direct recruitment has been filled upto now and hence 1 post of SC against 50% Direct quota posts is vacant since 1996 as no recruitment has been made due to ban on direct recruitment There is no reservation on promotional posts being Group B posts
Secretary (Councils)	21	9	—	—	2	9	2	1	1	—	5	9	12	—	No shortfall
Secretary (Municipal Committees)	46	33	2	—	5	35	2	3	2	—	28	35	11	3	There is no SC candidate is available in Accounts and Supdts of Committee i.e feeder posts of Secretary (Committee) in promotion hence shortfall of one post in promotion and due to ban on direct recruitment shortfall of two posts in direct recruitment could not be filled up
Chief Sanitary Inspector	20	10	4	—	2	14	—	2	—	—	12	14	6	2	No SC candidate for promotion is available
Municipal Engineer	18	5	1	—	—	6	—	—	—	—	6	6	12	—	No Shortfall as only 2 posts of direct recruitment 6 has been filled up after framing the rules i.e 15 2 82

J E 58 49 7 — 9 56 7 6 5 1 37 56 2 2 Shortfall was 4 posts in 1996 Now shortfall is of 2 posts due to ban on new recruitment

Superintendent Tax 19 15 — — 3 15 2 2 — — 11 15 4 1 No SC candidate was available at the time of promotion in 1998 However shortfall will be completed in future at the time of promotion which is under consideration if SC candidate will available

Superintendent office Councils 6 3 — — — 3 — — — 3 3 — No shortfall

Superintendent Tax 6 1 — — — 1 — — — 1 1 5 — do

Accountant 43 31 12 — 5 43 — 6 1 36 43 — — 5 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

Fire Station Officer 21 10 7 — 4 17 — 6 — — 11 17 4 2 2 posts shortfall will completed in future by way of promotion or direct recruitment as the case may be However no SC candidate available for promotion

Total	279	187	34	—	28	214	13	27	9	1	164	214	65	16
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Annexure-B
Information about District Level Employees working in the Municipalities
as on 31 03-2001

Sr No	Name of Post	Total No of sanctioned posts	On regular basis	On Adhoc basis	On Daily wages basis	Total	SC	BC	ESM	HC	Other	Total	Vacant	Short fall of SC s if any
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Vaid	2	1	—	—	1	—	—	—	—	1	1	1	—
2	Patwari	6	1	—	—	1	—	—	—	—	1	1	5	—
3	Asstt /Head Clerk	30	16	—	—	16	2	3	—	—	11	16	14	—
4	Asstt Accountant	7	4	—	—	4	—	1	—	—	3	4	3	—
5	Building Inspector	26	13	—	—	13	—	2	—	—	11	13	13	—
6	Dispensar	3	3	—	—	3	—	—	—	—	3	3	—	—
7	Asstt Librarian/ Librarian	15	14	—	—	14	—	1	—	—	13	14	1	—
8	Stenographer	4	4	—	—	4	—	—	—	—	4	4	—	—
9	Steno Typist	17	16	—	—	16	2	2	—	—	12	16	1	—
10	SFO/A SFO	15	12	—	—	12	2	4	—	—	6	12	3	—
11	Land Officer	2	—	—	—	—	—	—	—	—	—	—	2	—
12	Fireman	300	238	—	—	238	29	66	1	—	142	238	62	14
13	L F M	54	48	—	—	48	7	8	1	—	32	48	6	2
14	Store Keeper	2	2	—	—	2	—	1	—	—	1	2	—	—
15	Sanitary Inspector	46	34	—	—	34	—	6	—	—	28	34	12	1
16	Inspector/Light	32	28	—	—	28	4	6	—	—	18	28	4	—
17	Tax/Rent Inspector	22	16	—	—	16	2	3	—	—	11	16	6	—

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
39	Dai cum Sewadar	3	2	—	—	2	—	1	—	—	2	2	1	—
40	Sewadar cum Mali cum Chowkidar	9	6	—	—	6	1	—	—	—	4	6	3	—
41	Malaria Petroller	6	5	—	—	5	2	—	—	—	1	5	1	—
42	Gangman	12	10	—	—	10	7	2	—	—	1	10	2	—
43	Helper/Lorry Cleaner	17	12	—	—	12	2	3	—	—	7	12	5	—
44	Water Cooler Attendant	1	1	—	—	1	—	1	—	—	—	1	—	—
45	Fitter/Coolie	5	5	—	—	5	3	—	—	—	2	5	—	—
46	Work Mistri	4	4	—	—	4	—	—	—	—	4	4	—	—
Total		2588	2170	—	—	2170	502	460	16	10	1182	2170	418	38

Annexure-C

Information about Employees working in the Municipal Corporation, Faridabad (Excepting Employees Working as Safai Mazdoor) as on 31-03-2002

Name of Post	Total No of sanctioned posts	On regu- lar basis	On ad hoc basis	On daily wages basis	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
Junior Engineer	7	5	—	—	5	—	—	—	—	5	5	2	1	Non availability of SC Candidate in lower feeding cadre
Patwari	13	3	—	—	3	—	—	—	—	2	3	10	2	Due to ban on direct recruit- ment
Junior Stenographer	8	3	—	—	3	—	—	—	—	3	3	5	1	Non availability of SC Candidate in lower feeding cadre
Steno Typist	8	2	—	—	2	—	—	1	—	1	2	6	1	Due to ban on direct recruit- ment
Senior Scale Stenographer	8	6	—	—	6	—	1	—	—	5	6	2	1	Non availability of SC Candidate in lower feeding cadre
Library Attendant	5	4	—	2	4	—	1	—	—	3	4	1	1	Due to ban on direct recruit- ment
Garden Inspector	8	5	—	1	5	—	2	—	—	3	5	3	1	Non availability of SC Candidate in lower feeding cadre
Chowkidar	95	90	—	2	90	17	19	2	—	52	90	5	2	Due to ban on direct recruit- ment
Junior Draftman	10	10	—	—	10	1	2	—	—	7	10	—	1	Due to non availability of vacant posts
Total	162	128	—	5	128	18	25	4	—	81	128	34	11	

HARYANA STATE ELECTRICITY BOARD (13 Report 198/88)
HARYANA POWER GENERATION CORPORATION LIMITED, PANCHKULA

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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.	As already stated earlier in the HVPN's reply (submitted to the Committee to its observations/recommendations as contained in the 25th Report) that the State Government has unbundled the erstwhile HSELB into four Nigams/Corporations i.e. HVPNL, HPGCL, UHBVN and DHBVNL. Accordingly the functioning of the each Nigam/Corporation had started with effect from 1.7.99 independently. The Company wise revised position of backlog in respect of Scheduled Caste and Backward Classes employees had already been submitted in the earlier reply to the Committee in the light of its recommendations/observations as contained in the 25th Report. As per latest position in HPGC 3243 Class III employees are working and the quota meant for Scheduled Caste Employees comes to 647 against which 361 (11.25%) employees belonging to Schedule Caste category are in position. There is a shortfall of 281 no. of posts in respect of Scheduled Caste in Class III category.	The Committee after considering the reply sent by the HPGCL decided that the Nigam should take up the matter with the Government for getting the ban lifted so that the direct recruitment could be made and due representation could be given to the candidates belonging to SC and other reserved categories. The action taken in this regard may be intimated to the Committee.

2 So far as action taken by HPGC to recoup the backlog in respect of employees belonging to Scheduled Castes and Backward Classes it is stated that there is complete ban on direct recruitment since 2-3 1994 and further reiterated by the State Government vide its letter dated 2 4 1999 and 16 3 2000 which is still continuing. Due to this ban on direct recruitment the required number of scheduled caste and backward classes employees are not available at the initial recruitment level posts who could be considered for promotion to the upper level/higher cadre posts. However 24 employees, belonging to Schedule Caste Category and eligible for promotion have been promoted during the period Jan 2001 to 30 06-2002.

3 It is assured to the Committee that as and when the ban on direct recruitment is lifted by the State Government and recruitment takes place in HPGC due representation will be given to the candidates belonging to Scheduled Castes and other reserved categories as per existing instructions issued by the State Government from time to time.

4 The Committee is further informed that the new Roaster Registers in respect of reserved categories have been completed as per existing instructions in HPGC and due slots are being

allotted to Scheduled Castes Employees in promotion under Class III & Class IV cadre posts as per the roster system

5 The position regarding latest status of backlog as desired by the Committee in its further observations/recommendations as contained in the 26th Report is available at Annexure A

UD Cs. The Board has stated in its latest written reply that 1/96 posts of UD 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 these 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 decided that the Government should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee

The Committee would like to know the latest position

In HPGC presently 12 nos Store Keepers are working and the quota meant for Scheduled Caste candidates comes to 2 nos. The shortfall of 2 nos shall be filled up after the eligible candidates are available from the Feeder Cadre

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

LDCs

The Department/Board has stated in its latest written reply that 2353 posts of LDCs 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.

In HPGC presently 194 LDCs are working and the quota meant for Schedule Caste employees comes to 39 against which 20 are in position. The shortfall of 19 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre.

The Committee decided that the Government should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee.

In HPGC presently 143 Drivers are working and the quota meant for Schedule Caste employees comes to 29 against which 16 are in position. The shortfall of 13 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt.

The Committee decided that the Government should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee.

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 decided that the Government should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee

DHD

In HPGC presently 14 DHD are working and the quota meant for Schedule Caste employees comes to 3 against which 1 is in position. The shortfall of 2 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre

Foreman Grade-I

In HPGC presently 137 Foreman Grade I are working and the quota meant for Schedule Caste employees comes to 27 against which 12 are in position. The shortfall of 15 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre

JE/Civil

In HPGC presently 53 JE/Civil are working and the quota meant for Schedule Caste employees

(ii) In promotional cadre posts no Scheduled Castes employees were available in the lower rank. The Committee while sharing 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 chances 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/Oiler/Greaser
- 7 Asstt Pump Driver

comes to 10 against which 1 is in position. The shortfall of 9 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt

Draftman

In HPGC presently 22 Draftman are working and the quota meant for Schedule Caste employees comes to 5 against which 2 are in position. The shortfall of 3 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre

SSA

In HPGC presently 1 SSA 2 shift Attendant & 1 Asstt Foreman only are in position respectively. So there is no shortfall in SSA Shift Attendant & Asstt Foreman categories

Daftri

In HPGS presently 9 Daftri are working and the quota meant for Schedule Caste employees comes to 2 against which 1 is in position. The shortfall of 1 no shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre

Peon

In HPGC presently 185 Peon are working and the quota meant for Schedule Caste employees

The Committee decided that the Government should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee

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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

come to 37 against which 17 are in position. The shortfall of 20 nos. shall be filled up after the ban on fresh recruitment is lifted by the State Govt.

Mali

In HPGC presently 53 Mali are working and the quota meant for Schedule Caste employees comes to 11 against which 11 are in position. There is no shortfall in this category.

Truck Cleaner & Cleaner

In HPGC presently 7 nos. Cleaners are working and the quota meant for Schedule Caste employees comes to 1 against which 1 is in position. There is no shortfall in this category.

STATEMENT SHOWING THE LATEST STATUS REGARDING SCHEDULED CASTES & BACKWARD CLASSES AS ON 30-06-2002
HARYANA POWER GENERATION CORPORATION LIMITED

Class	Shortfall as on 31 12 2000	Post/vacancies filled up w e f 1 1 2001 to 30 6 2002 by Ex gratia appointment plus promotion	No of posts/vacancies meant for SC & BC according to Roster (out of Col No 3)		Total No of SC & BC employees/candidates appointed/promoted (out of Col No 4)		Net shortfall as on 30 6 2002 (Col 2+4 5)	
			SC	BC	SC	BC	SC	BC
I	2	3	4		5		6	
I	-	-	-	-	-	-	-	-
II	6	-	-	-	6	-	-	-
			Block		Block		Block	
	A	B	A	B	A	B	A	B
III	282	70	21	-	22	-	281	70
IV	75	25	3	1	2	1	76	25
			7+6=13					

- Note**
- 1 There is no reservation in promotion under Class I and Class II cadre. All the posts/vacancies in respect of Class I & Class II cadre have been filled by way of promotion. Hence, there is no change in backlog of SC & BC under class-I and Class II cadre.
 - 2 There is no reservation in promotion of Backward Classes. All the posts in Class III and IV cadre were filled up during the period by way of ex gratia appointment and promotions.

HARYANA STATE ELECTRICITY BOARD (13 Report 1987 88)
HARYANA VIDYUT PRASARAN NIGAM LIMITED, PANCHKULA

26

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 21,427 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 32,929 sanctioned posts of Class-III as on 31st March 1987, 30,706 posts were filled up. The quota meant for Scheduled Castes comes to 6,121 whereas only 2,905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 3,216 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 hopes 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 in the Nigam's reply (submitted to the Committee to its observations/recommendations as contained in the 25th Report) that the State Government has unbundled the erstwhile HSEB into four Nigams/Corporations i.e. HVPNL, HPGCL, UHBVN and DHBVNL along with 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) of the Nigam/Corporation. The Company wise revised position of backlog in respect of Scheduled Caste and Backward Classes employees had already been submitted in the earlier reply to Committee to its recommendations/observations as contained in the 25th Report.	3 The Committee, after considering the reply sent by the HVPN, decided that the Nigam should take up the matter with the Government for getting the ban lifted so that the direct recruitment could be made and due representation could be given to the candidates belonging to SC and other reserved categories. The action taken in this regard may be intimated to the Committee.
2 So far as the question regarding action taken by the HVPN to recoup the backlog in respect of the employees belonging to Scheduled Castes and Backward Classes, it is stated that there is complete ban on direct recruitment since 23.3.1994 and further imposed by the State		

Government vide its letter dated 24.11.1999 and 16.3.2000 which is still continuing. Due to long period of ban on direct recruitment the required numbers of scheduled caste and backward classes employees are not available in the initial cadre/lower cadre posts who could be considered for promotion to the upper cadre/higher cadre posts. As per Recruitment and Promotion Policy of the HVPN all the initial cadre/lower cadre posts are filled up by way of direct recruitment so the candidates belonging to Scheduled Caste and Backward Classes could become available only in the initial/lower cadre posts through direct recruitment to make them eligible for promotion to the upper cadre/higher cadre posts to clear the backlog.

3. It is assured to the Committee that as and when the Ban is lifted by the State Government and direct recruitment takes place in the Nigam (HVPN) the due representation will be given to the candidates belonging to Scheduled Castes and other reserved categories as per existing instructions issued by the State Government from time to time.

4. The Committee is further informed that the new Roster Registers in respect of reserved categories have been completed as per existing instructions in the HVPN and due representation is being given to Scheduled Castes Employees

in promotion under Class III & Class IV cadre posts as per the roster system

5 The position regarding latest back log as directed by the Committee in its further observations/recommendations as contained in the 26th Report the same has been placed at Annexure A

UDCs. The Board has stated in its latest written reply that 1796 posts of UDCs 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

As per recruitment and promotion policy of the Nigam 75% postes UDCs are filled up by way of promotion from amongst the lower Division Clerks who qualify the Departmental Accounts Examination for Ministerial Establishment but at present no qualified SC employee is available in the cadre of LDC for promotion to the post of UDC The sanctioned strength in the cadre of UDC is 232 Nos Out of which 151 employees are working and 81 vacancies are still existing in this cadre At present there is no backlog of BC employee and backlog of 18 Nos SC employees

It is assured that the short fall of SC employees in the cadre of UDCs shall be wiped off as and when the qualified LDCs are available for promotion in the lower cadre and the State Govt lifts ban on fresh recruitment

The Committee decided that the HVPN should consider relaxation the qualifications for the employees or reserved categories for conducting test so that the short fall could be wiped off The Committee may be informed about the action taken

LDCs

The Department/Board has stated has stated in its latest written reply that 2353 posts of LDCs are in position the quota for Scheduled Cast candidates comes to 469 whereas only 231 posts have been filled up from amongst the Scheduled Caste candidates. The reasons for the shortfall of 238 posts are stated by the Department/Board were that there is Ban on fresh recruitment for the 7 year 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 post 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

In this cadre 80% posts are filled from open market and 20% by way of promotion amongst the Class IV who fulfill the prescribed qualifications

As desired by the Committee the latest position with regard to Lower Division Clerks is given as under -

SC	BC	Block
	A	B
37	13	15
	37	

The above backlog shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available in the class IV Cadre for promotion

As per Recruitment & Promotion policy of the erstwhile HSEB the post of Drivers are filled up from Class-IV employees and cleaners having the prescribed qualifications/experiences as laid down in the said policy. Due to non availability of SC & BC candidates in the Class IV cadre the existing backlog in the cadre of driver could not be filled up. The direct recruitment for this cadre will not be appropriate as it would adversely effect the service conditions. Due to this effect the recommendations of the committee for direct recruitment is not feasible of acceptance

As mentioned in the preceding paragraph, the Government should take up the matter with the Government for getting the ban lifted for recouping the backlog under intimation to the Committee

As mentioned in the preceding paragraph the Government should take up the matter with the Government for getting the ban lifted for recouping the backlog under intimation to the Committee

1	2	3
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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

However the same will be kept in view. Besides this there is complete ban on direct recruitment

The latest position of backlog with regard to Drivers is noted as under —

SC	Block
	A B
24	15 7

It is assured that more efforts would be made to wipe off the entire backlog of SC & BC employees as and when the ban is lifted by the State Govt. and direct recruitment takes place in the Nigam against existing vacancies

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

As already pointed out under Class III posts the main reasons of backlog of SC & BC employees in Technical posts is that in the past eligible/qualified persons in sufficient Nos. of SC & BC categories were not available at the time of recruitment. As such this shortfall is continuing from the beginning.

The SC & BC candidates are neither available in sufficient Nos. in the initial cadre posts nor upper cadre posts. So it is clear that the existing backlog in the Technical Post will be recouped gradually by way of promotion as and when the suitable SC & BC employees

As mentioned in the preceding paragraph the Government should take up the matter with the Government for getting the ban lifted for recouping the backlog under intimation to the Committee

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

The Committee while sharing 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 chances of appointment

in sufficient Nos are available in initial cadre posts i.e. A L Ms S As Carrier Attendants J D Ms and Laboratory Attendants Similarly the upper cadre posts i.e. Junior Engineer Field/Carrier/Sub Station/Test etc whereas recruitment under direct quota is provided Besides above now the suitable candidates belonging to SC & BC categories are available in the large Nos for direct recruitment against Technical Posts in the open market but at present there is complete ban on recruitment in the Nigam under the directions of the State Govt

The latest Position of backlog of SC & BC employees in the Technical Posts is giving as under —

Name if the Category	Backlog	
	SC	BC
1 Junior Engineer I (Field)	—	—
2 Divisional Head Draftsman	—	8
3 Junior Engineer/Civil	4	1
4 Junior Engineer/Field	8	1
5 Draftsman	8	—
6 Sub Stn Attendant	36	—
7 A S S A.	14	—
8 Shift Attendant	18	—
9 Assistant Foreman	—	8

1

2

3

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 Assit 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

It is assured that more efforts would be made to wipe off the entire backlog of SC & BC employees as and when the ban is lifted by the State Govt. and direct recruitment takes place in the Nigam against existing vacancies

do

As per Recruitment & Promotion policy of the Nigam, the posts of Havildar Daftri & Record Lifter are filled up by way of promotion from the lower cadre posts i.e. Peon Chowkdar Mali etc. Similarly the posts of Peon mali Chowkdar and Assistant Pump Driver were filled up from amongst the serving Work Charged contingents. Daily Wages staff as well as against ex gratia appointments. But due to non availability of SC & BC candidates in sufficient Nos their backlog could not be recouped. The practice of recruitment of Work Charge Daily Wages and Contingent staff has also since been dispensed with by the erstwhile HSEB/Nigam. The actual backlog of SC & BC employees in the following Class IV category is as under —

Name if the Category	Backlog	
	SC	BC
1 Havildar/Daftri/Record lifter	5	A B
2 Mali/Gardner	-	- 12

3 Peon	48	34	30
4 Assistant Pump Driver	4	-	-
5 Chowkidar	13	5	5
6 Helper	12	-	-

Keeping in view of the above position as well as the recommendations of the committee the Nigam would be considering to fill up the requisite backlog of SC & BC employees where it is existing especially through State Employment Exchange and from the open market as and when the ban is lifted by the State Govt and Direct recruitment takes place in the Nigam against existing vacancies

Annexure-A

**STATEMENT SHOWING THE SHORTFALL OF SCHEDULED CASTES & BACKWARD CLASSES AS ON 30-06-2002
HARVANA VIDYUT PRASARAN NIGAM**

Class	Shortfall as on 31 12 2000		Post/Vacancies filled up w e f 1 1 2001 to 30 6 2001	No of posts/vacancies meant for SC & Bc acc ording to Rosttr (out of Col 3)		Total No of SC & BC employees/candidates appointi,d/promoted (out of Col 4)		Net shortfall as on 30 6 2002	
	SC	BC		SC	BC	SC	BC	SC	BC
1	2		3	4		5		6	
I	-	-	-	-	-	-	-	-	-
II	5	-	-	-	-	-	-	5	-
III	243	63	88	49	-	18	-	274	38
IV	132	59	80	12	-	13	-	82	39

UTTAR HARYANA BIJLI VITRAN NIGAM LTD

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

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 21,427 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 32,929 sanctioned posts of Class III as on 31st March 1987, 30,706 posts were filled up. The quota meant for Scheduled Castes comes to 6,121 whereas only 2,905 posts had been filled up from amongst the Scheduled Caste candidates. Thus there was a shortfall of 2,216 Scheduled Caste 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 back log in Class III posts and inform them accordingly

As already stated in the HVPNL's reply (submitted to the Committee to its observations/recommendations as contained in the 25th Report) that the State Government has unbundled the erstwhile HSEB into four Nigams/Corporations i.e. HVPNL, HPGCL, UHBVN and DHBVN. Accordingly the functioning of the each Nigam/Corporation had started with effect from 1-7-99 independently. The Company was revised position of backlog in respect of Scheduled Caste and Backward Classes employees had already been submitted in the earlier reply to the Committee in the light of its recommendations/observations as contained in the 23rd Report.

As per latest position in UHBVN 14681 Class III employees are working and the quota amount for Schedule Caste Employees comes to 2936 against which 2098 (14.28%) employees belonging to Schedule Caste category are in position. There is a shortfall of 838 no. of posts in respect of Schedule Caste in Class III category.

The Committee after considering the reply sent by the UHBVN decided that the Nigam should take up the matter with the Government for getting the ban lifted so that the direct recruitment could be made and due representation could be given to the candidates belonging to SC and other reserved categories. The action taken in this regard may be intimated to the Committee.

2 So far as action taken by UHBVN to recoup the back log in respect of employees belonging to Scheduled Castes and Backward Class it is stated that there is complete ban on direct recruitment since 2 3 1994 and further reiterated by the State Government vide its letter dated 2 4 1999 and 16-3 2000 which is still continuing. Due to this ban on direct recruitment the required number of scheduled caste and backward classes employees are not available at the initial recruitment level posts who could be considered for promotion to the upper level/higher cadre posts. However 24 employees belonging to Schedule Caste category and eligible for promotion have been promoted during the period Jan 2001 to 30 6 2002.

3 It is assured to the Committee that as and when the ban on direct recruitment is lifted by the State Government and recruitment takes place in UHBVN due representation will be given to the candidates belonging to scheduled Castes and other reserved categories as per existing instructions issued by the State Government from time to time.

4 The Committee is further informed that the new Roaster Registers in respect of reserved categories have been completed as per existing

instructions in UHBVN and due slots are being allotted to Scheduled Castes Employees in promotion under Class III & Class IV cadre posts as per the roster system

5 The position regarding latest status of backlog as desired by the Committee in its further observations/recommendations as contained in the 26th Report is available at Annexure A

UD 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

Presently no Storekeeper is working in UHBVN

The Committee would like to know as to whether the post of Storekeeper exist in UHBVN or not

The Committee decided that the Government should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee

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

LDCs

The Department/Board has stated in its latest written reply that 2353 posts of LDCs 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.

In UHBVN presently 876 LDCs are working and the quota meant for Schedule Caste employees comes to 175 against which 89 are in position. The shortfall of 86 nos. shall be filled up after the ban on fresh recruitment is lifted by the State Govt. or eligible employees are available from the Feeder Cadre.

The Committee decided that the Nigam should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee.

In UHBVN presently 208 Drivers are working and the quota meant for Schedule Caste employees comes to 42 against which 21 are in position. The shortfall of 21 nos. shall be filled up after the ban on fresh recruitment is lifted by the State Govt.

The Committee decided that the Nigam should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee.

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

JE/F

In UHBVN presently 260 JE/F are working and the quota meant for SC employees comes to 52 against which 33 are in position. The shortfall of 19 Nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the feeder cadre.

DHD

In UHBVN presently 42 DHD are working and the quota meant for Schedule Caste employees comes to 8 against which 5 is in position. The shortfall of 3 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre.

Asstt Foreman

In UHBVN presently 749 AFM are working and the quota meant for Schedule Caste employees comes to 150 against which 129 are in position

The Committee decided that the Government should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee

1	2	3
(ii) In promotional cadre posts no Scheduled Castes employees were available in the lower rank The Committee while sharing 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 chances of appointment	The shortfall of 21 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre	
	JE/Civil In UHBVN presently 35 JE/Civil are working and the sanctioned strength of 27 and the quota meant for Schedule Caste employees comes to 5 against which 1 is in position The shortfall of 4 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt	
	Draftman In UHBVN presently 100 Draftman are working and the quota meant or Schedule Caste employees comes to 20 against which none are in position The shortfall of 20 Nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre	
	SSA In UHBN presently 341 SSA are working and the quota mean for Scheduled caste employees comes to 68 against which 20 are in position The short fall off 48 Nos shall be filled after the ban on fresh recruitment is lifted by	

the State Govt or eligible employees are available from the Feeder Cadre

ASSA

In UHBVN presently 118 SSA are working and the quota mean for scheduled castes employees comes to 23 against which 4 are in position. The short fall of 19 Nos shall be filled after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre

SA

In UHBVN presently 174 SA are working and the quota mean for scheduled caste employees comes to 35 against which 20 are in position. The short fall of 15 Nos shall be filled after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre

Daftri

In UHBVN presently 6 Daftri are in position. The quota mean for Scheduled Caste employees comes to 1, against which 2 are in position

Peon

In UHBVN presently 450 Peon are in position. The quota mean for Scheduled Caste employees comes to 90 against which 81 are in position

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 —

Class IV

- 1 Havildar/Daftri/Record lifter
- 2 Store Mate/Store Attendant
- 3 Bill Distributor

The Committee decided that the Government should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee

1	2	3
4 Mali/Gardner	The shortfall of 9 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt Mali In UHBVN presently 36 Mali are in position The quota meant for Schedule Caste employees comes to 7 against which 13 are in position There is no shortfall in this category Truck Cleaner & Cleaner In UHBVN presently 5 Nos Cleaners are in position The quota meant for Schedule Caste employees comes to 1 against which none is in position	
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		

Annexure-A

Statement Showing the Shortfall of Scheduled Castes & Backward Classes as on 30-06-2002
Uttar Haryana Biju Vitran Nigam

Class	Shortfall as on 31 12 2000		Post/Vacancies filled up w f 1 1 2002 to 30 6 2002		No of posts/vacancies meant for SC & BC according to Roster (out of Col 3)		Total No of SC & BC employees/candidates appointed/promoted (out of Col 4)				Net shortfall as on 30 6 2002	
	SC	BC	A	B	SC	BC	A	B	SC	BC	SC	BC
1	2	3	4		5		6					
I	-	-	-	-	-	-	-	-	-	-	There is no reservation in Class I & II	
II	7	3	-	-	-	-	-	-	-	-		
III	578	176	196	409	81	-	-	-	43	8	9	616
IV	66	45	58	14	3	1	-	-	-	-	-	69
												46
												58

- Note**
- 1 There is no reservation in promotion under Class I and Class-II cadre all the posts/vacancies in respect of Class I cadre have been filled by way of promotion Hence there is no backlog of SC & BC under class-I Cadre
 - 2 There is no reservation in promotion of Backward Classes All the posts in Class-III and IV cadre were filled up during the period by way of promotion, and ex gratia appointments Hence, there is no shortfall of Backward class s
 - 3 The reason of increasing the backlog of SC & BC candidates in Class III and Class IV cadre posts is that due to complete ban on direct recruitment, the required number of posts with SC and BC candidates could not be filled up

HARYANA STATE ELECTRICITY BOARD (13 Report 1987 88)
DAKSHIN HARYANA BIJLI VITRAN NIGAM LTD HISAR

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
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1	2	3
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Class III Posts From the perusal of the material supplied by the Board the overall representation of Scheduled Caste, 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 effort would be made to wipe off the back log 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 back log in Class III posts and inform them accordingly.

As already stated in the HVPNL's reply (submitted to the Committee to its observations/recommendations as contained in the 25th Report) that the State Government has unbundled the erstwhile HSEB into four Nigams/Corporations i.e. HVPNL, HPGCL, UHBVN and DHBVNL. Accordingly, the functioning of the each Nigam/Corporation had started with effect from 1.7.99 independently. The Company wise revised position of backlog in respect of Scheduled Caste and Backward Classes employees had already been submitted in the earlier reply to the Committee in the light of its recommendations/observations as contained in the 25th Report.

As per latest position in DHBVNL 11082 Class III employees are working, and the quota meant for Schedule Caste Employees comes to 2216 against which 2025 (18.2%) employees belonging to Schedule Caste category are in position. There is a shortfall of 191 No. of posts in respect of Schedule Caste in Class III category.

The Committee after considering the reply sent by the DHBVNL decided that the Nigam should take up the matter with the Government for getting the ban lifted so that the direct recruitment could be made and due representation could be given to the candidates belonging to SC and other reserved categories. The action taken in this regard may be intimated to the Committee.

So far as action taken by DHBVNL to ri coup the back log in respect of employees belonging to Scheduled Castes and Backward Class, it is stated that there is complete ban on direct recruitment since 23-3-1994 and further reiterated by the State Government vide its letter dated 24-1-1999 and 26-3-2000 which is still continuing. Due to this ban on direct recruitment the required number of scheduled caste and backward classes employees are not available at the initial recruitment level posts, who could be considered for promotion to the upper level/ higher cadre posts. However 125 employees belonging to Schedule Caste Category and eligible for promotion have been promoted during the period July 1999 to 30-06-2002.

It is assured to the Committee that as and when the ban on direct recruitment is lifted by the State Government and recruitment takes place in DHBVNL due representation will be given to the candidates belonging to Scheduled Castes and other reserved categories as per existing instructions issued by the State Government from time to time.

The Committee is further informed that the new Roster Registers in respect of reserved categories have been completed as per existing instructions in DHBVNL and due share are being allotted to Scheduled Caste Employees in promotion under Class III & Class IV cadre posts as per the roster system.

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 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

5 The position regarding latest status of backlog as desired by the Committee in its further observations/recommendations as contained in the 26th Report, is available at Annexure-A

In DHBVN present 404 UDCs are working and the quota meant for Scheduled Caste employees comes to 81 against which 67 are in position. The shortfall of 14 Nos. shall be filled up after the ban on fresh recruitment is lifted by the State Govt. or eligible employees are available from the Feeder Cadre

The Committee decided that the Government should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee

The Committee would like to know the latest position.

In DHBVN present 10 Nos. Storekeepers are working and the quota meant for Scheduled Caste candidates comes to 2 Nos. 1 No. is in position. The shortfall of 1 No. shall be filled up after the eligible candidates are available from the Feeder Cadre

recommended that special efforts be made to increase their intake in this service within six months

LDCs

The Department/Board has stated in its latest written reply that 2353 posts of LDCs 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 were not available in the work charged/daily wages cadre from where these have been appointed.

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.

In DHBVNLP presently 999 LDCs are working and the quota meant for Schedule Caste employees comes to 200 against which 133 are in position. The shortfall of 67 Nos. shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible class IV employees.

The Committee decided that the Nigam should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee.

In DHBVNLP presently 220 Drivers are working and the quota meant for Schedule Caste employees comes to 44, against which 27 are in position. The shortfall of 17 Nos. shall be filled up after the ban on fresh recruitment is lifted by the State Govt.

The Committee decided that the Nigam should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee.

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 (T)
- (2) Divisional Head Draftsman
- (3) Foreman 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
- (ii) In promotional cadre posts, no Scheduled Castes employees were available in the lower rank

DHD

In DHBVNL presently 36 DHD are working and the quota meant for Schedule Caste employees comes to 7 against which 7 is in position. There is no shortfall.

Asstt Foreman

In DHBVNL presently 459 Asstt Foreman are working and the quota meant for Scheduled Caste employees comes to 97, against which 108 are in position. There is no shortfall.

I.E. (Field)

In DHBVNL presently 218 JE/Field are working and the quota meant for Scheduled Caste employees comes to 44 against which 27 is in position. The shortfall of 1 Nos. shall be filled up after the ban on fresh recruitment is lifted by the state Govt.

J E (Test)

In DHBVNL presently 11 JE/Test are working and the quota meant for Scheduled Caste employees comes to 2, against which 1 is in position. The shortfall of 1 Nos. shall be filled up after the ban on fresh recruitment is lifted by the state Govt.

JE/Civil

In DHBVNL presently 26 JE/Civil are working

The Committee decided that the Nigam should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee

The Committee while sharing 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 chances of appointment

and the quota meant for Scheduled Caste employees comes to 5 against which 2 is in position The shortfall of 3 Nos shall be filled up after the ban on fresh recruitment is lifted by the state Govt

Draftsman

In DHBVNL presently 69 Draftman are working and the quota meant for Scheduled Caste employees comes to 14 against which 8 are in position The shortfall of 6 Nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt or eligible employees are available from the Feeder Cadre

SSA

In DHBVNL presently 210 SSA are working against the 184 sanctioned posts and the quota meant for Scheduled Caste employees comes to 37 against which 26 is in position The shortfall of 11 Nos shall be filled up after the ban on fresh recruitment is lifted by the state Govt

ASSA

In DHBVNL presently 244 A SSA are working and the quota meant for scheduled castes employees comes to 49 against which 32 are in position The short falloff 17 Nos shall be filled after the ban on fresh recruitment is lifted by the State Govt

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 Mah/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

SA

In DHBVNL presently 268 SA are working and the quota mean for scheduled Caste employees comes to 54 against which 38 are in position. The shortfall 16 Nos shall be filled after the ban on fresh recruitment is lifted by the state Govt

Daftri

In DHBVNL presently 7 Daftri are in position. The quota meant for Schedule Caste employees comes to 1 against which 1 is in position. There is no shortfall.

Peon

In DHBVNL presently 458 Peon are in position. The quota meant for Schedule Caste employees comes to 92 against which 83 are in position. The shortfall of 9 nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt.

Mah

In DHBVNL presently 62 Mah are in position. The quota meant for Schedule Caste employees comes to 12 against which 23 are in position. There is no shortfall in this category.

Truck Cleaner & Cleaner

In DHBVNL presently 16 Nos Cleaners are in position. The quota meant for Schedule Caste

The Committee decided that the Nigam should take up the matter with the Government for getting the ban lifted in order to fill up the vacant posts and recouping the backlog under intimation to the Committee

employees comes to 3 against which 1 is in position. The shortfall of 2 Nos shall be filled up after the on fresh recruitment is lifted by the State Govt

Bill Distributor

In DHBVNL presently 243 Nos B Ds are in position. The quota meant for Scheduled caste employees comes to 48 against which 56 are in position. There is no shortfall

A.P.D

In DHBVNL presently 7 nos A P Ds are in position. The quota meant for Scheduled Caste employees comes to 1 against which 1 is in position. There is no shortfall

Store Attendant

In DHBVNL presently 30 nos Store Attnds are in position. The quota meant for Scheduled caste employees comes to 6 against which 6 are in position. There is no shortfall

Havildar/Record Lifter

In DHBVNL presently 21 nos Havildars/Record Lifter are in position. The quota meant for Scheduled caste employees comes to 4 against which 8 are in position. There is no shortfall

Annexure-A

Statement Showing the Latest Status Regarding Scheduled Castes & Backward Classes as on 30 06 2002 Dakshin Haryana Bijn Vitran Nigam Ltd Hisar

Class Shortfall as on 30 6 2001		Post/Vacancies filled up w e f 1 7 2001 to 30 6 2002 Ex gratia appointment plus promotion		No of posts/vacancies meant for SC &Bc according to Roster (out of Col 3)		Total No of SC & BC employees/candidates appointed/promoted (out of Col 4)		Net shortfall as on 30 6 2002 (Col 2+4 5)	
		3		4		5		6	
SC	BC			SC	BC	SC	BC	SC	BC
I	2	3		4		5		6	
I	-	-	-	-	-	-	-	-	-
II	6	3	-	-	-	-	-	-	-
		Block		Block		Block		Block	
		A	B	A	B	A	B	A	B
III	358	87	60	10	-	6	7	8	362
IV	34	47	34	3	-	-	3	5	37

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

Recommendations 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

During the course of oral examination the representative of the Government informed that due to the imposition of ban and in certain cases due to non availability of qualified persons the vacant posts could not be filled up and short fall could not be recouped. The Committee decided that in the case of promotional posts the matter may be taken up with the Government for relaxing the Rules in order to fill up the vacant post

There is a complete ban on recruitment thus no recruitment could have been made after 16.3.2000. The shortfall of 7 posts of Accounts Asstt has occurred due to the reason stated above and the shortfall will be made good as and when any recruitment is made in future after lifting ban/granting approval by the State Govt Haryana

1 Accountants Assistants

3

2

1

2 Jr Scale Stenographer

There is a complete ban on recruitment thus no recruitment could have been made after 16 3 2000 and shortfall could not be made good due to this reason So far the promotional post is concerned the departmental test for promotion of Stenographer are being held but no candidate of S C category appeared in the test Hence shortfall could not be made good and the same will be made good as and when recruitment is made/eligible qualified candidates of SC category become available for promotion

do

3 Steno typist

4 Accountant SAS

There is a shortfall of one post of SAS Acctt and of 3 post of Acctts (non SAS) The post meant for SAS will be filled up from S C category by promotion whenever any official of HUDA belonging to SC category qualifies the SAS Examination However, the posts of Non SAS cadre will be filled up by promotion of Accounts Asstt belonging to SC category on fulfil the requisite condition of experience for promotion to the above said post However shortfall will be made good as and when suitable and eligible qualified candidates of SC category become available for promotion

35

3

3

**Filling up of re
served 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

There is complete ban on recruitment. Thus no recruitment could have been made after 16-3-2000. Hence shortfall could not be made good and the same will be made good as and when recruitment is made/qualified and eligible candidates of SC category become available for promotion to above categories of posts. HBPE has not sponsored any names of eligible candidate SC category for filling up of different posts.

do

POLICE DEPARTMENT (14th Report 1988 89)

Recommendations of the Committee		Action taken by the Government	Further observation of the Committee															
1		2	3															
Cadre wise strength/representation of Scheduled Castes Scheduled Castes employees – <table><tr><th>Class</th><th>Total Number of Employees</th><th>Total Number of Scheduled Castes employees</th></tr><tr><td>I</td><td>130</td><td>1</td></tr><tr><td>II</td><td>27</td><td>2</td></tr><tr><td>III</td><td>20 488</td><td>1,173</td></tr><tr><td>IV</td><td>1 185</td><td>412</td></tr></table>		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	After the general recruitment made in the year 2000 a general recruitment of 1600 male and 85 female constables was made on 18 3 2001 and 10 4 2001 respectively in compliance with the directions dated 17 1 2001 of the Apex Court passed in SLP No 15034 36/1996 titled Suresh Kumar and others Vs State of Haryana and others Against 1600 male and 85 female constables seats were allotted strictly as per reservation policy and 1574 male and 85 female constables were recruited Their break up are as under — 1 Total seats allotted 1685 2 Seats allotted for SC candidates out of total seats 337 3 Total recruitment 1659 4 SC candidates recruited 331 5 Due Share of SC Candidates 331 6 Shortfall if any – In addition to above, general recruitment of 270 Lady Constables was made on 27 10 2001	The Committee would like to know the action taken by the Government for special recruitment for recouping the backlog as assured by the representative of the Government The Committee further recommend that if any relaxation is required the same may be accorded
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 —																		

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	152	—	—

In view of the above figures, the Committee observed that there is shortfall in the department in different cadres 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

Breakup of seats allotment and recruitment made is given below —

1	Total seats allotted	270
2	Seats allotted for SC candidates out of total seats	54
3	Total recruitment	260
4	SC candidates recruited	52
5	Due Share of SC Candidates	52
6	Shortfall if any	—

After obtaining sanction/approval of the State Govt a general recruitment of 675 constables was also made on 27 11 2001 for India Reserve Battalion Bhonds. Seats were allotted strictly according to reservation policy. Breakup of seat allotment and recruitment made is as under —

1	Total seats allotted	675
2.	Seats allotted for SC candidates out of total seats	135
3	Total recruitment	587
4	SC candidates recruited	118
5	Due share of SC candidates	117
6	Shortfall if any	—

3

2

1

In this way in all general recruitment, male and female constable were recruited a/s under --

Total No of Recruited male and female constable	Due share	recruited	shortfall if any
1 1659	331	331	-
2 260	52	52	-
3 587	117	118	-

A perusal of above tabulated figures clearly shows that due reservation to SC category candidates has been given in the matter of recruitment According to the latest figures reported by the field units rank wise is as under --

Rank	Total	SC	Short fall	Shortfall in per centage
Insp	369	34	40	9%
SI's	1036	119	88.2	8.5%
ASI's	2312	259	203	8.7%
HC's	5237	675	371	7%
Consts	23440	4086	602	2.5%

According to the Govt instructions issued vide their letter No 22/73/92 3GS III dated 14 10 99, which was issued keeping in view the latest judgement delivered by the Apex Court in Ajit Singh Januja's case it is not possible to remove backlog of SC category employees above the rank of Constable Moreover policy in pursuant to passing of the bill by the Lok Sabha for giving benefit to the SCs and STs at the time of promotion is under consideration with the Govt After finalising the Govt policy due reservation in the matter of promotion will be given However to remove the backlog of SC category candidates in the matter of recruitment of constables a special recruitment of 600 constables will be made shortly After above mentioned special recruitment especially in view of latest Govt instructions issued vide their letter No 22/66/2000 3GS III dated 6 11 2001 backlog will be removed.

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

60

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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. The Department gave the following information about the Groupwise strength of staff as it stood	Sanctioned for filling up 259 posts of Instructors in Industrial Training Institute was given by the F D. Out of these 259 posts their requisition for filling up of 250 posts including one post of social Study Instructor meant for SC A category has already been sent to the Haryana Staff Selection Commission on 25 6 2001. The recommendations of Haryana Staff Selection Commission are still awaited. So for as the question of the remaining 9 posts is concerned one post meant for P H C has already been filled up. Two posts meant for P H C category were advertised through news papers and the demand was also sent to the State Employment Exchange. No suitable candidates have been available. The demand of these two posts meant for P H C categories again being sent to State Employment Exchange and these posts are again being advertised. Six posts relate to the trade of Panter (General). The qualifications indicated in the Service Rules are being amended because Central Training Instructor Course is prescribed in the	During the course of oral examination the representative of the Government informed that the Finance Department has accorded approval for filling up one post of Social Study Teacher for Scheduled Caste Category. Thus there is left short fall of one post. Further it was informed that the process for filling up the post for which approval has been received has already started. The Committee therefore decided that the information after filling up the post may be sent. The representative of the Government further informed that the matter regarding prescribing of qualification

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 alongwith 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	
	Direct	Promo tion	Direct	Promo tion
Group A	53	8		
Group B	55	14	19	2
Group C	1265	1152	439	177
Group D	360	487		138

qualifications mentioned in the Service Rules where as no central Training Instructor course is available in the Painter Trade

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 Bhiwani. 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

Vocational Instructors

The latest position regarding filling up of the vacant posts of Vocational Instructors is that the approval of F D to lift the ban for 516 posts has been obtained vide F D letter No 17/2001 51T dated 13 11 2001. The requestion for filling up of 476 posts in which 228 posts for General category 48 posts for SCA 35 posts for SCB 44 posts for BCA 28 posts for BCB, in Ex serviceman quota 16 posts for general category 23 post for SC 15 posts for BCA and 17 posts for BCB and in outstanding sports person quota 1 post for Gen 9 posts for SCA 1 post for SCB and 11 post for BCA has been sent to HSSC on 23 1 2002 and HSSC has

for the vacant Language Teacher posts is pending consideration by the Chief Secretary. After that six posts will be filled up. In addition it was intimated that the posts for which approval has been received from the Finance Department the interviews are being held. The Committee decided that the outcome of the selections may be intimated to the Committee.

With regard to the filling up the posts of Vocational Instructors it was informed that there are 245 posts of Vocational Instructors belonging to the general category and 231 posts belonging to the reserved category. The Committee desired that the Government may send the break up of these posts at the earliest to know the short fall.

1	2	3
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It was informed that there is 20% reservation for Scheduled Castes in direct recruitment in Group A posts but no 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 posts 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

advised these posts. The interview for 119 posts was fixed for 25.6.2002 to 29.6.2002 & from 1.7.2002 to 4.7.2002 through Haryana Service Selection Commission.

The Committee also decided that after conducting the interviews for filling up various posts like Fitter, Welder, Drawing Instructors, Draughtsman, Tool and Die Maker etc etc the Committee may be informed the latest position.

(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

	1	2	3
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figures Groupwise showing the number of posts carried forward during the last 3 years -

	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
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	Source SC	Promotion
	1	2	3	4	
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.B Promotion Employment Exchange			
Group 'C'			
1986-87	286	55	3 68 208
1987-88	260	35	1 63 196
1988-89	244	44	82 79 83
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 p.o.s. as also the shortfall exists in other Groups. The Committee therefore recommend 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	7	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	40	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%

1	2	3	4	5	6	7	8	9	10	11
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	2	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	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 the 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 recommended that the Chief Secretary may go through the whole case personally and the facts after proper enquiry and fixing the responsibility for the lapse alongwith 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 A copy of recommendation made by Committee in its meeting held on 25.10.2000 was made available to Chief Secretary (GS III) on 20.11.2001. Chief Secretary (GS III) asked vide his U.O. No. 22/74/95 GS III, dated 5.2.2002 whether the amended rules which had gone wrong were got corrected again and whether the candidates of scheduled caste were promoted accordingly or had been promoted under old existing rules? What was the mode of promotions before amendment of the rules? Whether promotions were made on the basis of seniority cum merit or seniority cum fitness? Deputy supplied the information that the rules which have wrongly printed could not be corrected as the proposal of the Department was rejected and promotions were to be made as per wrong printed rules but as per these rules the candidates of scheduled castes could not be promoted as there was no provision of reservation benefits in these rules. Before 1980 the rules of 1943 were in force and there was provision of promotion as per seniority cum	3 The representative of the Government assured the Committee to take action in the matter within a period of one and half month. The Committee therefore decided that the action and result achieved may be intimated accordingly.

ment As per rules of 1980 promotion to the candidate of Scheduled Castes was to be made on the basis of seniority cum fitness so they could not be promoted as their was no provision of reservation in these wrongly printed rules

Thus Department recommended for granting two advance increment to the effective Schedule caste candidates to Chief Secretary (GS III) Branch.

ADM (Civil) In view of continuing ban on fresh recruitments action to fill up the vacancies will be taken after lifting of ban of fresh recruitments by the Govt

The Committee may be informed about action taken with latest position within a period of three months

Recruitment The Committee was informed that Government instructions regarding carry forwarding 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			
J E (Civil)	Nil	3	3
J E (Mech)	3	3	3
J E (Elect)	Nil	Nil	Nil
J E (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, 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 rechecked

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 latest position stands already indicated under column No 2

A.D.M (Civil)

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

The committee may be informed about action taken with regard to the filling up the posts of Assistant Executive Engineer along with the judgment delivered by the Court in the matter

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 informed that posts in Group A, B, C and D services in the Haryana State Co-operative Supply and Marketing Federation Ltd are filled up by way of direct recruitment as also by promotion. The Government supplied information in respect of the Haryana State Co-operative Supply and Marketing Federation Limited about the total strength of cadre and representation 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 along with the steps taken to recoup the shortfall groupwise services have been given in the Annexure C. The Department gave the following 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 representation of Scheduled Caste employees	Action taken in this regard by the Hafed is as under	After hearing the departmental representative the Committee decided that Hafed should make earnest efforts to recoup the backlog either by making fresh recruitment or by promotion or by taking suitable persons on deputation from Cooperative Marketing Societies. The Hafed should also take up the matter with the Government for getting the ban lifted for making fresh recruitment for recouping backlog. The steps taken in this regard may be intimated to the Committee. As informed by the representative of the Government that a restructuring plan of Hafed

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	is pending with the Government for finalization, the Committee decided that a copy of the restructuring plan so approved may be sent to this Secretariat for the information of the Committee

	By direct recruitment	By promo recruitment	By direct recruitment	By promotion		
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	By for recruitment	Remarks
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%	(i) By promotion or transfer or on deputation
Mal ter	100%	
Cost Accounts Officer	100%	

	1	2	3
Mkg Dev Officer	100%		
Mkg Expert	100%		
General Manager			
Establishment Officer	100%		
Asstt Distt Attorney	100%		
Asstt Secretary	100%		
Dy Controller (C&B)		(i) By promotion	
Sr Accounts Officer		(n) By transfer or on deputation from Finance Department	
Manager A	100%		
Accounts Officer		(i) By promotion	
		(u) 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)	(u) 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 Coop 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)

Against the sanctioned strength of 165 posts, 156 are in position. The shortfall of two posts has been recouped by promoting the eligible SC Candidates from Clerks to FI. However by virtue of promotion of 19 Clerks to the post of Field Inspectors (Jr) and 16 employees of CMS absorbed in Hafed, further shortfall of 9 posts of FI (Jr) has occurred. This backlog is being recouped by taking employees of Cooperative Marketing Societies/other Departments on deputation for which request has been made to sponsor the names of SC category candidates who are willing to serve in Hafed on deputation. In case of non availability of SC candidates from CMS/other Departments the backlog can only be recouped as and when the Government lifts ban on direct recruitment

--do--

Section Officer

At present against the sanctioned strength of 62 posts 51 S O s are in position The backlog in this category is of 7 posts Sh Sham Lal, Accountant 'B' Grade now has been promoted as Section Officer reducing the backlog of one post The remaining Acctt 'B' Grade of SC category in the cadre at present are not eligible for promotion as they have less experience than the required for promotion As such the backlog cannot be recouped

Accountant 'B' Grade (Shortfall 15)

Against the sanctioned strength of 108 posts, 94 Acctt B Gr are in position Only 3 eligible Accountant 'C' Grade for promotion have been promoted on 14-3-2002 reducing the backlog to 12 posts However by virtue of promotion in the cadre further backlog of two posts has been occurred Thus at present there is backlog of 14 posts No SC category Acctt 'C' Grade is available for promotion in the cadre As such the backlog cannot be recouped

Accountant 'C' Grade (Shortfall 6)

Against the sanctioned strength of 156 posts, 57 Acctt 'B Gr are in position As per approval given by the Govt 6 Accountant 'C' grade have been absorbed in Hafed from Coop Marketing Societies but no candidate of SC

category was sponsored by the Coop Marketing Societies Requests have again been made to all Coop Mfg Societies to sponsor the names of SC category candidates available with them for absorption in Hafed as Acctt 'C' grade. In case of non availability of SC candidates from Cooperative marketing Societies the backlog can only be made good through open market

Storekeeper/Godown Keeper (Shortfall 3)

do

Restructuring plan of Hafed has already been sent to Government which is under consideration

Head Mistry (Shortfall 2)

do

As per latest Government policy which is under active consideration such jobs are to be got done on contract basis. Therefore the shortfall cannot be recouped and this para may kindly be dropped

Assistant Mistry (Shortfall 4)

do

As per latest Government policy which is under active consideration such jobs are to be got done on contract basis. Therefore the shortfall cannot be recouped and this para may kindly be dropped

J E (Shortfall 2)

The Government has approved to fill up the post of Jr Engineer by taking on deputation from other Boards/Corporation/Departments The posts are to be filled upto 31 12 2002 only We have taken 23 Jr Engineers on deputation, but no candidate of SC category sponsored by the concerned Department Hence the shortfall cannot be recouped

do

Electrician (Shortfall 1)

As already informed due to closure of six Race Mills one electrician has already become surplus The shortfall will be made good as and when a vacancy arises in future and Government lifts ban on direct recruitment

do

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,**

Restructuring plan of hafd has already been sent to Government which is under consideration

do

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

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

Clerks

Against the sanctioned strength of 165 posts 156 are in position. The shortfall of two posts has been recouped by promoting te eligible SC candidates from Clerks to FI. However by virtue of promotion of 19 Clerks to the post of Field Inspector (Jr) and 16 employees of CMS absorbed in Hafed, further shortfall of 9 posts of FI (Jr) has occurred. This backlog is being recouped by taking employees of Cooperative marketing Societies/other Departments on deputation, for which request has been made to sponsor the names of SC category candidates who are willing to serve in Hafed on deputation. In case of non availability of SC candidates from CMS/other Departments the backlog can only be recouped as and when the Government lifts ban on direct recruitment

do

Accountant 'C' Grade

Against the sanctioned strength of 156 posts 57 Acctt B Gr are in position As per approval given by the Govt, 6 Accountant 'C' grade have been absorbed in Hafed from Coop Marketing Societies but no candidate of Sc category was sponsored by the Coop Marketing Societies Requests have again been made to all Coop Mkg Societies to sponsor the names of SC category candidates available with them for absorption in Hafed as Acctt C grade In case of non availability of SC candidates from Cooperative Marketing Societies the backlog can only be made good through open market

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 year. 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

Due to ban on direct recruitment imposed by the Govt no post during the last three years has been advertised

At the time of making recommendations by the committee a backlog of 41 posts existed under various categories the same was recouped/cleared to the extent of 6 posts and at present it stands at 46 posts on account of reason explained above against each post Detail is as under ⁷

Name of Post	Previous backlog	Backlog Recouped	Present backlog
Field			
Inspector (JR)	2	2	9

do

1	2	3
Section Officer	6	1
Accountant 'B'		
Grade	15	3
Accountant		
'C' Grade	6	-
Store Keeper		
Godown Keeper	3	-
Head Mistry	2	-
Asstt Mistry	4	-
Jr Engineer	2	-
Electrician	1	-
		7
		12
		6
		3
		2
		4
		2
		1

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 shortfall in the above categories	The Government sent a letter in the matter which is reproduced as under -- No 22/45/96-3 GS III From The Chief Secretary to Govt Haryana To The Secretary Haryana Vidhan Sabha Secretariat, Chandigarh Dated Chandigarh the 18th September 2002	After perusing the letter dated 18th September 2002 received from the Chief Secretary to Government Haryana the Committee decided that the Government may be asked to get the complete information and send the same to the Committee at the earliest

Subject 26th Report of the Committee on the welfare of Scheduled Castes/ Scheduled Tribes and Backward Classes of Haryana Vidhan Sabha

SIR,

I am directed to refer to your letter No 21 WelSch.BC/2002 2003/74864 dated 10 9 2002 on the subject noted above and to say that you have

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already been informed vide letter No 22/45/96 3 GSIII dated 26th June 2002 and 18 7 2002 (copy enclosed), that information has been called for from the neighbouring States regarding reservation in promotion for Scheduled Castes category in Class I and II posts As and when the information will be received, position will be reported immediately

Yours faithfully

Sd/
Superintendent
General Services III
for Chief Secretary to Government
Haryana

23rd Report 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 Jmd 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 Panpat on 23rd October, 1997 in regard to the information supplied to the Committee by the concerned Deputy Commissioners which is given in Annexure A	Information was called from the concerned Deputy Commissioners The Deputy Commissioners Yamunanagar Karnal, Fatehabad Jmd Bhiwani & Rohtak have informed that no official of their office is responsible in this matter However rest of the Deputy commissioners have informed that they have taken action against the concerned defaulting officials as per details --	After considering the reply sent by the Government the Committee decided that the final outcome of the action taken by the concerned Deputy Commissioners may be intimated 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		
IIIrd	305	11	230	
Distt Karnal				
Ist	15989	15901	15901	88
IInd	4863	4740	4740	123
IIIrd	4193	3095	3095	1098

1	Kaithal	Sh Kartar Singh Sadar Kannungo (Now Naib Tehsildar) has been suspended
2	Rewari	Sh Vasu Dev Officiating Kannungo has been chargsheeted under Haryana Civil Services (Punishment & Appeal) Rules 1987 under Section 8
3	Sonapat	Action is being taken against defaulting officials
4	Panpat	Warning issued to defaulting officials to be careful in future

The Government has not offered any comments for some of the interim recommendations, the same may be sent

Further the Committee decided that after obtaining approval from the Government of India the Committee may be informed the action taken for conducting 4th survey

The Committee also decided that the

1			2		3	
Distt Hisar & Fatehabad						
Ist	11356	11356	11356			
IInd	1758	1758	1758			
IIInd	3948	3948	3948			
Distt Jind						
Ist	10987	10987	10987			
IInd	5440	5440	5440			
Distt Bhiwani						
Ist	15286	15286	15286			
IInd	7230	7230	7230			
IIInd	3396	3396	2046			
Distt Gurgaon						
Ist	6465	6465	6465			
IInd	2925	2925	2925			
IIInd	1608	1608	1608			
Distt Panchkula						
	768	679	676			
Distt Panipat						
Ist	5257	5257	5257			
IInd	1497	1497	1497			
IIInd	1545	1065	1065		480	
Distt Rewari						
Ist	2741	2741	2741			
IInd	2896	2896	2896			
IIInd	5094	4275	4275			
Distt Rohtak						
	22053	15531	15531			6522

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 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 shamilat 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

No Comments

1	2	3
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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

No Comments

(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 matter has been considered by the Government in view of the recommendations of the Committee and it has been decided to raise the income limit from 3600 to 25 000 per annum. Accordingly the matter is being sent to Government of India for their approval. After approval of Govt of India decision for conducting 4th Survey will be taken

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

During 3rd Survey out of 1,04,622 eligible people 90,799 people have been allotted plots upto September, 2002. Efforts are being made to allot the plots to the remaining 13,823 persons. 85,770 persons have been given Possession. The action is being taken to give the possession to the remaining 5,029 persons.

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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

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 the Department, 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 recommends that action be initiated against the delinquent officers of the Departments within three months under information to the Committee.	Information after compilation has not been sent by the Government	The Committee made observation in the year 2000 but the information was not supplied to the Committee in the year 2001. 02 and the Committee made observation in its 25th Report. Even thereafter no reply has been sent by the Government during the year 2002. 03 for consideration by the Committee. The Committee therefore recommends that the required information may be sent to the Committee within two months positively after obtaining the same from the concerned Departments, Boards and Corporations. The Committee also recommends that action may be initiated against the defaulting officials who have

failed to take action on the
recommendations of the
Committee as contained in its
25th & 26th Report. The
information in this respect
may also be sent to the
Committee within two
months

Procedure for dealing with 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 of the Administrative Secretary concerned on receipt of the Report of the Committee
- (d) The Administrative Department concerned will 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 case 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 through 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

- (1) 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 Head 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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