

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES,
SCHEDULED TRIBES AND
BACKWARD CLASSES
(2005-2006)**

(ELEVENTH VIDHAN SABHA)

TWENTY NINTH REPORT

ON

Reservation/representation of Scheduled Castes, Scheduled Tribes and Backward Classes in the Industries Department, Forest Department, Cooperation Department, Education Department, Public Works (Public Health) Department and Power Department (HPGCL, HVPNL, UHBVNL, DHBVNL), and the action taken by the Government on the recommendations contained in its Twenty Eighth Report



Presented to the Haryana Vidhan Sabha on 24th March, 2006

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2006**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES, SCHEDULED TRIBES AND
BACKWARD CLASSES FOR THE YEAR 2005-2006**

CHAIRPERSON

- 1 Shri Uday Bhan

MEMBERS

- 2 Shri Anur Chand
- * 3 Shri Dilu Ram
- 4 Shri Ram Kishan Fauji
- 5 Shri Devender Kumar Bansal
- 6 Shrimati Raj Rani Poonam
- 7 Shri Hari Ram
- 8 Shri Balwant Singh Sadhaura
- 9 Shri Bala Singh Arya

SECRETARIAT

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

* Shri Dilu Ram MLA resigned from the membership of the Committee w e f
14th January 2006 on his appointment as Parliamentary Secretary

INTRODUCTION

I Uda! Bhan 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 Industries Department Forest Department Cooperation Department Education Department Public Works (Public Health) Department and Power Department (HPGCL HVPNL UHBVNL DHBVNL) and the action taken by the Government on the recommendations as contained in its Twenty Eighth 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 paragraph(s)/recommendation(s) 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 Harvana Vidhan Sabha Secretariat

The Committee wish to express their thanks to the Administrative Secretaries of 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 thankful for the whole hearted and unstinted co operation extended by the Secretary/Deputy Secretary and his staff

Dated Chanaigam the
8th March 2006

UDAI BHAN
CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2005 2006 was constituted on 5th April 2005 as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 21st March 2005 authorizing the Hon ble Speaker for nominating the Members of the Committee and also appoint the Chairperson of the said Committee

Shri Uda Bhan, a Member of the Committee was appointed Chairperson of the Committee by the Hon ble Speaker on 5th April 2005

The Committee held 49 sittings till the date of finalization of the Report

In the first meeting of the Committee held on 12th April 2005 the Committee passed a Condolence Resolution on the sad demise of Shri O P Jindal Power Minister Haryana and Shri Surinder Singh Agriculture Minister Haryana The second meeting of the Committee held on 19th April 2005 was addressed by the Deputy Secretary who explained the scope and functions of the Committee in detail The Chairperson thanked the Hon ble Speaker for nominating him as the Chairperson of the Committee and also assured that with the cooperation of the other Members the work for improving the lot of down trodden sections of the society will be undertaken

The Committee in its meeting held on 3rd May 2005 selected the following Departments for examination during the year 2005 2006 The Committee therefore decided that the Government in the concerned Departments may be asked to send statement showing the representation/reservation of Scheduled Castes Scheduled Tribes and Backward Classes for the last three years as it stood on 31st March 2005 —

- (i) Cooperation Department
- (ii) Education Department
- (iii) Public Works (Public Health) Department,
- (iv) Power Department (HPGCL HVPNL UHBVNL, DHBVNL)

INDUSTRIES DEPARTMENT

The Committee constituted for the year 2004-2005 again selected the Industries Department for examination as this Department was being selected by the Committee since 1998 1999 The Haryana Vidhan Sabha Secretariat sent a letter on 25th May 2004 for supplying the statement showing the reservation/representations of Scheduled Castes Scheduled Tribes and Backward Classes in the Industries Department from 2001 02 to 2003 04 as it stood on 31st March 2004 The Department instead of supplying the information within a fortnight as asked for supplied required information in the month

of September 2004. The Committee, however, could not scrutinize the material because of paucity of time.

The Committee observed that the Government in the Industries Department has not taken any interest in informing the Committee about the action taken by the Government against the erring officers/officials, who did not intimate action in supplying the information to the Committee as observed by the Committee in its 28th report for the year 2003-04. Not only this, even the Chief Secretary to Government, Haryana, also did not hold any enquiry and intimated the outcome of the same to the Committee as recommended during the year 2003-2004. Hence, the Committee decided that the Chief Secretary to Government, Haryana, may be requested for holding enquiry and intimating the outcome of the same within a period of six months.

FOREST DEPARTMENT

The Committee constituted for the year 2004-05 selected the Forest Department for examination of reservation/representation of Scheduled Castes, Scheduled Tribes and Backward Classes in the said Department and asked the Government for supplying the statement as it stood on 31st March 2004 for the year 2001-02 to 2003-04 vide letter dated 25th May 2004. The Government supplied information in the month of September 2004, which was scrutinized by the Committee in its various meetings. The Committee, however, could not orally examine the representatives of the Government in view of shortage of time at its disposal. The Committee observed that no report has been sent by the Chief Secretary to Government, Haryana, about the constitution of the Committee or the outcome of the enquiry held by the said Committee against the officers/officials who did not respond to the recommendations of the Committee as observed by the Committee in its 28th report. The Committee, therefore, recommends that a copy of this report too may be sent to the Chief Secretary to Government, Haryana, requesting him for intimating the action taken in the matter.

COOPERATION DEPARTMENT

The Financial Commissioner & Principal Secretary to Government, Haryana, Cooperation Department was asked by the Haryana Vidhan Sabha Secretariat vide letter dated 5th May 2005 for supplying a statement showing the reservation/representation of Scheduled Castes, Scheduled Tribes and Backward Classes in the Cooperation Department for the year 2002-2003, 2003-2004, 2004-2005 as it stood on 31st March 2005 within a fortnight in the prescribed proforma. The reminders were issued to the Government for supplying the required information. The Committee is constrained to point out that the Government did not supply the required information till the framing of this Report which was asked to be supplied within a fortnight.

The Committee took a serious view of the inordinate delay for supplying the required information which was asked for within a fortnight and decided that action may be taken against the officer/officials who have not supplied the information under intimation to the Committee.

EDUCATION DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated the 5th May 2005 asked the Financial Commissioner & Principal Secretary to Government Haryana Education Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Education Department for the year 2002 2003 2003 2004 2004 2005 as stood on 31st March 2005 within a fortnight in the prescribed proforma. The Government supplied the required information vide letter dated 29th August, 2005 only in respect of Higher Education. The information in respect of Secondary and Primary Education was not supplied till the finalization of this report. The Committee scrutinized the information in respect of Higher Education as received from the Government but could not orally examine the representative of the Government because of paucity of time at its disposal.

The Committee was sorry to note that the Government have not taken any care in supplying the information till the framing of this report. The Committee, therefore, recommend that the Chief Secretary must issue instructions to all the departments that they should comply with the directions of the Committee in future and also recommend that Chief Secretary may constitute a Committee for getting an enquiry conducted in the matter so that the erring officers/officials could be taken to task as per the provisions of relevant rules. The Committee further recommend that outcome of the enquiry may be intimated to the Committee within three months.

PUBLIC WORKS (PUBLIC HEALTH) DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated the 5th May 2005 asked the Commissioner & Secretary to Government Haryana Public Works (Public Health) Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Public Works (Public Health) Department for the year 2002 2003 2003 2004 2004 2005 as stood on 31st March 2005 within a fortnight in the prescribed proforma. The Government supplied the required information vide letter dated 28th September 2005. The Committee scrutinized the material but could not orally examine the representative of the Government because of shortage of time at its disposal.

POWER DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated the 5th May 2005 asked the Financial Commissioner & Principal Secretary to Government, Haryana, Power Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Power Department for the year 2002 2003 2003 2004 2004 2005 as stood on 31st March 2005 within a fortnight, in the prescribed proforma. The Government supplied the required information in two parts which was received in this Secretariat on 6th September 2005 and 7th December

2005 The Committee could only scrutinize the information concerning Uttar Haryana Bijli Vitran Nigam but could not orally examine the representative of the Government because of paucity of time and disposal.

Since the Government did not supply the desired information within the stipulated time, the Committee took it very seriously and in this case too recommended that the Chief Secretary may get an enquiry conducted by constituting a Committee to find out the officers/officials who have failed to comply with the directions of the Committee for sending the required information within the stipulated time. The Committee further recommended that the action taken in the matter may be intimated to the Committee within three months.

**IMPLEMENTATION OF RECOMMENDATIONS/
OBSERVATIONS AS CONTAINED
IN THE 28TH REPORT**

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

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

URBAN DEVELOPMENT DEPARTMENT (LOCAL BODIES) (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 In pursuance of the observation of the Committee it is clarified that in the Municipal Services the shortfall in various posts are due to ban imposed on direct recruitment and non availability of Scheduled Caste candidates in the feeder cadre against the promotional quota posts. In this respect it is also pointed out that requisition was sent to the HPSC/HSSC to fill up the post of direct quota but as per latest directions of the govt the requisitions have been withdrawn. However as and when these posts of direct quota are filled up the shortfall will be completed. Earlier the report was sent by the Government vide dated 8 7 2004 to the Vidhan Shaba Committee. Further observation made by the Committee is regarding relaxation in experience in the posts which are 100% by promotion in which incumbents did not fulfill the requisite experience. In this connection it is submitted that in the promotional quota of Distt Level post there was shortfall of only one post of leading fireman and the Deputy Commissioner	3 After holding discussion with representative of the Government and the assurance given by him and further reply sent by the Government on 7th September 2005 the committee recommend that there should be 20% reservation in the total sanctioned posts and in case any amendment in the rules is required to be made action may be initiated accordingly. To complete the reservation the Committee further recommend that in cases where any relaxation is required to be obtained from the Government to fill up certain reserved category of posts the same may be obtained from the Govern

Yamunanagar has already been requested to fill up this post. So far as the question of Completion of shortfall in state level promotional quota posts is concerned, it is pointed out that these posts i.e. Chief Sanitary Inspector Supdt. (Council) and Accountant, could not be filled up due to non availability of candidate of SC category. For promotion of Chief Sanitary Inspector only one candidate is available in the feeder post of Sanitary Inspector but he does not possess the requisite experience of 8 years. As per recommendations of the Committee in their 28th report the Government has relaxed the condition of experience on 17.5.2005. The record is being collected for promotion. It is also pointed out that the Departmental Accountant Examination which was declared on 16.6.2004, no candidate of SC category could pass the departmental examination.

It is also clarified that in comparison to the year 2003-04 the shortfall of state level posts is increased from 20 to 21 posts but the short fall in District Level services has decreased from 39 to 38 posts. The category wise detail of the shortfall as on 31.12.2004 is placed at Annexure A&B. It is also clarified that the main reason of the shortfall is due to ban on direct recruitment and non availability of suitable candidate of SC category in the

ment. The Committee also recommend that special drive may be conducted to complete the back log at the State as well as District level. In addition the Committee also recommend that Chief Secretary may ensure the implementation of the reservation policy in the case of recruitment to be made on contract basis in Education and other departments.

promotional quota posts As and when the Govt allows to fill up the direct quota posts the shortfall will be completed

Municipal Corporation, Faridabad

In respect of the Municipal Corporation Faridabad it is clear that there was a short fall of 8 posts as on March 2004 Out of this two vacancies of Patwari has been sent to the Employment Exchange Thus this shortfall will be completed in near future Shortfall of 3 posts (1 e sr Scale Steno Jr Scale Steno and Steno Typist) are due to non availability of S C category candidates in the lower feeding cadre and shortfall of two posts of Chowkindar in direct recruitment the efforts are being made to fill up these posts by converting the direct quota posts into promotional quota in this connection the matter is under consideration As and when relaxation granted by the Govt this shortfall will be completed by regularization of service of two daily wagers Chowkindar of S C category in view of the latest instructions of the Govt shortfall of one post of jr Draftsman is due to non availability of vacant post Hence there is a shortfall of 8 posts The category wise detail of the shortfall as on 31 5 2005 is placed on Annexure C

Annexure-A
Information about State Level Employees working in the Municipalities as on 31 12 2002

Sr No	Name of Post	Total No of Sanctioned post	On regular basis	On adhoc basis	On daily wages basis	Vacancies meant for S C	Total	S C	B C	ESM	H C	Other (Gen)	Total	Vacant	Short fall of S C if any	Reason
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	Executive Officer	21	13	1	—	2	14	—	1	—	—	13	14	7	2	Only 5 posts of direct recruitment has been filled upto now and hence 1 post of S C against 50% direct quota posts is vacant since 1998 as no recruitment has been made due to ban on direct recruitment. Shortfall of one post is in promotional quota which will be filled at the time of promotion
2	Secretary (Council)	21	11	—	—	2	11	2	1	1	—	7	11	10	—	No short fall
3	Secretary (Committee)	46	29	1	—	5	30	2	3	2	—	23	30	16	3	There is no SC candidate is available in Accountants 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
4	Chief Sanitary Inspector	20	11	4	—	2	15	—	2	—	—	13	15	5	2	Only one SC candidate working as Sanitary Inspector i.e feeder post for promotion is available and he is not having the requisite experience of eight years. Government has now relaxed the condition of experience on 17.5-05. The record is being collected for promotion
5	Municipal Engineer	21	10	0	—	2	10	2	—	—	—	8	10	11	—	No Shortfall

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
6 Jr Engineer			78	46	—	—	8	46	5	6	5	1	29	46	32	3	Shortfall will be completed whenever Govt will relax the ban on new recruitment.
7 Superintendent Tax (Councils)			20	9	—	—	2	9	1	1	—	—	7	9	11	1	There is no SC candidate available for promotion in the feeder post as per rule.
8 Officer Supdt (Councils)			9	5	—	—	1	5	—	—	—	—	5	5	4	1	There is no SC candidate available for promotion in the feeder post as per rule.
9 Superintendent Tax (Committee)			6	1	—	—	—	1	—	—	—	—	1	1	5	—	No short fall
10 Accountant			67	40	—	—	8	40	—	6	1	—	33	40	27	8	As per roster register (verified by SC/BC Deptt) shortfall of 8 posts which is due to non availability of eligible candidate who could not pass the department exam.
11 F S O			24	11	5	—	2	16	1	5	—	—	10	16	8	1	There is shortfall of one post due to non availability of eligible candidate
Total	333	186	11	—	34	197	13	25	9	1	149	197	136	21			

Annexure-B
Information about District Level Employees working in the Municipalities (Except Safal Karamcharis)
as on 31 12 2004

Sr No	Name of the Post	Total No of sanctioned posts	On regu lar basis	Adhoc basis	Daily wages basis	Total	SC	BC	ESM	HC	Other	Total	Vacant	Short fall of SCs if any	Reasons/Latest position
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Vaid	1	1	—	—	1	—	—	—	—	1	1	—	—	
2	Patwan	8	2	—	—	2	1	1	—	—	—	2	6	—	
3	Asstt./Head Clerk	24	11	—	—	11	1	2	—	—	8	11	13	—	
4	Asstt Accountant	8	3	—	—	3	—	1	—	—	2	3	5	—	
5	Building Inspector	26	4	—	—	4	—	—	—	—	4	4	22	—	
6	Asstt Librarian/ Librarian	9	5	—	—	5	—	—	—	—	5	5	4	—	
7	Stenographer/ Steno Typist	19	8	—	—	8	1	1	—	—	6	8	11	—	
8	AFSO	58	19	—	—	19	1	3	—	—	15	19	39	—	
9	Land Officer	3	—	—	—	—	—	—	—	—	—	—	3	—	
10	Fireman	379	244	—	—	244	33	49	3	—	159	244	135	10	Earlier there was shortfall of 12 posts which comes to 10 after decrease This is in distt Panchkula 1 Sonepat 1 Faridabad 1 Hisar 4 Gurgaon 2 and Surs 1 This shortfall is due to bairn on direct recruitment
11	Leading Fireman	73	57	—	—	57	10	7	—	—	40	57	16	—	

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
12	Store Keeper	3	2	—	—	—	2	—	1	—	—	1	2	1	—		This shortfall is in Distt Sirsa which is due to ban on direct recruitment
13	Sanitary Inspector	49	28	—	—	—	28	1	3	—	—	24	28	21	1		
14	Inspector/Light Inspector	23	15	—	—	—	15	3	2	—	—	10	15	8	—		Earlier there was shortfall of two posts which comes to there after increase This shortfall is in District Gurgaon 1 and Hisar 2 which is due to ban on direct recruitment
15	Tax/Rent Inspector	21	12	—	—	—	12	—	1	—	—	11	12	9	—		
16	Electrician	10	7	—	—	—	7	1	1	—	—	5	7	3	—		
17	Car/Jeep Driver	19	11	—	—	—	11	3	2	—	—	6	11	8	—		
18	Fire Driver	137	86	—	—	—	86	6	11	1	—	68	86	51	3		
19	Tractor Driver	84	60	—	—	—	60	24	7	—	—	29	60	24	—		
20	Road Roller Driver	1	1	—	—	—	1	—	—	—	—	1	1	—	—		
21	Driver Operator	16	11	—	—	—	11	3	2	—	—	6	11	5	—		
22	ASI	2	—	—	—	—	—	—	—	—	—	—	—	2	—		
23	Record Keeper	1	—	—	—	—	—	—	—	—	—	—	—	1	—		
24	Draftsman	6	4	—	—	—	4	—	1	—	—	3	4	2	—		
25	Vaccinator	16	8	—	—	—	8	1	2	—	—	5	8	8	—		
26	Cashier	8	5	—	—	—	5	—	—	—	—	5	5	3	—		

27	Clerks	563	466	—	—	466	58	74	—	3	331	466	97	22	The Shortfall is as under — Distt Karnal 6 Gurgaon 4 Ambala 2 Yamunanagar 1 Jind 2 Bhiwani 1 Sarsa 1 Kurukshetra 1 and Sonapat 4 due to ban on the direct recruit ment
28	Asstt. Tubewell Operator	60	48	—	—	48	21	3	—	—	24	48	12	—	
29	Dafti	4	4	—	—	4	1	—	—	—	3	4	—	—	
30	Head Mali	5	2	—	—	2	—	1	—	—	1	2	3	—	
31	Mali/Mali cum Chowkidar	391	325	—	—	325	99	45	3	2	176	325	66	—	
32	Beldar/Coolie	280	231	—	—	231	102	39	2	—	80	231	49	—	
33	Peon	390	365	—	—	365	93	74	2	5	191	365	25	2	
34	Maski/Bhisti	28	16	—	—	16	4	12	—	—	—	16	12	—	
35	Masson	6	5	—	—	5	4	1	—	—	—	5	1	—	
36	Road Mate/Mate	10	7	—	—	7	2	1	—	—	4	7	3	—	
37	Dai cum Sewadar	3	2	—	—	2	—	—	1	—	1	2	1	—	
38	Gangman	26	22	—	—	22	9	6	—	—	7	22	4	—	
39	Helper/Lorry Cleaner	17	12	—	—	12	4	3	—	—	5	12	5	—	
40	Fitter/Coolie	16	12	—	—	12	5	4	—	—	3	12	4	—	
41	Work Mistr/Munshi	9	8	—	—	8	2	2	—	—	4	8	1	—	
Total		2812	2129	—	—	2129	493	362	12	10	1252	2129	683	38	

ANNEXURE-C

INFORMATION ABOUT EMPLOYEES WORKING IN THE MUNICIPAL CORPORATION, FARIDABAD EXCEPTING EMPLOYEES WORKING SAFAI MAZDOOR RULES AS ON 31-5-2005

Sr No	Name of Posts	Total No of sanctioned posts	On adhoc basis	On regular basis	On daily wages basis	Total	SC	BC	ESM	P H	Other (Gen)	Total Vacant	Short fall of SC if any	Remarks	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Junior Engineer (Hort)	4	4	—	—	4	—	—	—	—	4	4	—	—	
2	Patwari	13	2	—	—	2	—	—	—	—	2	2	11	2	Vacancies for the category of SC had been notified in the Employment Exchange for direct recruitment
3	Junior Scale Stenographer	5	5	—	—	5	—	—	1	—	4	5	—	1	Post of Jr Scale Stenographer to be filled up 100% by way of promotion from amongst Steno Typists But due to non availability of SC candidates in the lower feeding cadre short fall could not be made good
4	Steno Typist	11	—	—	—	—	—	—	—	—	—	—	11	1	Cannot make good Posts of Steno Typist are to be filled by way of 75% by direct recruitment & 25% by promotion amongst from Clerk Meter Reader or Computer Clerk But non availability of SC candidate in the lower feeding cadres and due to ban in direct recruitment this shortfall

5	Senior Scale Stenographer	8	5	—	—	5	—	1	—	4	5	3	1	Posts of Sr Scale Steno grapher are to be filled by way of 50% by direct recruitment & 50% by promotion amongst from Junior Scale Steno grapher But non availability of SC candidates in the lower feeding cadre and due to ban in direct recruitment this shortfall can not make good
6	Chowkidar	90	87	—	6	87	17	19	2	49	87	3	2	There is a ban on direct recruitment Hence in order to make good the short fall a reference was sent to Govt earlier It is submitted that there are two daily wages Chowkidar who belong to SC category and hence at present no short fall upon the regularization of services of these two daily wage employees in view of the latest instructions of the Govt the so called short fall shall presently be made good
7	Jr Architectural Draftsman/Head Draftsman	10	9	—	—	9	1	—	1	7	9	1	1	To make good the short fall is under consideration and this short fall shall be made good in near future

HARYANA STATE ELECTRICITY BOARD (13 Report 1987 88)
HARYANA POWER GENERATION CORPORATION LIMITED, PANCHKULA

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee																																																																		
1	2	3																																																																		
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	*SC/BL	BC	PH	EXM	OS																																																															
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	SC = Scheduled Caste BL = Backlog BC = Backward Class PH = Physically Handicapped EXM = Ex service man OS = Out Standing Sports Persons																																																																			

Accordingly requisition for recruitment of the said categories was sent to the HSSC vide letter No Ch30/HPGC/Admn/L 318 dated 21 10 2003 In the requisition the quota for reserved categories along with backlog was incorporated as above The recommendations of the Haryana Staff Selection Commission was received vide letter No HSSC/Confid Power 2004/212 dated 7 9 2004 Accordingly appointments including the appointments of SC/BC categories have been made in the month of September 2004

Further the technical staff of following categories and its recruitment through HSSC was approved by the Board of Directors/State Government for Operation & Maintenance of Unit 7 & 8 of Thermal Plant and HPGC submitted the requisition (including the reserved categories) for the same to HSSC (through State Government) vide letter No Ch 88 dated 6-8 2004 as per details given hereunder —

	*SC/BL	BC	PH	EXM	OS
(i) Plant Attendant II=24 Nos	4/0	7	0	1	0
(ii) Operator Grade I/ Crane =4 Nos	1/1	0	0	0	0
(iii) Assistant Chemist=2 Nos	1/0	1	0	0	0
(iv) Analyst =4 Nos	1/0	1	0	0	0
(v) Fire Brigade Driver cum Pump Operator =2 Nos	1/0	1	0	0	0

These posts have been advertised by the HSSC in the Newspapers On receipt of the recommendations from the HSSC the appointments including the appointment under SC/BC categories will be made

1

2

3

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

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

Store Keeper

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

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

As per instructions of the State Government, HPGC is to do restructuring of staff. The restructuring of technical staff in HPGC has already been completed and restructuring of Accounts Wing Administrative Secretarial Ministerial and Miscellaneous Support services is in process. Power Finance Corporation Limited (PFC) has been engaged as consultant for the same vide letter dated 24.5.2004. Therefore recruitment for these categories (including reserved categories) would be made after receipt of report from PFC.

The post of Store Keeper is filled up by promotion. Presently there is a backlog of 2 nos posts under SC Category. However at present no eligible candidate under this category is available for promotion to the post of Store Keeper. As and when an official under this category becomes eligible/available the backlog of 2 Nos posts of Store Keeper will be filled up.

The latest position may be intimated

The latest position may be intimated

LDCs.

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

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

Drivers

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

The Committee 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

Reply given against para A (i) also holds good for this category of staff

The latest position may be intimated

Reply given against para A (i) also holds good for this category of staff

The latest position may be intimated

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

Foreman-I

The post of Foreman Grade I is filled up by promotion Presently there is a backlog of 17 under SC Category However at present no eligible official under this category is available for promotion As and when an official under this category becomes eligible/available the backlog will be filled up

JE/Civil

The post is filled up by direct recruitment Prior to restructuring the sanctioned strength of JE/Civil was 58 against which 45 JE/Civil were working Pursuant to restructuring of technical staff State Government/ Haryana Bureau of Public Enterprises (HBPE) has approved 27 posts under this category Thus the cadre of this category has been reduced from 58 Nos to 27 Nos The share quota of SC Category works out to 5 Nos against which one employee belonging to this category is in position Therefore there is a backlog of 4 Nos which

(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

will be filled up as and when the posts are filled up by direct recruitment

Further 18 Nos officials who are working over and above the sanctioned strength have been declared as diminishing cadre till such time these officials retire or promoted

Draftsman

The post of Draftsman is filled up by promotion presently there is a backlog of 2 under SC Category However these posts were not filled up as no eligible candidate under this category is available for promotion As and when an official under this category becomes eligible/ available the backlog on 2 Nos posts will be filled up

The latest position may be intimated

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

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

Daftri

Reply given against para A (i) also holds good for this category of staff

The latest position may be intimated

Peon

Reply given against para A (i) also holds good for this category of staff

The latest position may be intimated

1	2	3
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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

HARYANA STATE ELECTRICITY BOARD (13th Report 1987 88)
HARYANA VIDYUT PRASARAN NIGAM 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 back log in Class III posts and inform them accordingly.	Due to complete ban on fresh recruitments since 2-3-1994 required quota for Scheduled Castes and Backward Classes in the Class III (Tech & Non Tech) cadres remained partially unfilled. As a result thereof the required numbers of Schedule Castes and Backward Classes employees are not available in the initial/lower cadre posts who could be considered for promotion to the Upper/higher cadre posts. It is also intimated that as per Recruitment and Promotion Policy of the HVPN all the initial/lower cadre posts are filled up by way of direct recruitment so the candidates belonging to Scheduled Castes and Backward Classes could become available only in the initial/lower cadre posts through direct recruitment.	The latest position may be intimated. Further it is stated that the State Govt had recently accorded permission to fill up some of the vacancies/post through direct recruitment in the following cadre keeping in view the backlog of Scheduled Castes Employees for which requisition for direct recruitment has already been sent to the HPSC/HSSC.

1			2			3		
Sr No	Category of posts	No of vacancies	Existing backlog	No of posts earmarked to SC	Remaining backlog	Due rep	back log	
1	Asistant Engineer/Civil (70% by direct Quota)	4	—	1	—	—	—	
2	JE/Civil (100% by direct Quota)	10	4	2	4	—	—	
3	JE/Elect (40% by direct Quota)	14	13	—	13	—	—	
4	JDM (100% by direct Quota)	20	—	5	—	—	—	
5	Carrier Attendant (100% by direct Quota)	20	8	4	8	—	—	
6	Shift Attendant (100% by direct Quota)	454	10	98	10	—	—	
7	Divisional Accountant (25% by direct Quota)	10	4	2	2	2	2	
8	Jr Scale Steno (50% by direct Quota)z	15	8	3	4	4	4	
9	Hindi Translator (100% by direct Quota)	2	1	—	1	—	—	
10	Upper Division Clerk (25% by direct Quota)	14	26	3	2	24	24	
11	Lower Division Clerk (80% by direct Quota)	38	41	6	15	26	26	
12	Steno Typist (100% by direct Quota)	16	—	3	—	—	—	
Total		617	115	127	59	56	56	

It is further submitted that the remaining backlog against promotion quota posts will be recouped on the availability of Scheduled Castes employees in the lower cadres for promotion as well as availability of vacancies in the concerned cadres

The latest position may be intimated

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.

As already stated in the earlier Nigam's reply submitted to the Committee that as per Recruitment and Promotion Policy of the Nigam 75% posts of UDCs are filled up by way of promotion from amongst the Lower Division Clerk who qualify the Departmental Exam and 25% posts of Direct Recruitment from open market. At present no qualified Scheduled Castes employee is available in the cadre of LDC for promotion to the post of UDC. It has been observed that there is very poor performance in the Departmental Exam By SC employees.

Details of the Employees who passed the departmental Accounts Examination for Ministerial Establishment held in the last 3 years is as under —

Year	No of employees appeared	No of SC employees passed the exam
2001	401	4
2002	397	4
2003	280	8

As already stated above in Class III posts the State Govt has accorded permission for filling up of 14 No vacancies of UDCs through direct recruitment After recouping 2 No backlog of SC employees existing against direct quota out of 26 Nos the requisition has already been sent to the HSSC The remaining backlog i e 24 Nos existing against promotion quota will be recouped by way of promotion on availability of suitable SC candidates in the lower cadres

Regarding recommendations observations of the Committee that HVPN should consider to relax the conditions to clear the Departmental Exam by the Scheduled Castes employees for further promotion to the post of UDC so that the backlog of Scheduled Castes employees could be wiped off it is stated that HVPN has considered and did not find it feasible to relax the condition of passing the Departmental Exam It has been decided to hold special coaching classes for the employees of the Scheduled Castes/Scheduled Tribes and Backward classes Towards this goal one week coaching classes for SC and BC employees were arranged in April 2004 to assist them for the Exams

LDCs The Department/Board has stated in its latest written reply that 2353 posts of LDCs are in position the quota for Scheduled Caste 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

As per Recruitment and Promotion Policy of the Nigam 80% posts of Lower Division Clerks are to be filled up by way of direct recruitment and 20% posts by promotion from amongst the Class IV employees who fulfill the prescribed qualifications

In Class III posts State Govt has accorded permission for filling up of 38 No vacancies of LDCs through direct recruitment After recouping 15 No backlog of SC employees requisition has already been sent to the HSSC The remaining backlog i.e. 30 Nos of SC employees existing in the LDC cadre will be recouped gradually against the existing vacancies once the ban is lifted or we get permission to fill up the vacancies through direct recruitment by the State Govt

The latest position may be intimated

As per Recruitment & Promotion Policy of HVPN the posts of Drivers are to be filled up from amongst the serving class IV employees and Clerks having the prescribed qualifications/experience as laid down in the said Policy in case departmental eligible employees are not available the vacancies of drivers are to be filled up by way of direct recruitment from open market Due to non availability of SC and BC employees having

The latest position may be intimated

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

The Committee feel greatly distressed to final the shortfall in the posts of drivers while the Scheduled Castes candidates for posts of Drivers are available in number with the Employment Exchange. 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

prescribed qualifications/experience in the class IV cadre the backlog could not be wiped off

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

SC	B C BLOCK	
	A	B
25	15	7

Accordingly the Nigam is considering to fill up the existing backlog of SC and BC categories in the Cadre of Drivers through direct recruitment from the open market against existing vacancies after obtaining necessary approval of the State Govt

As regard the backlog in reserved categories in Technical Posts it is submitted that in the past eligible/qualified Technical persons belonging to SC/BC candidates were not available for recruitment. As such this backlog has been continuing over the years

For removing the backlog of Scheduled Castes against direct quota posts in Technical Categories the requisition for filling up the vacancies has been sent to the SSSC Haryana for advertisement. To wipe off the backlog of

The latest position may be intimated

Scheduled Castes employees against the promotional Technical Categories i.e Junior Engineer I Divisional Head Draftsman Draftsman Sub Station Attendant Committee Foreman etc we would assure the Committee that as and when the Scheduled Castes employees are available in the Lower Cadre the backlog against promotional posts will be recouped immediately

The latest position may be intimated

As per the existing Recruitment & Promotion Policy for Class IV employees in the HVPN the posts of Havildar Daftri and Record Lifter are to be filled up by way of promotion from the initial cadre posts (i.e Peon Chowkidar Mali etc.) Similarly the posts of

- (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

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

1	2	3
2 Store Mate/Store Attendant	Mali Chowkidar peon and Assistant Pump Driver are filled up form amongst the serving Work charged Daily wage and Contingent staff as well as Ex gratia appointments	
3 Bill Distributor		
4 Mali/Gardner		
5 Peon	In the past due to non availability of Scheduled Castes and Backward Classes candidates in sufficient numbers their backlog could not be recouped	
6 Truck Cleaner/Cleaner/Oiler/Greaser		
7 Asstt Pump Driver		
The reason for the shortfall have not been explained by the Department/Board in its latest written reply and it has also not mentioned the mode of promotion/appointment The Committee are surprised to note as to why the Board had not mentioned the reasons of shortfall as well as mode of promotion/appointment. The Committee recommend that some via media may be evolved to cover up the adequate shortfall in these posts.		
The actual backlog of Scheduled Castes and Backward Classes employees in the following Class IV categories is as under —		
Name of the Category	Backlog	
	SC	BC
	A	B
1 Havildar/Daftm/Record Lifter	5	—
2 Mali/Gardner	—	—
3 Peon	44	34
4 Asstt Pump Driver/skilled Helper	1	—
5 Chowkidar	—	—
6 Helper	24	—
7 Cleaner	2	—

As recommended by the Committee HVPNL would endeavour to fill up the requisite backlog of SC & BC employees through Employment Exchange or from the open market against existing vacancies once the ban is lifted by the State Government

STATEMENT SHOWING THE CATEGORY WISE BACKLOG IN RESPECT OF SCS AND BCS ENDING 30 11 2004

Sl No	Name of the Category	SC	Backlog BC			
			A	B	5	
1	2	3	4	5		
Class III						
1	Section Officer	2	—	—		
2	Divisional Accountant	4	—	—		
3	Assistant (HO)	4	—	—		
4	Sr Scale Stenographer	1	—	—		
5	Circle Assistant	2	—	—		
6	Jr Scale Stenographer	8	3	2		
7	Upper Division Clerk	26	—	—		
8	Store Keeper	1	—	—		
9	Lower Division Clerk	41	13	15		
10	Pharmacist	1	—	—		
11	Data Entry Operator	2	1	1		
12	Steno Typist	—	—	—		
13	Store Assistant/Store Munshi	4	—	—		
14	Jr Engineer I/Additional Junior Engineer	3	—	—		
15	Special Foreman (Const./Work Shop/Sub Station)	3	—	—		
16	Circle Head Draftsman	1	—	—		
17	Junior Engineer (Civil)	4	1	3		

18	Junior engineer (Field)	11	1	4
19	Junior Engineer (S/Stn)	1	—	—
20	Junior Engineer/Test	1	—	—
21	Divisional Head Draftsman	5	—	—
22	Sr Technician	1	—	—
23	Foreman (Const /Work Shop/Sub Station)	4	—	—
24	Draftsman	14	—	—
25	Sub Stn Attendant/GSO	33	—	—
26	Asstt foreman (Const /Work Shop/Sub Station)	7	—	—
27	Driver	25	15	7
28	Shift Attendant	10	—	4
29	Telephone machanic	5	—	—
30	Carrier Attendent	8	1	—
31	Asstt Lineman	12	—	—
Total		243	35	37
Class IV				
1	Security Guard	1	—	—
2	Skilled Healper	1	—	—
3	Helper	24	—	—
4	Cleaner	2	—	—
5	Cook cum Chowkidar	2	—	—
6	Havildar/Daftir/Restorer	5	—	—
7	Peon	44	34	31
Total		79	34	31

HARYANA STATE ELECTRICITY BOARD (13th Report 1987-88)
UTTAR HARYANA BIJLI VITRAN NIGAM LTD

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
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	No reply was received from the Government	Since no reply has been sent by the Government the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest

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 back log in Class III posts and inform them accordingly

UD Cs.

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

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

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

No reply was received from the Government

Since no reply has been sent by the Government the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest.

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Since no reply has been sent by the Government the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest.

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

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

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

The Committee 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

No reply was received from the Government.

Since no reply has been sent by the Government the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest.

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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
- (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

No reply was received from the Government

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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/Daftru/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

No reply was received from the Government

Since no reply has been sent by the Government the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest

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

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.	No reply was received from the Government.	Since no reply has been sent by the Government, the Committee recommends that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest.

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.

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Since no reply has been sent by the Government the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest

No reply was received from the Government

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.

Since no reply has been sent by the Government the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest

No reply was received from the Government

L.D Cs. The Department/Board has stated in its latest written reply that 2353 posts of L D Cs are in position. The quota meant for Scheduled Castes candidates comes to 469 whereas only 231 posts have been filled up from amongst the Scheduled Castes candidates. The reasons for the shortfall of 238 posts as stated by the Department/Board were that there is a ban on fresh recruitment for the 7 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.

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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.

No reply was received from the Government

Since no reply has been sent by the Government the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest

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

No reply was received from the Government

Since no reply has been sent by the Government the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest

1	2	3
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- (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
- (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/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.

No reply was received from the Government

Since no reply has been sent by the Government, the Committee recommend that action as per the earlier recommendation made by the Committee may be taken and the latest position may be intimated to the Committee at the earliest.

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 1 Accountants Assistants 3 2 Jr Scale Stenographer 2 3 Steno typist 2 4 Accountant SAS 2	As observed by the Committee the case has been recommended to the State Govt for consideration and grant of relaxation in the requisite experience in respect of promotional quota posts meant for reserved category. The Govt response is awaited. The restructuring proposals of HUDA are still under consideration of the H B P E. The outcome of the restructuring proposals along with the action taken thereon will be informed to the Committee after approval of H B P E /State Govt.	The latest position may be intimated at the earliest.

The latest position may be intimated at the earliest

As above

Filling up of reserved vacancies

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

POLICE DEPARTMENT (14th Report 1988 89)

45

Further observation
of the Committee

Action taken by the Government

Recommendations of the Committee

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**Cadre-wise strength/
representation of
Scheduled Castes**

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

Class	Total Number of Employees	Total Number of Scheduled Castes employees
I	130	1
II	27	2
III	20,488	1 173
IV	1 185	412

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

Position with regard to filling up the posts as on 1 1 2004 is as under, —

Rank	Posted	SC	Shortfall
DGP	4	0	Recruitment of IPS
ADGP	7	0	officers is made by the
IGP	28	7	Govt of India
DIG	12	4	
SP	61	8	
DSP	140	26	0
Insprr	385	35	42
SI	1313	165	97
ASI	2952	360	230
HC	4948	785	204
EHC/Ct	26047	4674	535

In Police Department, recruitment in the rank of Constable to DSP is made as under —

	By Promotion	By Direct Recruitment
DSP	70%	30%
Inspector	90%	10%
SI	50%	50%
ASI	100%	—
HC	100%	—
Constable	—	100%

The Committee after pursuing the reply sent by the Financial Commissioner and Principal Secretary to Govt Haryana Home Department vide letter No 30/19/00 06 HG I dated 29th April 2004 have observed that there is short fall in various categories for SCs and BCs The matter was discussed by the Committee in his meeting held on 15th February 2006 The Government representative assured the Committee that 450 posts meant for reserved category will be advertised separately The Committee recommend that the 50% posts of Inspectors may be filled up by promotion and 50% by direct recruitment so that backlog could be

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Class	Through direct recruitment		By promotion		As per Govt instructions there is no reservation in the matter of promotion of G.Os However in the matter of direct recruitment of DSP reservation is given It is further mentioned that according to latest instructions issued by the Govt. vide No 22/19/95 3GS III dated 12 9 1997, it was not possible to fill up the deficiency of Scheduled Caste candidates because the Govt had decided to implement the rule of 50% reservation whereby a year should be counted as a unit instead of the strength of total cadre/ service units If the vacant post of the reserved category is not filled up in the first attempt, then the advertisement should be made in the same year to fill up the vacant posts Even then if the vacant posts are not filled up then these vacancies will not be added in the backlog of next year There will not be more than 50% posts for reserved category out of Total posts in the next year also Govt has now issued instruction vide their letter No 22/66/2000 3GS III dated 6 11 2001 according to which backlog can be removed by making special recruitment out of reserved categories These instructions will facilitate in removing the backlog in the matter of direct recruitment in Police Department At present there is no reservation in promotional courses Hence keeping in view the above	recouped The Committee further recommend that reservation in B I posts may also be implemented for recouping the backlog as there is reservation in all Class III posts in all the departments of Haryana Government, as assured by the Financial Commissioner and Principal Secretary to Government Haryana Home Department The Committee also recommend that the Financial Commissioner and Principal Secretary to Government Haryana Home Department, who is Chairman of the Police Reforms Committee may take steps for the welfare and up coming of the employees belonging to reserved categories and the recommendations favouring them may be implemented immediately
	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

judgement, instructions and other factors it is not possible to remove backlog in various ranks other than police constables backlog in the rank of constable does not relate to present time in fact it relates to past two decades In the matter of recruitment of Constables, there has been no backlog in past four years However, best efforts are being made to give due share and to remove backlog in reserved category During the last general recruitments, seats were allotted as per reservation policy of the Govt However there remains slightly backlog in the rank of constables only due to non availability of eligible candidates of reserved category The State Govt has also accorded permission/ approval to recruit 600 constables exclusively from SC category candidates in phase In first phase the department has already advertised 150 posts of constables for recruitment exclusively for SC category candidates Remaining 450 posts of Constables are to be filled up in phases This scheme will also go a long way in minimising the chances of backlog in the rank of constables of SC category

In the recent past, 117 (100+17) posts were advertised for recruitment of Sub Inspectors through Haryana Staff Selection Commission Against said requisition, recruitment of Sub

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Inspectors was made as under —

Post Advertised	Post earmarked for S C	Actually recruited	S C recruited
17	3	16	3
100	20	83	13
Total 117	23	99	16

As is evident from above tabulated figures, requisition was sent to the Commission strictly as per reservation policy of the Govt but there remained some backlog of reserved categories due to non availability of suitable candidates with the result reserved posts have been re-advertised for recruitment of sub Inspector of Police of reserved category

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

49

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1 Cadrewise position of employee /representation of Scheduled Castes The Department informed that the posts in Group A & B are filled up by direct recruitment and also by promotion. It was also informed that there are total 16 posts in Group A out of which 4 posts i.e. Joint Director (Technical) Deputy Apprenticeship Advisor Deputy Director (V E) 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 ITI (Technical) Assistant Director (V E) 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 on 9th February 1979	2 Regarding qualification of Language Teacher (English) in vocational Education Institute, the memorandum for placing the matter before the Pay anomaly Committee has been sent to Chief Secretary. The moment the decision is taken by the Pay anomaly Committee regarding qualification/Pay scales the requisition for filling the post of language Teachers in Hindi & English will be sent to the Haryana Staff Selection Commission. For filling up of 250 posts including the posts belonging to SC/BC categories in ITI's requisition was sent to Haryana Staff Selection Commission on 25 6 2001. Out of which 53 recommendations were received and 44 reappointments have been made so far. Out of balance 9 recommendees 4 recommendees could not be given appointment as they did not possess requisite qualification of CTI in the respective trade i.e. Turner Motor Mechanic, as stipulated in the departmental service rules.	3 The latest position alongwith the steps taken to recoup the backlog may be intimated

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as under -

Request has been made to the Haryana Staff

Selection Commission to send the recommendation in regard to the rest of the vacant posts but the same are still awaited

The detailed position regarding 111 posts of Craftsman Instructors in ITI is as under -

Cate gory	Demand sent to HSSC	Recommen dation recei ved from HSSC	Appoint ments made
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SCA	26	7	5
SCB	21	16*	15
BCA	27	16	15
BOB	15	9	7
ESM			
SCA	4	1	
SCB	3		
BCA	9	3	1
BOB	6	1	1
	111	53	44

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 from 9 2 79 to 9 2 79	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

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 upgraded 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 posts	=	10
	No of				
	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

*No of SCB candidate from 13 to 16 increased as a result of clarification given by HSSC vide letter dated 21 8 2003 due to non availability of candidates of SCA category in Fitter trade

The requisition for filling up one post of Social Study instructor from SC A category was sent to Haryana Staff Selection Commission on 26 6 2001. The Haryana Staff Selection Commission has been requested for sending the recommendation but the same is still awaited.

The policy regarding regularisation of Adhoc/89 days employees has been framed by the Govt vide notification GSR 24/Const/Article/309/2003 dated 1 10 2003 and corrigendum of this notification was issued on dated 22 10 2003 and 10 2 2004. In pursuance of it services of 31 adhoc/89 days employees belonging to SC/BC category have been regularized. The latest position of shortfall after regularization of Adhoc/89 days employees is as under -

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

	No of posts carried forward in 1986 87 S C	No of posts carried forward in 1987 88 S C	No of posts carried forward in 1988 89 S C
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 S C		Source H P S C		Promotion
	1	2	2	3	3	4	
Group A							
1986 87	4			2		2	
1987 88	1					1	
1988 89	1					1	
	1	2	2	3		4	

corrigendum of this notification was issued on dated 22 10 2003 and 10 2 2004 In case of Vocational Education Institute the demand for filling of 476 post including 231 posts of Instructors belonging to SC/BC categories was sent to Haryana Staff Selection Commission out of which '83' recommendations were received and '77' appointments have been made Out of balance 6 recommendees 4 recommendees could not be given appointment due to stay granted to Adhoc instructors and 2 recommendees did not fulfill the requisite qualification CTI and 3 years diploma in the respective trade i.e TTWR (Theory & Practical) trade The position regarding appointment of Vocational Instructors out of selection list is as under ---

Cate gory	Demand sent to HSSC	Recommen dation received from HSSC	Appoint ments made
SCA	48	19	18
SCB	28	17	16
BCA	44	21	19
BOB	28	13	12

1			2		3	
Group B				Ex-Servicemen		
1986 87	6	4	2	SCA 17	1	1
1987 88	1		1	SCB 3	1	1
1988 89	1		1	BCA 15	4	3
S S B	Promotion	Employment Exchange		BOB 17	7	—
Group C				OUTSTANDING SPORTS PERSON		
1986 87	286	55	3	SCA 9	—	—
1987 88	260	35	1	SCB 1	—	—
1988 89	244	44	82	BCA 11	—	—
Group D				BOB —	—	—
1986 87	24	2	24	Total	231	83

It will be seen from the above figures that no representation has been given to Scheduled Castes in Group A posts as also the shortfall exists in other Groups. The Committee therefore 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.

	Cate	Demand	Reco	Appoint	Adhoc/	Total
	gory	sent to	mmend	ments	89 days	
		HSSC	ation	made	regulari	
			received	from	zed	
			HSSC			
SCA	48	19	18	44	32	
SCB	38	17	16	19	35	
BCA	44	21	19	24	43	
BCB	28	13	12	11	23	

Ex Servicemen

SCA	17	1	1	1
SCB	3	1	1	1
BCA	15	4	3	1
BCB	17	7	7	7

Outstanding Sports Persons

SCA	9
SCB	1
BCA	11
BCB	

231	83	77	69	146
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Sr No	Vocation	Total Units	Regular Instructors on date	Vacancies on date	Proposed notification to HSSC			Position after the proposed notification		%age filled after notification
					Against adhoc	Against 89 days	Balance	Total		
1	2	3	4	5	6	7	8	9	10	11
A. Business & Commercial Group										
1	Office Secretaryship/Stenography (Hindi)	131	12	119	35	17	-	52	64	48.9%
2.	Accountancy & Auditing	73	18	55	6	8	2	16	34	46.6%
3	Office Secretaryship/Stenography (English)	58	15	43	18	2	-	20	35	60.3%
4	Banking	19	9	10	1	1	-	2	11	57.9%
5	Marketing & Salesmanship	16	8	8	0	0	-	0	8	50.0%
6	Receptionist	1	0	1	0	0	-	0	0	0.0%
B Home Science Group										
7	Commercial Garments of Designing & Making	85	11	74	4	4	21	29	40	47.1%
8	Tailoring & Embroidery	3	0	3	0	0	-	0	0	0.0%
9	Bakery & Confectionery	4	3	1	0	0	-	0	3	75.0%
C. Engineering & Technology Group										
10	Ltman	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 Technology	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	2	3	
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 —	As per requisition placed with the Haryana Staff Selection Committee by the Deptt. for recruitment against two posts of ADMs of S C Category the posts have already been advertised by the H S S C vide Advertisement No 1/2006 on 11 1 2006	The Government representative in the meeting held on 15th February 2006 assured for filling up the advertised posts and also for recouping the backlog. The Committee therefore, recommend that action may be initiated accordingly and the latest position regarding backlog may be sent to the Committee at the earliest	
Class I	1987 88 Nil	1988 89 Nil	1989 90 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

As per requisition placed with the Haryana Staff Selection Committee by the Deptt. for recruitment against two posts of ADMs of S C Category the posts have already been advertised by the H S C vide Advertisement No 1/2006 on 11 1 2006

The Government representative in the meeting held on 15th February 2006 assured for filling up the advertised posts and also for recouping the backlog. The Committee therefore, recommend that action may be initiated accordingly and the latest position regarding backlog may be sent to the Committee at the earliest

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

A requisition of 12 posts of Assistant Executive Engineers has been sent to Govt vide letter No 3556/EI dated 29 7-2005. The detail of the said posts is given as under —

General	6
SC/ST	3
BC	2
ESM I	

The matter regarding Recruitment to the post AEEs is still under consideration with the Govt

A D M. (Civil)

As per requisition placed with the Haryana Staff Selection Committee by the Deptt for recruitment against two posts of ADMs of S C

The Government representative in the meeting held on 15th February 2006 assured for filling up the advertised posts and also for recouping the backlog. The Committee therefore recommend that action may be initiated accordingly and the latest position regarding backlog may be sent to the Committee at the earliest

The Government representative in the meeting held on 15th February, 2006 assured for filling up the advertised posts and also for recouping the backlog. The

1	2	3
	Category the posts have already been advertised by the H S S C vide Advertisement No 1/2006 on 11 1 2006	Committee therefore re commend that action may be initiated accordingly and the latest position regarding backlog may be sent to the Committee at the earliest

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 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 Castes employees	2 After implementation of Restructuring Plan of HAFED the position regarding sanctioned posts filled up posts meant for SC/BC as per reservation policy total no of posts filled up from SC/BC, shortfall in reservation for SC/BC reasons for short fall and action taken to fill up the backlog is placed at Annexure A	3 The Committee after perusing the reply of the Government for implementation of restructuring plan of HAFED has observed that there is short fall of SCs/BCs. The Committee would therefore like that special drive should be undertaken to fill up the posts of SCs/BCs for recouping the backlog

1			2	3
Group	No of posts created from 9 2 79 to 31 3 91	Total No of posts filled up from 9 2 79 to 31 3 1991	Representation Scheduled to Scheduled Castes	

	By direct recruit ment	By promo tion	By direct recruit ment	By promo tion		
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 pro motion	By for recruit ment	Remarks for depu tation
Managing Director		100%	
Secretary		100%	

Enquiry Officer	100%	
Law Officer	100%	
Financial Controller	(i) By promotion	
	(u) By transfer on deputation from Finance Department.	
Chief Accounts Officer	(i) By direct recruitment	
	(u) By transfer on deputation from Finance Department	
Chief Audit Officer	(i) By direct recruitment	
	(u) 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
Malster	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		(ii) By transfer or on deputation from Finance Department	
Manager A	100%		
Accounts Officer		(i) By promotion	
		(ii) By transfer or on deputation from Finance Department	
Sr Sales Officer	100%		
Asstt. Project Manager	100%		
Sub-Divisional Engineer	50%	(i) By promotion	
	(we 113 12 91)	(ii) By direct recruitment or by transfer or on deputation	
Asstt. Engineer (Mech)	100%		

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

It will be seen from the above figures that no representation has been given to the Scheduled Castes in Group A and B posts which existed prior to the enforcement of reservation policy from 9th February 1979 to 31st March 1991

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

Filling up of vacancies

The Departmental representatives during the course of oral examination agreed with the contention of the Committee that there is shortfall in the various categories of posts. The Committee therefore recommend that the Haryana State 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)

These 12 posts of Accountant C grade converted into the posts of FI (Jr) cum Player were advertised in the press on 26 12 2003 and 13 6 2004 as per the approval of Govt. Out of these 2 posts are ment for S C category and 1 for BC(A) category. As per the decision of the Government the BOD Hafed in its meeting held on 6 8 2004 authorised State level Sports Persons Selection Committee for recruitment/selections. The matter was accordingly referred to the Commissioner and Secretary to Government Haryana Sports Department. Sports Department Haryana advertused these posts on 8 12 2004 and final decision is still awaited. These posts could not be filled up due to Election Code of Conduct

The Coommittee would like to know the latest position

Section Officer (Short fall-6)

As per the provisions made in the Hafed Common Cadre Rules (AMENDMENT 2004) the posts of Section Officer can only be filled up by promotion from the posts of Accountant B Grade. Now the posts of Section Officer have been reduced from 62 to 39. Out of the 39 sanctioned posts 4 posts are filled up from SC category and now the backlog will be only for 4 posts. Against the sanctioned strength of 39 posts 52 posts are already in position. The backlog will only be recouped as and when posts falls vacant.

Accountant 'B' Grade (Shortfall 15)

As per the provisions made in the Hafed Common Cadre Rules (AMENDMENT 2004) the posts of Accountant 'B' grade can only be filled up by promotion from the posts of Accountant B Grade have been reduced from 108 to 94 against which 91 are in position. As per reservation policy of the Government out of 91 posts, 18 are meant for SC category. At present 6 Accountant B Grade of SC category are in position. Thus the present backlog will be of 12 posts. In the feeder posts (Accountant C Grade) the senior most of SC category has only six months experience against the required experience of five years. As such the backlog can only be recouped after

The Committee would like to know the latest position

The Committee would like to know the latest position

the completion of experience of five years by the Accountant C grade of S C Category

Accountant 'C' Grade (Shortfall 6)

At present against the sanctioned strength of 144 posts (12 posts converted to the posts of FI (Jr) cum Player) 61 Accountant C grade (including 2 on deputation) are in position. Due to filling up of posts by absorption the backlog increased to 13 posts. Written test was held on 31.1.2004. The recruitment is under process.

Storekeeper/Godown Keeper (Shortfall 3)

The restructuring plan of Hafed forwarded to the Govt is under consideration with them for approval.

J E (Shortfall 2)

In view of on going construction work extension in the deputation period of Junior Engineers has been obtained from Govt upto 31.12.03. Since the Govt approved the post to be filled up only on deputation basis as such the backlog can not be recouped.

Electrician (Shortfall 1)

At present there is no requirement of Electrician. The shortfall will be made good when the services of electrician are required.

The Committee would like to know the latest position

68

The Committee would like to know whether the shortfall has been recouped

The Committee would like to know the latest position

The Committee would like to know the latest position

Promotional Avenues

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

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.

Promotional avenues have been proposed to each category in the restructuring plan of Hafed which is yet to be approved by the Govt as such a copy of the approved restructuring plan will be supplied to the Committee after its approval from the Govt.

The Committee would like to know the latest position.

Field Inspector (Not Clerks)

Against the sanctioned strength of 177 posts (12 posts converted from the post of Accountant C grade to FI (Jr) cum Player) now 145 persons are in position. The ban has not been lifted by the Govt as such the backlog will only be recouped after the ban is lifted.

The Committee would like to know the latest position.

3

2

1

Accountant 'C' Grade

At present against the sanctioned strength of 144 posts (12 posts converted to the posts of FI(Jr) cum Player) 61 Accountant C grade (including 2 on deputation) are in position. Due to filling up of posts by absorption the backlog increased to 13 posts. Written test was held on 31.1.2004. The recruitment is under process.

The Committee would like to know the latest position

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

Written test held on 31.1.2004. Recruitment is under process. The present backlog is as under —

The Committee would like to know the latest position

The present backlog is as under —

Name of Post	Previous backlog	Backlog Recouped	Present backlog
Field			
Inspector (JR)	8	—	8
Section Officer	6	—	9
Accountant 'B'			
Grade	13	—	15
Accountant			
C Grade	11	—	13
Store Keeper			
Godown Keeper	3	—	3
Jr Engineer	2	—	2
Electrician	1	—	1

ANNEXURE-'A'

Sr No	Name of the	Sanctioned strength	Mode of recruitment	In position	Backlog on filled up posts			No of Posts Meant for SC/BC on basis of unfilled posts			Total No of Posts filled up from SC/BC			Vacancies of SC/BC on basis of backlog+ unfilled posts	Reasons for short fall	Action taken to fill up the posts/ remarks	
					SC	BC	BC	SC	BC	BC	SC	BC	SC				BC
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15			
Class I																	
1	Managing Director	1	Appointed by State Govt	1	-	-	-	-	-	-	-	-	-	-			
2	Secretary	1	Appointed by State Govt	1	-	-	-	-	-	-	-	-	-	-			
3	Inquiry Officer	1	Appointed by State Govt	1	-	-	-	-	-	-	-	-	-	-			
4	Vig Officer	-	Appointed by State Govt	1	-	-	-	-	-	-	-	-	-	-			
5	S E	1	Deputation/Promotion	1	-	-	-	-	-	-	-	-	-	-			
6	District Attorney	1	Deputation	1	-	-	-	-	-	-	-	-	-	-			
7	Chief G M (Proc & WH)	1	By Promotion	1	-	-	-	-	-	-	-	-	-	-			
8	Chief G M (Mkg)	1	By Promotion	1	-	-	-	-	-	-	-	-	-	-			
9	G M (F&A)	1	By Promotion	1	-	-	-	-	-	-	-	-	-	-			
10	G M (Processing)	1	By Promotion	1	-	-	-	-	-	-	-	-	-	-			
11	G M (Proc & WH)	2	By Promotion	2	-	-	-	-	-	-	-	-	-	-			
12	G M (Mkg)	1	By Promotion	1	-	-	-	-	-	-	-	-	-	-			
13	Addl GM (F&A)	3	By Promotion/Deputation	3	-	-	-	-	-	-	-	-	-	-			
14	Addl GM (Processing)	5	By Promotion	1	-	-	-	-	-	-	-	-	-	-			
15	Addl GM (Proc & WH)	2	By Promotion	1	-	-	-	-	-	-	-	-	-	-			
16	Addl GM (Mkg)	5	By Promotion	3	-	-	-	-	-	-	-	-	-	-			
17	Executive Engineer	2	By Promotion	2	-	-	-	-	-	-	-	-	-	-			

Class III

1	S O (Accounts)	39	By Promotion	52	9	-	-	4	5	4*	-	* No of posts reduced from 62 to 39 hence posts for SC are reduced from 13 to 8 Hence backlog gets reduced to 4 posts
2	J E (Civil+Elect)	29	20 Direct/9 deputation	11/9=20	2	1	2	2	-	4	3	No recruitment has been made after 1983 The backlog will be recouped after the ban is lifted
3	Head Draftman	2	By Promotion	2	-	-	-	-	-	-	-	-
4	P A	2	By Promotion	6	-	-	-	-	-	-	-	No of posts reduced from 8 to 2
5	Tech Officer (Storage)	34	Direct/Deputation	7+3=10	-	-	4	5	-	4	5	New design created after clubbing is olated cadres in the ban is lifted The backlog will be recouped after Restructuring plan Posts increased from 21 to 34
6	Mkg Officer	27	Direct	3	-	-	4	5	-	4	5	New design created after clubbing is olated cadres in Restructuring plan The backlog will be recouped after the ban is lifted
7	Rice Mill (Manager)	12	50% Direct 50% Promotion	4	-	-	1	-	-	1	-	The backlog will be recouped after the ban is lifted
8	Cold Storage (Manager)	4	Direct	-	-	-	-	-	-	-	-	-
9	Production Supervisor	5	Promotion	3	-	-	1	-	-	1	-	New design created after clubbing is olated cadres in Restructuring plan 1 SC employee promoted
10	Manager Grade II	24	Promotion	11	-	-	2	-	2	-	2	-

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
11 Draftman	2	Direct		2	-	-	-	-	-	-	-	-	-	-
12 Accountant B grade	94	Promotion		91	15	-	-	-	6	-	12	-	In the Feeder post the Sr most of SC cat. has only 6 months experience against the req exp enence of 5 years	Posts reduced from 108 to 94 in Re structuring Plan Thus posts meant for SC reduced from 21to 18
13 Estt Assistant	61	Promotion		79	-	-	-	-	15	7	-	-		
14 Sr Scale Steno	7	By Selection		7	-	-	-	-	1	7	-	-		
15 Shift Supervisor	15	By Promotion		2	-	-	3	-	-	-	3	-	New desig created after clubbing isolated cadres in Restructuring plan	
16 Head Mistry	-	Diminishing Cadre		11	-	-	-	-	-	-	-	-		
17 Lab Chemist	5	By Promotion		5	-	-	-	-	-	-	-	-		Different cadres have been clubbed hence no shortfall
18 Manager Grade III	41	By Promotion		45	-	-	-	-	8	2	-	-		
19 Field Inspector (Sr)	42	By Promotion		29	-	-	2	-	6	-	2	-		Different isolated cadres clubbed and posts increased from 26+6 to 42
20 Jr Coach (Bad & Tennis)	2	Direct		-	-	-	-	-	-	-	-	-		
21 Accountant C grade	114	80% Direct from Coop Mfg Societies		115	5	-	-	-	18	24	5	-	* 5 posts of SC category are in 20% quota of employees of CMS But inspite	

25	Electrician	-	Diminishing Cadre	16	-	-	-	-	-
26	Asstt Mistry	-	Diminishing Cadre	18	-	-	-	-	-
27	Boiler Attendant Ist Class	-	Diminishing Cadre	3	-	-	-	-	-
28	Drier Operator	-	Diminishing Cadre	1	-	-	-	-	-
29	Lab Assistant	5	80% Direct 20% Promotion	2	-	-	-	-	-
30	F I (Store)	242	90% Direct 10% Promotion	176+15	8+3=11	-	13	15	21
									8 24 15

Note — In the Restructuring Plan of Hafed approved on 18 10 2004 165 posts of F I (Jr) 57 Store Keeper/Godown Keeper 4 Time Keeper 8 Weightment Clerk, 2 Excise Clerks 3 Asstt Time Keeper and 1 Baker were merged and 242 posts of new designation as F I (Store) was sanctioned Against these 242 sanctioned posts 191 are in position (176 halfed employees+15 on deputation) There was a backlog of 8 posts of F I (Jr) and 3 posts of Store Keeper in the earlier filled up posts of 176 as per Roaster Registers maintained for the purpose The mode of recruitment of this new created category has also been changed i.e 90% direct and 10% by promotion To fill up balance 66 posts of F I (Store) as per existing reservation policy the quota of reserved category would be as under

SC Category	13
BC	15

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
31 Clerk	88	80%Direct	20% Promotion	106	-	-	-	-	17	7	-	-	-	-
32 Steno typist	34	Direct		35	6	-	-	-	1	4	5	-	-	-
Due to promotion of S/Typists of SC category to the post of Sr Scale Steno & Asstt No further rectt made thereafter														
33 Asstt Baker	-	-	Diminishing Cadre	1	-	-	-	-	-	-	-	-	-	-
34 Lab Attendant	-	-	Diminishing Cadre	6	-	-	-	-	-	-	-	-	-	-
35 Tracer	-	-	Diminishing Cadre	1	-	-	-	-	-	-	-	-	-	-
Total	1063			7/8										
Class IV														
1 Daftr	11	By Promotion		11	-	-	-	-	2	-	-	-	-	-
2 Technical Helper	-	Diminishing Cadre		19	-	-	-	-	-	-	-	-	-	-
3 Work Supervisor	-	Diminishing Cadre		14	-	-	-	-	-	-	-	-	-	-
4 Peon cum Chowkidar	67	Direct/Diminishing		418	-	-	-	-	74	51	-	-	-	-
5 Sweeper	-	Diminishing Cadre		14	-	-	-	-	14	-	-	-	-	-
6 Truck Cleaner	-	Diminishing Cadre		13	-	-	-	-	-	-	-	-	-	-
7 Fireman	-	Diminishing Cadre		11	-	-	-	-	-	-	-	-	-	-
Total	78			500										
Grand Total	1284			1634	48	1	37	28	213	118	74	29		

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 matter is under consideration of the State Government to provide reservation to Scheduled Caste in promotion in class I & II posts	The latest position may be sent at the earliest

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 111 Deputy Commissioner i.e Yamunanagar on 12th August 1997 Karnal on 19th August 1997 Hissar & Fatehabad on 26th August 1997 Jind on 27th August 1997 Bhiwani on 3rd September 1997 Gurgaon on 10th September 1997 Rohtak on 17th September 1997 Rewari on 7th October 1997 Panchkula on 21st October 1997 and Panipat on 23rd October 1997 in regard to the information supplied to the Committee by the concerned Deputy Commissioners which is given in Annexure A		The information regarding action taken against the delinquent officials is as under -	
		Sr District Details action taken against delinquent officials		The latest position may be sent at the earliest	
		1 Kaithal Sh Kartar Singh Sadar Kanungo has been charge sheeted under Rule 7 by the Deputy Commissioner and the case is yet to decide			
		2 Rewari A warning to be alert in future has been given to the delinquent official			
		3 Sonpat A stern warning has been issued to the delinquent officials			
		4 Panipat Warning issued to defaulting officials to be careful in future			
		5 Jhajjar Sh Prem Chand Sadar Kanungo was chargesheeted under rule 8 by the Deputy Commissioner On consideration of his reply he has been warned to be careful in future			

Annexure 'A'

Districtwise		Districtwise		Districtwise		Districtwise	
Number of Eligible person		plots allotted in Three Surveys registration been done		number of plots in which persons who was not allotted plots		Possession given	
1	2	3	4	5	6		
Distt Yamunanagar							
Ist	3398	3398	3398	3398			
IInd	113	113	113				
IIInd	535	305	11	11	230		
Distt Karnal							
Ist	15989	15901	15901	15901	88		
IInd	4863	4740	4740	4740	123		
IIInd	4193	3095	3095	3095	1098		

Distt Hissar & Fatehabad				6 Panchula	S/Shri Ramesh Kumar Naib Sadar Kanungo and D Arun Dutt Kanungo have been awarded punishment of stoppage of one increment each with cumulative effect S/ Shri Sanjeev Kumar and Ajay Kumar Clerks have been awarded punishment of stoppage of one increment without cumulative effect
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		1398
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

7 Hisar

Warning issued to Sh Ram Swaroop (Kanungo) and Rajinder Singh (Naib Sadar Kanungo)

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

1 All the persons found eligible on the basis of 1st and 2nd Surveys have already been allotted plots and possessions given to them On the basis of 3rd Survey 1 00 863 persons have been found finally eligible for allotment of plots Out of them 91671 persons have been allotted plots so far Possessions have been given to 91 111 persons upto 31 3 2004 Efforts are being made to handover possessions to the remaining 560 persons In some cases allottees have refused to take possessions of plots saying that the plots are situated out of the village or these are situated on low lying areas

As regards commencement of 4th Survey it is submitted that the committee in their 26th report have recommended the enhancement of income limit for allotment of plots to

The latest position may be sent at the earliest

Scheduled Castes persons from Rs 3600/ to Rs 25 000/ per annum As it is a Centrally Sponsored Scheme the Govt of India have been requested through the State Housing Department for giving approval for the same Their approval is still awaited Till the approval of Govt of India regarding enhancement of income limit on the above basis the State Govt will not able to start the 4th Survey

2 Three surveys for identification of beneficiaries were conducted in the years 1972 1984 and 1989 and is appaent 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 —

- (1) In order to ameliorate the conditions of members of Scheduled Castes particularly in villages where no shamlat 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 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**

- (i) Out of the total 1 04 672 persons found eligible for allotment of plots during the 3rd Survey 91671 persons have been allotted plots so far 3759 persons were not found eligible when their cases were examined at the time of allotment 9192 persons still remain to whom plots are to be allotted In most of the cases plots are still being allotted out of Shamlat land Where such land is not available action to acquire land is being taken But in most of the cases the acquisition is challenged by the land owner and the case are dragged in courts for long time So the acquisition of the land for the allotment of plots is really a long process Deputy Commissioners are being reminded regularly to expedite allotment of plots to the remaining persons

The latest position may be sent at the earliest

During the year 2004 05 a sum of Rs 30 00 lacs has been provided in the budget

of Revenue Department for acquisition of land

The latest position may be sent at the earliest

- (ii) Approval of Government of India for enhancement of income limit from Rs 3600/ to Rs 25 000/ has not yet been received. The State Housing Department is being regularly remanded for getting the approval of Govt of India

- (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 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

The latest position may be sent at the earliest

- (iii) While examining cases for allotment of plots a total of 3 59 persons have been found ineligible in the State as per districtwise detail given below —

Name of the District	Ineligible persons
1 Yamunanagar	14
2 Faridabad	437
3 Panipat	125
4 Sonapat	440
5 Rohtak	2340
6 Jind	235
7 Bhiwani	16
8 Kaithal	152
Total	3759

1	2	3
(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	(iv) Upto 31 3 2004, 91,111 persons have been given possessions of the plots allotted to them. Registration of 91 388 plots have been made upto this date Mutations in 91,216 cases have been entered	The latest position may be sent at the earliest
(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	(v) As already submitted, it is not possible to frame time bound programme for registration of plots handing over possessions and entering Mutations The information as on 31 3 2004 regarding registration and mutations has been given in sub para (iv) above	The latest position may be sent at the earliest

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 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	The Government sent the information vide letter No 11/4/2001 Pol (2P) dated the 21st October, 2004 pertaining to a few Department (Available on record of Haryana Vidhan Sabha Secretariat)	After going through the letter sent by the Chief Secretary to Government Haryana, dated 21st October, 2004 the Committee observed that the reply sent by the Government reveals that the complete information has not been sent. The Committee therefore recommend that information complete in all respect after its receipt from various departments may be tabulated and sent to the Committee at the earliest

Procedure for dealing with implementation of the recommendations/observations of the Committee on the Welfare of Scheduled Castes, Scheduled Tribes and Backward Classes

- (a) After a Report is presented to the Haryana Vidhan Sabha, copies thereof will be forwarded by the Secretary Haryana Vidhan Sabha directly to the Administrative Secretaries concerned with the subject matter of the Report,
- (b) The Administrative Secretaries concerned with the subject matter of the Report will consider the recommendation of the Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes 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 Scheduled Tribes and Backward Classes of the Administrative Secretary concerned on receipt of the Report of the Committee
- (d) The Administrative Department concerned will then take immediate steps for the implementation of the recommendations of the Committee concerning it. It will take the case to the Minister Incharge of the Department of the Council of Ministers as the case may be
- (e) The case in which the Administrative Department does not agree with the recommendations of the Committee will be forwarded to the Secretary Haryana Vidhan Sabha with detailed reasons for comments Then Secretary Haryana Vidhan Sabha will forward these comments to the Department of Welfare of Scheduled Castes and Backward Classes to examine such 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 though the recommendation of the Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes is proposed to be accepted. The cases involving financial irregularities will invariably be decided in consultation with the Finance Department.

- (i) The Secretary Haryana Vidhan Sabha will prepare statement showing the action taken on the Report of the Committee and place it before the Committee. Further comments of the Committee if any will be communicated to the Administrative Secretaries to the Government of Haryana for necessary action.

The Vidhan Sabha Secretariat will maintain a list of outstanding recommendations of Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes 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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