

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES,
SCHEDULED TRIBES AND
BACKWARD CLASSES
(2006-2007)**

(ELEVENTH VIDHAN SABHA)

THIRTIETH REPORT

ON

**Reservation/representation of Scheduled Castes Scheduled Tribes
and Backward Classes in the Industries Department, Forest
Department Cooperation Department (including its Boards/corporations
and Banks), 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 Ninth Report**



Presented to the Haryana Vidhan Sabha on

March 2007

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2007**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES, SCHEDULED TRIBES AND
BACKWARD CLASSES FOR THE YEAR 2006-2007**

CHAIRPERSON

- 1 Smt Raj Rani Poonam

MEMBERS

- 2 Shri Amir Chand
- 3 Shri Ram Kishan Fauji
- 4 Shri Balwant Singh Sadhaura
- 5 Shri Devender Kumar Bansal
- 6 Shri Rakesh Kamboj
- 7 Shri Hari Ram
- 8 Shri Bachan Singh Arya
- 9 Smt Geeta Bhukkal

SECRETARIAT

- 1 Shri Sumit Kumar Secretary
- 2 Smt Pardeep Kaur Research Officer

INTRODUCTION

I Raj Rani Poonam 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 Ninth 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 Haryana 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/Research Officer and his staff

Dated Chandigarh the
28th February 2007

RAJ RANI POONAM
CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2006 2007 was constituted on 24th April 2006 as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 17th March 2006 authorizing the Hon ble Speaker for nominating the Members of the Committee and also appoint the Chairperson of the said Committee

Smt Raj Rani Poonam a Member of the Committee was appointed Chairperson of the Committee by the Hon ble Speaker on 24th April 2006

The Committee held 51 sittings till the date of finalization of the Report

In the first meeting of the Committee held on 2nd May 2006 was addressed by the Secretary who explained the scope and function of the Committee in detail The Chairperson thanked the Hon ble Speaker for nominating her 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 17th May 2006 selected the following Departments for examination during the year 2006 2007 The Committee decided that material already received from the Departments may be place before the Committee and the material information if any required for the use of the Committee may also be called - from the concerned Departments

- (i) Cooperation Department (including its Boards/Corporation and Banks)
- (ii) Education Department (all three wings)
- (iii) Public Works (Public Health) Department
- (iv) Power Department (HPGCL HVPNL UHBVNL DHBVNL)

INDUSTRIES DEPARTMENT

The Committee again pained to note that 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 initiated action in supplying the information to the Committee as observed by the Committee in its 28th & 29th Report **The Committee again recommend the Chief Secretary to Government Haryana may be requested for holding enquiry and intimating the outcome within six month as earlier observed in 29th Report**

FOREST DEPARTMENT

The Committee pained to note that no report has been sent by the Chief Secretary to Government Haryana about the constitution of the Committee or out come of the enquiry held by said Committee against the Officers/ Officials who did not respond to recommendations of the Committee as observed in its 28th Report **The Committee again recommend that information may be supplied as per observation of the Committee as contained in its 28th & 29th Report**

COOPERATION DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 24th May 2006 asked the Financial Commissioner and Principal Secretary to Government Haryana Cooperation Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Cooperation Department (including its Boards/Corporations/Banks) for the year 2003 2004 2004 2005 2005 2006 as stood on 31st March 2006 The Department supplied the information vide letter dated 28th Sep ember 13th November 4th December 11th December and 21st December 2006 The Committee scrutinized the material but could not orally examine the representative of the Government because shortage of time at its disposal **The Committee observed that information regarding action taken against the officer/ official who did not supply the required information as contained in its 29th Report may be supplied to the Committee**

EDUCATION DEPARTMENT

The Committee again selected Educauon Department for its examination The Haryana Vidhan Sabha Secretariat vide letter dated 24th May 2006 asked the Financial Commissioner and Principal Secretary to Government Haryana Education Department for supply statemrent showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Education Department for the year 2003 2004 2004 2005 2005 2006 as stood on 31st March 2006 within fortnight in the prescribed proforma The Government supplied the required information vide letter No 27/23 2006 Co 1 dated 22nd August 2006 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 but could not oral examine the representative of Government because of paucity of time at its dispersal

The Committee was sorry to note that reply of observation of the Committee as contained in its 29th Report has not been supplied till for finalization of the report by the Government The Committee, again recommend action may be taken as per recommendation as contained in its 29th Report within three months

PUBLIC WORKS (PUBLIC HEALTH) DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated the 24th May 2006 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 2003 2004 2004 2005 2005 2006 as stood on 31st March 2006 within a fortnight in the prescribed proforma The Committee scrutinized the reply received from the Commissioner & Secretary to Government Haryana Public Works (Public Health) Department vide their memo No 23/15/2005 PH(4) dated 28th September 2005 and observed that the Committee would like to know position of reservation in class I II III IV posts category wise which was communicated to the Commissioner and Secretary to Government Haryana Public Works (Public Health) Department vide Haryana Vidhan Sabha letter dated 2nd June 2006 and reminder were also issued from time to time **The Committee, therefore, took a serious view of the laps on the part of the officers/officials for not supplying the required information and observed that strict action is required to be taken against the erring officers/officials, which may be initiated/completed within three months at the level of the Government under intimation to the Committee**

POWER DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated the 24th May 2006 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 2003 2004 2004 2005 2005 2006 as stood on 31st March 2006 within a fortnight in the prescribed proforma The Financial Commissioner & Principal Secretary to Government Haryana Power Department vide his letter No 16/10/06 4 Power dated 12th September 2006 supplied the required information in respect of Haryana Vidyut Prasaran Nigam Ltd The reply of HPGCL UHBVNL DHBVNL were not supplied till the finalization of the Report The Committee could only scrutinized the information concerning the Haryana Vidyut Prasaran Nigam Ltd but could not orally examine the representative of the Government because complete reply was not supplied to the Committee till the finalization of the Report The Committee was sorry to note that the Government have not taken any care in supplying the complete information till the

finalization of the Report. The Committee was sorry to note that the Government have not taken any care in supplying the complete information till the framing of Report. **The Committee, again recommend that action may be initiated against the officers/officials who did not care to supply the information. The Committee was pained to note that no information has been supplied regarding recommendation as contained in 29th Report. The Committee again recommend that reply of recommendation may be supplied within three months.**

IMPLEMENTATION OF RECOMMENDATIONS/ OBSERVATIONS AS CONTAINED IN THE 29TH 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 case 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 along with 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
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	In pursuance of the observation of the Committee it is clarified that in the Municipal Services the shortfall in various posts has taken place due to ban on direct recruitment on the post 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 has been sent to HSSC to fill up the direct quota posts and as and when the suitable candidates are sponsored by the HSSC the shortfall will be cleared accordingly. As regards to the recommendation made by the Committee that there should be 20% reservation in the total sanctioned posts it is clarified that the matter was referred for advice to the Chief Secretary to Govt Haryana. The Chief Secretary has opined that the percentage of reservation should be calculated on the basis of posts in the cadre using the roster system as a means. Further observation made by the Committee is regarding obtaining of	In written reply Department informed that there is shortfall of 24 State level posts Dist Level 90 and in Municipal Corporation Faridabad is 8. The requisition has also been sent to HSSC to fill up Class IV posts. The representative of the Government in the meeting held on 19th December 2006 informed that 22 posts of JE were sent to HSSC and selection have been made and selected candidates have also joined their duties. The Committee recommend that remaining reserved posts may also be filled up and intimated to the Committee.

relaxation where required to fill up certain reserved category of posts

In this connection to fill up the reserved category posts of fire services the relaxation in physical standard i.e. 1 in height & chest and one KG in weight is under consideration for the Government

So far as question of conducting of special drive to complete the backlog is concerned it is stated that to fill up the direct quota posts of State Level as well as District Level services the requisition has already been sent to HSSC and to fill up the Class IV posts matter regarding launching a special drive is active consideration of the department. The Municipal Corporation Firdabad is also being directed to fill up the posts of reserved category as early as possible

At present shortfall in State Level Posts is 24 Distt Level is 90 and in Municipal Corporation Faridabad is 8. The category wise detail of the shortfall as on 01.06.2006/30.4.2006 is placed at Annexure A, B and C

Annexure-A

Information about State Level Employees working in the Municipalities as on 1 6 2006

Sr No	Name of Post	Total No of Sanctioned post	On regular basis	On adhoc basis	Vacancies meant for S C	Total	S C	B C	E S M	H C	Other (Gen)	Total	Vacant	Short fall of S C if any	Reason
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1	-	3	4	5	6	7	8	9	10	11	12	13	14	15	16
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----

1	Executive Officer	24	15	1	3	16	2	--	--	--	14	16	8	1	Only 5 posts of direct recruitment has been filled upto now and as such 1 post of S C against 50% direct quota posts is vacant since 1996 as no recruitment has been made due to ban on direct recruitment. However to fill up the posts of direct quota Govt. has been requested vide memo No 1E/2006/2448 dated 17 1 06 to send the requisition to SSC Haryana and after filling up these posts shortfall will be completed
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-	Secretary (Council)	24	10	--	2	10	--	1	1	--	8	10	14	2	Shortfall will be completed at the time of promotion if SC Candidate will be available
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3	Secretary (Committee)	43	22	1	5	23	2	2	1	--	18	23	20	3	No SC candidate is available in Accountants and Suppliers of Committee i.e. feeder posts of Secretary (Committee) in promotion hence shortfall of one (1) post in promotion and due to ban on direct recruitment shortfall of two posts is in direct recruitment which could not be filled up. However to fill up the post of direct recruitment the Govt. has been requested to send the requisition to SSC Haryana vide letter dated 17 1 06
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	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1															
4 Accountant	67	51	—	10	51	—	5	—	—	46	51	16	10		This shortfall is due to non availability of eligible candidates who could not pass the department examination of Accts
5 Municipal Engineer	24	11	—	2	11	—	—	—	—	9	11	13	—		No Shortfall
6 Jr Engineer	78	48	—	9	48	5	7	4	1	31	48	30	4		To fillup the vacant post of JE 1st position has been sent to SSC Haryana and the same have been advertised by SSC on 6.5.06 and as such the shortfall will be completed. Interview has also been held
7 Chief Sanitary Inspector	20	11	—	—	11	—	2	—	—	9	11	9	2		Only one SC candidate is available in the feeder post i.e. SI & to promote him relaxation in experience has been obtained from the Govt. Record of the official has been obtained from DC/MC Karnal but the official denied for promotion
8 Superintendent Tax (Council)	20	9	—	2	9	1	2	—	—	6	9	11	1		Shortfall will be completed at the time of promotion if SC candidate will be available
9 Officer Supdt (Councils)	9	5	—	1	5	—	1	—	—	4	5	4	1		Shortfall will be completed at the time of promotion if SC candidate is available
10 Superintendent Tax (Committee)	6	—	—	—	—	—	—	—	—	—	—	6	—		No Shortfall
Total	315	182	2	36	184	12	20	6	1	145	184	131	24		

Annexure-B

Information about District Level Employees working in the Municipalities as on 16 2006

Sr No	Name of the Post	Total No of sanctioned posts	On regular basis	On Adhoc basis	On Daily wages basis	Total	SC	BC	ESM	HC	Other	Total	Vacant	Short fall of SCs if any	Latest position
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Sanitary Inspector	57	—	—	—	—	—	—	—	—	—	—	—	1	Requisition has already been sent to HSSC on 23 6 06
2	File Driver	137	—	—	—	—	—	—	—	—	—	—	—	12	Requisition has already been sent to HSSC on 11 8 06
3	Tractor Driver	93	—	—	—	—	—	—	—	—	—	—	—	2	Requisition has already been sent to HSSC on 23 6 06
4	Clark	563	—	—	—	—	—	—	—	—	—	—	—	24	Requisition has already been sent to HSSC on 23 6 06
5	Plon	390	—	—	—	—	—	—	—	—	—	—	—	2	These posts are to be filled up urgently A committee is to be constituted at the Directorate level and matter is under consideration

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
6	Fireman	379	238	—	—	—	49	18	—	—	—	—	164	49	Requestion has already been sent to HSSC on 11 8 06
TOTAL															90

ANNEXURE-C

INFORMATION ABOUT EMPLOYEES WORKING IN THE MUNICIPAL CORPORATION FARIDABAD EXCEPTING EMPLOYEES WORKING SAFAI MAZDOOR RULES AS ON 30.4.2006

Sr No	Name of posts	Total No of sanctioned post	On regular basis	On adhoc basis	On daily wages basis	Total	SC	BC	ESM	PH	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
1	Patwari	13	2	—	—	2	—	—	—	—	2	2	11	2
Vacancies for the category of SC had been notified in the divisional Employment Exchange Faridabad so many times but no suitable candidate is found. Now the Assistant Employment Officer Divisional Employment Exchange Faridabad has informed vide his letter dated 17/21.4.2006 that the posts of Patwari have been notified in all the Employment Exchanges in Haryana State and also informed that the Deputy Director State Employment Haryana (SC Cell) to send the names of SC category candidates as and when the particulars of the candidates are received the short fall will be made good.														
2	Junior Scale Stenographer	5	5	—	—	5	—	—	—	—	5	5	—	1
Post of Jr Scale Stenographers are to be filled up 100% by way of promotion														



from amongst Steno Typists but due to non availability of S C candidates in the lower feeding cadre short fall could not be made good

The post of Steno Typists are to be filled up 75% by way of direct recruitment and 25% by way of promotion amongst Clerk Meter Reader or Computer Clerk but non availability of SC candidates in the lower feeding cadres and this shortfall can not be made good

Posts of Sr Scale Steno grapher are to be filled up 50% by way of direct recruitment and 50% by way of promotion amongst Junior Scale Stenographers but non availability of SC candidates in the lower feeding cadre and this short fall can not be made good

This shortfall is in the direct recruitment This shortfall will be made good in near future

To make good the shortfall the promotional case is under active consideration and the said shortfall shall be made good in near future

Total=8

HARYANA STATE ELECTRICITY BOARD (13th 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																								
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 Caste candidates. Thus there was a shortfall of 2216 Scheduled	In compliance of decision taken by the Board of Directors in its meeting held on 16.6.2003 the recruitment of following technical staff including the reserved category were made in the year 2004. Presently there is a shortfall of reserved category in the following categories which is given hereunder— <table><tr><th>S.N</th><th>Name of Category</th><th>Shortfall of SC category</th><th>Shortfall of BC category</th></tr><tr><td>1</td><td>Operator I</td><td>05</td><td>00</td></tr><tr><td>2</td><td>Foreman II</td><td>07</td><td>03</td></tr><tr><td>3</td><td>Technician I</td><td>08</td><td>00</td></tr><tr><td>4</td><td>Technician II</td><td>00</td><td>05</td></tr><tr><td>5</td><td>Plant Attendant II</td><td>00</td><td>01</td></tr></table>	S.N	Name of Category	Shortfall of SC category	Shortfall of BC category	1	Operator I	05	00	2	Foreman II	07	03	3	Technician I	08	00	4	Technician II	00	05	5	Plant Attendant II	00	01	The Government in their written reply stated that backlog relates to promotion quota and shall be filled up as and when eligible candidates belonging to reserved categories will be available for promotion. It has also been stated that requisition has been sent to Haryana Staff Selection Commission on 18th April 2006. The Committee may be
S.N	Name of Category	Shortfall of SC category	Shortfall of BC category																							
1	Operator I	05	00																							
2	Foreman II	07	03																							
3	Technician I	08	00																							
4	Technician II	00	05																							
5	Plant Attendant II	00	01																							

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 above said posts are filled up 50% by direct recruitment & 50% by promotion presently there is no backlog in respect of direct recruitment as the backlog has been filled up while making direct recruitment in the year 2004. The backlog shown above relates to promotion quota and shall be filled up as and when eligible candidates belonging to reserved categories will be available for promotion.

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

Requisition for the recruitment in respect of 36 posts of technical categories the detail of which is as under was sent to the Haryana Staff Selection Commission vide letter No 88/HPGC/Admn /L 318/L dated 6 8 2004 —

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

The said requisition was withdrawn by the Haryana Govt vide letter No 42/50/2005 5GSI dated 7 3 2005. The State Govt vide their letter No 42/50/2005 5GSI dated 20 12 2005 has desired that fresh requisition depending upon the alteration in the number of vacancies may be sent to Haryana Staff Selection Commission. Accordingly the bid requisition without any change was again sent to the Haryana Staff Selection Commission vide this office memo No Ch 19/HPGC/Admn /L 318/LCS-173 dated 18 4 2006. The Selection list is still awaited from Haryana Staff Selection Commission. The shortfall shall be filled up on its receipt.

SC	=	Scheduled Caste
BL	=	Backlog
BC	=	Backward Class
PH	=	Physically Handicapped
EXM	=	Ex service man
OS	=	Out Standing Sports Persons

UDCs

The Board has stated in its latest written reply that 1796 posts of UDCs are in position. The quota meant for Scheduled Castes Candidates comes to 359 whereas only 92 posts have been filled up from amongst the Scheduled Castes Candidates. The reasons for the shortfall is stated by the Department/Board were that there is general unavailability in 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.

The post of UDC is filled up 75% by promotion & 25% by direct recruitment. The backlog of SC/BC employees in this category will be worked out after the completion of restructuring of non technical posts which is likely to be completed shortly. Thereafter the share quota of reserved categories will be filled up accordingly.

The Committee may be intimated about backlog of SC/BC employees in UDC category after completing the restructuring of non technical posts as stated in written reply.

This is promotional post. This post is filled up from amongst Asst. Store Keepers who have passed Paper VI of Departmental Accounts Examination for Ministerial Staff. There is a backlog of 1 No. post. Presently no Asst. Store Keeper belonging to SC/BC Category having passed the above said examination is available. As soon as the eligible candidate is available the backlog shall be filled up.

The Committee agree with the written reply of Government. The Committee recommend attempts may be continued to fill the one post.

LDCs

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

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

Drivers

In its latest written reply the Board has stated that out of 538 sanctioned posts of Drivers as on 31st March 1987 484 posts were filled up out of which 97 posts were meant for Scheduled Castes candidates while only 27 posts were held by Scheduled Castes candidates resulting in a shortfall of 70 persons. The reasons of shortfall is 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 informed regarding the steps taken by the Board to make up the deficiency.

The post of LDC is filled up 20% by promotion & 80 % by direct recruitment. The backlog of SC/BC employees in this category will be worked out after the completion of restructuring of non technical posts which is likely to be completed shortly. Thereafter the share quota of reserved categories will be filled up accordingly.

The post of Driver is 100% filled up by direct recruitment. The backlog of SC/BC employees in this category will be worked out after the completion of restructuring of non technical posts which is likely to be completed shortly. Thereafter the share quota of reserved categories will be filled up accordingly.

The reply may be sent as per recommendation made in case of UDC

The reply may be sent as per recommendation made in case of UDC

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) Foreman G I
- (4) Junior Engineer (Civil) Junior Engineer (F) (Tech Asstt)
- (5) Drafts sub
- (6) Sub Stn Attendant
- (7) SSA
- (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

Foreman I

The post of Foreman I is filled up 90% by promotion & 10% by direct recruitment. No direct recruitment has been made in this category and the post is filled up by promotion according to share quota of promotion. A backlog of 23 Nos posts under SC/BC category falling to the share quota of promotional posts shall be filled up as soon as eligible candidates are available for promotion. Presently no Foreman II belonging to SC/BC category is eligible for promotion to the post of Foreman Grade I.

JE/Civil

The post of JE/Civil is filled up 100% by direct recruitment. This cadre has been declared as diminishing cadre while doing restructuring of Technical staff. Presently there is a backlog of 05 Nos posts. The same shall be filled up as and when direct recruitment is made.

Draftsman

The post is filled up 100% by promotion. Presently there is backlog of 1 no post. The same shall be filled up as soon as eligible candidates will be available for promotion. Presently no person belonging to SC/BC

The Committee recommend that attempts may be made to clear the backlog by exploring the way of deputation from other Departments.

The Committee recommend attempts may be continued to fill backlog of 05 posts.

The Committee recommend that attempts may be made to clear the backlog of 1 posts exploring the way of

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 Hivildar/Drafting/Record Officer
- 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

category is eligible for promotion to the post of Draftsman. As and when eligible candidate under this category is available the backlog shall be filled up

Deputation from other Department

Peon

The post of Peon is filled up by direct recruitment. The backlog of SC/BC employees in this category will be worked out after the completion of restructuring of non technical posts which is likely to be completed shortly. Thereafter the share quota of reserved categories will be filled up accordingly

The Committee may be apprised the latest position

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 peusal 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 succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board out of 32929 sanctioned posts of Class III as on 31st March 1987 30706 posts were filled up. The quota meant for Scheduled Castes comes to 6121 whereas only 2905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2216 Scheduled Castes candidates in the Board. The Committee was assured during the course of oral examination of the representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted. The Committee hope that the Board will take some positive steps in the near future to recoup the shortfall backlog in Class III posts and inform them accordingly.	After submission of reply to the 28th report it is informed to the Committee that 13 No. posts of Junior Engineers (Electrician) were filled up in HVPNL as per orders passed by the Hon ble Punjab & Haryana High Court to wipe off the existing short fall of Scheduled Castes. It is further stated that the State Govt had recently accorded permission for filling up the backlog of Scheduled Castes & Backward Classes communities vide its letter dated 8-3-2006. Keeping in view the above decision of the State Govt the HVPNL has already sent the requisitions of following categories alongwith general advertisement to the Haryana Staff Selection Commission vide this office Memo No Ch 57/CRA/G 15/L III/Part I dated 8.6.2006.	The Committee recommend that attempts may be made to wipe off backlog by taking staff on deputation from other Departments.

1	2	3
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Sr No	Category of posts	No of Vacancies sent for advertisement	Existing backlog	No of posts earmarked to SC
1	JE/Civil (100% direct quota)	10	4	6
2	JDM (100% direct quota)	20		5
3	Carrier Attendant (100% direct quota)	20	8	12
4	Jr Scale Steno (50% direct quota)	15	8	7
5	Hindi Translator (100% direct quota)	2		1
6	Upper Division Clerk (25% direct quota)	14	23	5
7	Lower Division Clerk (80% direct quota)	38	41	21
8	Steno Typist (25% direct quota)	16		3

3

2

1

After filling up the above posts the remaining short fall in Class III (Technical & Non Technical) cadre posts in respect of SC/BC categories will be as under —

THE BACKLOG TO BE FILLED UP AGAINST DIRECT RECRUITMENT QUOTA

Name of post	Sanctioned strength	Working position	Shortfall		
			SC	BC A	BC B
Divisional Accountant (25% direct quota)	35	20	4		
Lower Division Clerk (80% direct quota)	396	280	26	13	15
JE (Electrical/ Electronics (40% direct quota)	641	480	17		
Shift Attendant (100% direct quota)	1039	468	20	6	1
Asstt Lineman (50% direct quota)	744	404	10		
Driver (posts filled up by promotion amongst Class IV serving employees or by direct recruitment	310	210	25		

It is further intimated that the remaining shortfall of Scheduled Castes & Backward Classes persons where ever exists against direct recruitment quota will be wiped off after approval of revision of norms of the staff which have already been sent to the Hayana Bureau of Public Enterprises on 21.6.2006

THE BACKLOG TO BE FILLED UP BY PROMOTION

Name of post	Sanctioned strength	Working position	Shortfall in SC
Section Officer	15	12	2
Assistant (HO)	98	98	9
Senior Scale Stenographer	26	21	4
Upper Division Clerk	231	107	21
Divisional Head Draftsman	32	32	4
Draftsman	40	27	6
Foreman	26	14	3
Assistant Foreman	71	71	2
SSA/GSO	790	296	3

The backlog existing against promotion quota posts will be wiped off on availability of eligible Scheduled Castes employees in the lower cadre for promotion

UDCs

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

It is intimated to the Committee that as per Recruitment & Promotion Policy of the Nigam 75% posts of UDCs are filled up by promotion from amongst the Lower Division Clerk who qualify the Departmental Examination and 25% posts of Direct Recruitment from open market At present no qualified Scheduled Castes employees is available in the cadre of LDC for promotion to the post of UDC

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

SC	BC A	BC B
23	—	—

As already stated in the foregoing para in Class III posts the HVPNL have already sent the requisition to the HSSC for filling up of 14 No vacancies of UDCs through direct recruitment After recouping 2 No backlog of Scheduled Castes employees existing against direct quota out of 23 Nos the remaining backlog i.e. 21 No will be recouped through direct recruitment after finalization of revision of norms of staff which have already been sent to the Haryana Bureau of Public Enterprises on 21.6.2006

The latest position may be intimated

LDCs

The Department/Board has stated in its latest written reply that 2353 posts of LDCs are in position the quota ment 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 last 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 post remain vacant

In this cadre 80% posts of LDCs are filled up from open market through direct recruitment and 20% by way of promotion from amongst the Class IV employees who fulfill the prescribed qualification

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

SC	BC A	BC B
41	13	15

As already stated in the forgoing para in Class III posts the HVPNL have already sent the requisition to the HSSC for filling up of 38 No vacancies of LDCs through direct recruitment After recouping 15 No backlog of Scheduled Castes employees the remaining backlog i e 26 No existing in the LDC cadre will be wiped off gradually against the existing vacancies in the concerned cadre after finalization of revision of norms of staff which have already been sent to the Haryana Bureau of Public Enterprises on 21 6 2006

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 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.

As per Recruitment & Promotion Policy of HVPN the posts of Drivers are to be filled up from amongst the serving class IV employees having the prescribed qualifications/experience or by direct recruitment as laid down in the said Policy. Due to long period of ban and non availability of departmental eligible SC and BC employees the existing backlog of SC & BC employees have been continuing over the years.

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

SC	BC	
	Block A	Block B
25		

It is assured to the Committee that after finalization of revision of norms of staff of HVPN which have already been sent to the Haryana Bureau of Public Enterprises on 21.6.2006 the backlog of SC & BC employees would be recouped accordingly as well as availability of vacancies in the Driver's cadre.

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

As already stated in the earlier Nigam's reply submitted to the Committee that the backlog of reserved categories in Technical Posts it is further submitted that in the past eligible/qualified technical persons belonging to SC & BC were not available for recruitment. As such this backlog has been continuing over the years

As already stated in the foregoing para in Class III posts the HVPNL have already sent the requisition to the HSSC for filling up of Class III (Technical Posts) through direct recruitment. To wipe off the backlog of backlog of SC employees against the promotional Technical Categories i.e. Junior Engineer I Divisional Head Draftsman Draftsman SSA Assistant Foreman etc. etc. The Nigam would assure the Committee that as and when the SC employees are available in the lower cadre the backlog against the promotional posts will be recouped accordingly

The latest position may be intimated

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/Daftni/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

As already stated in the Nigam's earlier reply submitted to the Committee that as per mode of promotion/appointments in respect of Class IV employees in the HVPNL, the post of Havildar Daftni & Record Lifter are filled up by way of promotion from amongst the 1st Peon Chowkidar Mali etc. Similarly the post of Peons were filled up from amongst the serving work charge daily wage & contingent staff as well as against exgratia appointments. In the past due to non availability of Scheduled Casts & Backward Classes candidates in sufficient numbers their backlog could not be recouped.

Keeping in view the above facts the HVPNL vide its office order No. 458/Cadre dated 18.4.2006 has now decided that in future the posts of Peon shall be filled up by direct recruitment.

Regarding filling up the backlog of other Class IV categories it is intimated to the Committee that the HVPNL vide its office order

The latest position may be intimated

No 367/Cadre dated 19 12 2003 has already decided that no appointment on Class IV posts (except Peons) may be made and work may be out sourced on the retirement of the present incumbents

It is assured to the Committee that after finalisation of revision of norms of staff which has already been sent to the Hayana Bureau of Public Enterprises on 21 6 2006 the backlog of SC & BC employees in the cadre of Peon would be wiped off through direct recruitment as well as availability of vacancies this cadre

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

30

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
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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 UHBVN has already appointed 6 no Junior Engineers to fill up the backlog of SC Category. Now UHBVN has sent the requisition for recruitment of 74 No JEs including 15 SC and 20 BC category posts vide memo No. Ch 8/UH/GA 367/L dated 12.1.2006.

For the other class III category posts the backlog shall be taken care of at the time of direct recruitment as has been done in case of JEs.

The Committee was assured during the course of oral examination of the representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted.

The Committee hope that the Board will take some positive steps in the near future to recoup the shortfall backlog in Class III posts and inform them accordingly.

UDCs

The Board has stated in its latest written reply that 1796 posts of UDCs are in position. The quota meant for Scheduled Castes candidates comes to 359 whereas only 92 posts have been filled up from amongst the Scheduled Castes candidates. The reasons for the shortfall is 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.

The case for recruitment of 31 UDCs including 7 SC and 7 BC category posts (including backlog) has been sent to Secretary Haryana Staff Selection Commission vide memo No Ch 8/UH/GA 367/L dated 12.1.2006.

The committee recommend outcome of selection may be intimated as per written reply of Government.

This is a promotional post. The backlog of SC/BC category is being taken care of at the time of promotion.

The Committee recommend that action may be taken as per written reply.

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

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 is 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 informed regarding the steps taken by the Board to make up the deficiency.

The request for recruitment of 100 No LDCs including 76 No SC and 7 No BC category posts (including backlog) has been sent to Secretary Haryana Staff Selection Commission vide memo No Ch 8/UH/GA 367/L dated 12.1.2006

The Committee recommend that action may be taken as per written reply

As per Recruitment & Promotion Policy of UNBVN the post of Driver is to be filled up from amongst the serving Class IV employees having the prescribed qualification/experience. However in case the departmental candidates are not available the vacancies will be filled up by the direct recruitment. The quota of SC and BC category is being taken care of at the time of appointment/recruitment.

The Committee recommend that action may be taken as per written reply

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) Foreman G I
- (4) Junior Engineer (Civil) Junior Engineer (F) (Tech Asstt)
- (5) Drafts sub
- (6) Sub Stn Attendant
- (7) S S A
- (8) Shift Attendant and Assistant Foreman
- (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 promotion of cadre posts no Scheduled Castes employees were available in the lower rank

The UHBVN has recently appointed 6 Junior Engineers to fill up the backlog of SC Category. Now UHBVN has sent the requisitions for recruitment of

JE 74 No Posts including 15 SCs and 20 BCs category posts

ALMs 580 No Posts that includes 378 SCs and 69 BCs category posts (including backlog)

SAs 86 No Posts including 30 SCs and 18 BCs categories (including backlog)

The requisitions for recruitment for the above posts have been sent to the Secretary Haryana Staff Selection Commission *vide* memo No Ch 8/UH/GA 367/L dated 12.1.2006

Posts mentioned at Sl. No. 2, 3, 5, 6, 7 & 9 are promotional posts and the backlog if any is being taken care of at the time of promotion

The Committee recommends that action may be taken as per written reply

1	2	3
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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

2

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 31st 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 Assst 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 backlog if any in case of Class IV posts will be taken care of at the time of recruitments

The Committee recommends that action may be taken as per written reply

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.	DHBVN has already appointed 10 Nos Junior Engineers to fill up the backlog of SC Category there is no vacancy for advertisements at present. For the other Class III Category the backlog shall be filled up at the time of direct recruitment as has been done in case of J.E.s please	The Committee recommend that Class III category backlog may be cleared as intimated by way of written reply at the time of direct recruitment.

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 bin on recruitment would be lifted.

The Committee hope that the Board will take some positive steps in the near future to recoup the shortfall backlog in Class III posts and inform them accordingly.

UDCs

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

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

LDCs

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

The case for recruitment of 58 UDCs including SC A = 5 + 1 OSP SC B = 4 = 10 Nos and BC A = 5 + 1 OSP

BC B = 11 Nos has been sent to Secretary Haryana Staff Selection Commission vide memo No Ch 45/SE/Admn/REG 24 dated 13 1 06

The Committee may be apprised out come of selection procedure

The case for recruitment of LDC of 75 Nos including SC A = 3 + 1 ESM SC B = 6 = 10 Nos BC A 12 + 1 OSP BC B = 3 + 3 ESM + 1 HC was sent vide memo No Ch 44/REG 24 dated 13 1 06 to Secy HSSC

Junior Scale Stenographer = 4

The case was sent vide Nos Ch 71/SE Admn/REG 4 dated 13 1 06

Hindi Translator = 2 Nos

The case was sent vide memo No Ch 1/REG 61 dated 13 1 06

The Committee may be apprised out come of selection procedure

1	2	3
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Steno Typist = 6 Nos

SCA 1 BCA 1 The case was sent *vide* No Ch 70/REG 4 dt 13 1 06

Accountant = 12 Nos

SC/A 1 SC/B 1/BC/A 2 /BC/B 1 The case was sent *vide* No Ch 15/SE Admn/REG 43 dt 13 1 06

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

J E Field

In DHBVN recently 324 Nos Junior Engineer are working and quota meant for SC employees comes to 65 against which 54 are in position there is short fall of 11 Nos posts which shall be filled up from eligible candidates in the feeder cadre

The latest position may be intimated

J E /Civil

In DHBVN presently 15 J E /Civil are working and the quota meant for SC employees comes to 3 against which none is posted. The short fall of 3 Nos post shall be filled up by direct recruitment for which vacancy exists

The latest position may be intimated

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

Draftsman

In DHBVNL presently 60 Draftsman are working and the quota meant for Scheduled Caste employees comes to 12 against which 4 are in position. The shortfall of 8 Nos shall be filled up after the ban on fresh recruitment is lifted by the State Govt. or eligible employees are available from the Feeder Cadre of JDM. Presently posts of JDM has been abolished.

SSA

In DHBVNL presently 229 SSA are working against the 232 sanctioned posts and the quota meant for Scheduled Caste employees comes to 46 against which 30 are in position. The shortfall of 16 Nos shall be filled up from the eligible candidates in the feeder cadre against vacancies.

ASSA

In DHBVNL presently 375 ASSA are working and the quota meant for Scheduled Caste employees comes to 75 against which 42 are in position. The shortfall of 33 Nos shall be filled up from the eligible candidates available in the feeder cadre against vacancies.

The Committee may be apprised after filling up the 8 Nos of post

The candidates in the feeder cadre are not available the Committee recommend then explore the way of taking candidates on deputation from other Department

The candidates in the feeder cadre are not available the Committee recommend then explore the way of taking candidates on deputation from other Department

1	2	3
S.A	The recruitment for 117 Nos Post of S A was approved by the HPBE out of which reserved post are as under SC A = 7 SC B = 7 = 14 Nos backlog 117 14 = 103 SC A = 9+ 1 OSP SC B = 9 + 1 OSP BC A = 15+1 OSP BC B = 10 + 1 OSP sent to Secretary Haryana Staff Selection Commission Chandigarh vide this office Memo No Ch 46/ SE Admn /REG 24 dated 13 1 06	The latest position may be intimated
Asstt Foreman	In DHBVNL presently 377 Asstt Foreman are working and the quota meant for Scheduled Caste employees comes to 75 against which 63 are in position There is shortfall of 12 Nos which shall be filled up from the eligible candidates in the feeder cadre	The latest position may be intimated
ALM	The short fall of SC candidates is 136 Nos is under — SCA = 68 SCB = 68 = 136 Nos The requirement for 800 Nos Posts of ALM were approved by the HPBE out of which	The latest position may be intimated

reserved posts are as under

800 136 = 664

SCA 121 + 6 OSP

SCB 134 + 7 OSP

BCA 103 + 3 OSP

BCB 70 + 3 OSP

for which case has been sent to Secretary HPSC
vide No Ch 99/SE Admn /RECT 5 dated 13
1 06 and Ch 112/SE Admn /RECT 5 dated
28 6 06

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

All these posts at Sr No 1 to 6 are of
diminishing cadre and these posts have been
recommended to be out source in the
restructuring of DHBVN

The Government by way of
written reply informed that
posts 1 to 6 are of
diminishing cadre and these
posts have been
recommended to be out
source in the restructuring of
DHBVN. The latest position
may be intimated

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

ANNEXURE-A

STATEMENT SHOWING THE LATEST STATUS REGARDING SCHEDULED CASTES & BACKWARD CLASSES AS ON 31 03 2006 DAKSHIN HARYANA BILJI VITRAN NIGAM LTD HISAR

Class	Shortfall as on 30 6 2004	Post/Vacancies filled up w e f 1 7 2004 to 31 6 2006 by Exgratia appointment plus promotion	No of posts/vacancies meant for SC & BC according to Roster (out of Col 3)	Total No of SC & BC employees/candidates appointed/promoted (out of Col No 4)	Net shortfall as on 31 3 2006 (Col 2+4 5)
SC	BC	SC	BC	SC	BC
I	2	3	4	5	6
I	-	-	-	-	-
II	-	-	-	-	5
	Block		Block		Block
	A	B	A	B	A
III	367	65	52	289	58
IV	39	42	29	128	26

1 There is no reservation in promotion under Class I cadre All the posts/vacancies in respect of Class I & Class II cadre have been filled by way of promotion

2 There is no reservation in promotion of Backward Classes All the posts in Class III and IV cadre were filled up during the period by way of ex gratia appointment and promotions

HARYANA 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	The Government has not approved the proposal of HUDA vide its letter No 6/1/96 2TCP dated 13 9 2004 regarding relaxation in the requisite experience in respect of promotional quota posts meant for reserved category The matter has again referred to the Government vide letter No EA 4 2006/19446 dated 26 5 2006 for necessary guidelines whether post in promotion quota of Scheduled Caste category which are vacant due to non availability of eligible S C candidate in feeder cadre posts be filled up by transfer of S C candidates from other departments or these posts may be converted into direct quota posts and filled up from S C candidates by direct recruitment The detail of these vacant promotional posts are as under — <table> <tr> <td>Tracer (Engg Wing)</td><td>=</td><td>02</td></tr> <tr> <td>Tracer (T&P Wing)</td><td>=</td><td>01</td></tr> <tr> <td>ADM (T&P Wing)</td><td>=</td><td>01</td></tr> <tr> <td>Sr Scale Steno</td><td>=</td><td>01</td></tr> <tr> <td>Steno Typist</td><td>=</td><td>02</td></tr> </table>	Tracer (Engg Wing)	=	02	Tracer (T&P Wing)	=	01	ADM (T&P Wing)	=	01	Sr Scale Steno	=	01	Steno Typist	=	02	After perusal of written reply and discussion held with the representative of the Government in the meeting held on 10th January 2007 The Committee recommend steps may be continued to recoup the backlog and may be intimated to the Committee
Tracer (Engg Wing)	=	02															
Tracer (T&P Wing)	=	01															
ADM (T&P Wing)	=	01															
Sr Scale Steno	=	01															
Steno Typist	=	02															

Account Assistant	=	02
Accountant	=	04
Naib Tehsildar	=	01
Kanoongo	=	01

In the promotion quota posts only one candidate of SC category having 2 years against prescribed 5 years experience is available in the feeder cadre of Accounts Assistant and the relaxation required will be 3 years of experience in case it is decided by the Government to promote the available candidate

On receipt of guide lines/decision of the Government further action in the matter will be taken accordingly

The restructuring proposal of HUDA has been considered by the Standing Committee of HBPL in its meeting held on 13.6.2005 and has not been approved. However 170 posts of various categories have been allowed to be filled up by the HBPE and it was decided that after filling up of the various posts HUDA may re-examine its requirement of posts and submit a proposal for consideration of the Government/ Standing Committee of HBPL. The approval of the Government to fill up these 170 posts has been issued on 1.9.2005 and after that HUDA has issued advertisement of 75 posts (15 posts of Group B + 60 posts of Group C) of various categories during the month of

3

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November December 2005 The applications so received for Group C posts have been handed over to the H S S C for process of recruitment in view of the instructions issued by the C S Haryana *vide* their letter No 42/50 B/2005 5 GSI dated 16 2 2006 The recruitment process of 15 posts of Group B out of which 5 posts pertain to SC and 3 posts pertain to BC category is being taken by the HUDA itself as clarified by the CS Haryana *vide* their memo No 42/29/2006 5 GSI dated 17 5 2006

Besides the requisition of Group C posts have been sent to H S S C for recruitment of various categories posts The detail of these Group C posts sent to the Commission is as under —

Sr No of No Posts	Posts earmarked for S C	B C	Requisition sent <i>vide</i> letter No & date
1 60	24	24	EA 4 06/15824 dated 8 5 2006
2 27	08	11	EA 4 06/18075 dated 19 5 2006
3 87	31	27	EA 4 06/6527 dated 1 3 2006
174	63	62	

As is evident from above tabulated figures requisition has been sent to the Commission

strictly as per reservation policy of the Government and the shortfall will be met out as and when recruitment is made. As regard the shortfall in the promotion quota of S C category is concerned it is because of non availability of eligible S C candidates in feeder cadre posts for the promotion.

Filling up of reserved vacancies

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

As above

After perusal of written reply and discussion held with the representative of the Government in the meeting held on 10th January 2007. The Committee recommend steps may be continued to recoup the backlog and may be intimated to the Committee.

POLICE DEPARTMENT (14th Report 1988 89)

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

Cadre wise strength/representation of Scheduled Castes

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 —

As per Govt instructions there is no reservation in the matter of promotion to the gazetted ranks

Efforts are being made to give due share and to remove backlog in reserve category. The special recruitment to recoup the backlog will be done in phases along with the general recruitments by advertising these posts separately. Necessary directions have already been issued to the DGP to fill up the remaining post of shortfall particularly the posts of constables

The matter of increasing the quota of direct recruitment to 50% in case of Inspectors is under examination of the department. In fact the Police reforms committee of the Govt of India has not recommended direct recruitment of Inspector at all

Reservation in promotion list B 1 to constables of SC & BC categories was withdrawn by the State Govt vide memo No 8/56/2000 5 HGI dated 22 1 2001. In pursuance of

During the course of oral examination in the meeting held on 13th December 2006 the representative of Government informed that there is shortfall of 303 constables. The action is being taken fill up these posts in the year 2001 reservation in B 01 Test was abolished. Due to this reason constable could not be promoted as Hawaldar hence backlog increased. It was further intimated that Chief Secretary has been requested to implement B 1 Test. The Committee recommend that latest position may be intimated

the recommendations of the Committee to introduce reservation in B 1 test the matter has been taken up with the competent authority (Chief Secretary) to allow the reservation in the B 1 test particularly in view of the 85th amendment of the constitutions of India. The matter is under active consideration of the Government.

A new Police Act is being drafted by the State Govt. in pursuance of the Hon'ble Supreme Court of India directions in which police reforms are being envisaged.

Class	Through direct recruitment		By promotion	
	Total	Scheduled Castes	Total	Scheduled Castes
I	19	5	4	2
II	9	1	139	5
III	7 588	1 531	3 365	511
IV	506	152	—	—

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

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

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

Cadrewise position of employee /representation of Scheduled Castes

The Department informed that the posts in Group A & B are filled up by direct recruitment and also by promotion. It was also informed that there are total 16

posts in Group A out of which 4 posts i.e., Joint Director (Technical), Deputy Apprenticeship Advisor, Deputy Director (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 I T I (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

Language Teacher English

Regarding filling up of vacant posts of Language Teachers English in Vocational Education Institutes case has been sent to Finance Department for granting permission to fill up these posts which are lying vacant for more than two years. After receipt of approval of Finance Department the demand will be sent to Haryana Staff Selection Commission for further necessary action.

The Service Rules of Turner & Motor Mechanic Trades are being amended for Ex servicemen category.

Social Study Instructor

Sixteen Social Study Instructors including one guest instructor are working against the sanctioned posts of 17. It is also mentioned here

The representative of Government in the meeting held on 30th August 2006 informed that 45 posts in vocational Education Institutes are vacant for filling up these posts requisition has been sent to SSC. The Committee recommend that effort may be continued to clear the backlog and Committee may be intimated.

that there is shortfall of 2 posts in Scheduled Caste category requisition for one post for Scheduled Caste category has been sent to Haryana Staff Selection on 30.1.2006. This post has been advertised on 8.2.2006 by the Haryana Staff Selection Commission. As and when recommendations of Haryana Staff Selection Commission are received the post will be filled up.

As for as the second post of Scheduled Caste is concerned it is submitted that Honble High Court has directed the Deptt./Govt. in Guest Instructors CWP to frame a policy to regularise the Guest Instructors within six months. But the department has filed SLP against the orders dated 15.12.2005 passed by the High Court. SLP is pending in the Honble Supreme Court. One post of Social Study Instructor belonging to Scheduled Caste category has already been occupied by the Guest Instructor As & when Honble Supreme Court gives decision the action will be taken accordingly.

The latest position of shortfall after regularisation of Adhoc/89 days employees is

As under -

	No of posts sanctioned on 9.2.1979	S C candidates in position as on 9.2.1979
Group A	11	1
Group B	27	1
Group C	1611	90
Group D	551	177

There is no S T in this Department

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

	No of posts created from 9.2.79 to 31.3.89	No of posts filled from 9.2.79 to 9.2.79	No of posts filled by S C
		Direct	Promo tion
Group A	53	8	
Group B	55	14	2
Group C	1265	1152	1
Group D	360	487	76
			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 up graded to that of Joint Director. The reserved posts in this group was advertised twice by the Haryana Public Service Commission. It was told that no candidate has been recommended by the said Commission.

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

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

(ii) Shortfall against
recruitment posts direct = 48

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

(i) Total reserved for SC as per Roster 84
(ii) Total filled out of reserved posts 74

as under —

Cate gory	Demand sent to HSSC	Reco mmend ation received from HSSC	Appoint ments made	Adhoc/ 89 days regulation zad	Total
SCA	26	7	5	6	11
SCB	21	16	15	11	26
BCA	27	16	15	9	24
BCB	15	9	7	2	9
ESM	0	0	0	0	0
SCA	4	1		1	1
SCB	3				
BCA	9	3	1	1	2
BCB	6	1	1	1	2
	111	53	44	31	75

The SLP in CWP No 9813 of 1999 titled as Vijay Pal Singh Vs State of Haryana (Guest Instructor) has been filed in the Hon ble Supreme Court of India vide Legal Cell HLC No 129 dated 10 4 2006

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- (iii) Extra posts filled from S C 2
- (iv) Reserved posts not filled (Details as under) 10
- (a) Eligible S C persons not available and filled up by other candidates 9
- (b) Promotion case for S C under consideration 1
- 3 The position regarding shortfall in case of direct recruitment posts is explained as under –
- (i) Total reserved for S C 213
- (ii) Total filled out of reserved posts 165
- (iii) Extra posts filled from S C 12
- (iv) Reserved posts not filled 48
- (v) Details of efforts are under –
- (a) Through S S S B 14
- (b) Through Employment Exchange 6
- (c) On transfer basis 1
- (d) Direct advertisement 9
- (e) Left inadvertently and to be filled in future upon a vacancy becoming available 1
- (f) Cannot be filled up on account of stay in court cases 17
- Total 48**

The latest position regarding Vocational Instructors is as under —

Cate gory	Demand sent to HSSC	Reco mmend ation received from HSSC	Appoint ments made	Adhoc/ 89 days regulari zed	Total
SCA	48	19	18	10	28
SCB	38	17	16	20	36
BCA	44	21	19	29	48
BCB	28	13	12	14	26
Ex Servicemen					
SCA	17	1	1		1
SCB	3	1	1		1
BCA	15	4	3	2	5
BCB	17	7	7	2	9
Outstanding Sports Persons					
SCA	9				
SCB	1				
BCA	11				
BCB					
	231	83	77	77	154

1			2			3		
Besides above figures the Department give the following figures Groupwise showing the number of posts carried forward during the last 3 years –						The Govt had framed a policy regarding regularisation of services of Adhoc/89 days employees on 1 10 2003 and accordingly action is being taken. Thereafter it is not possible to give Appointment letters to all the candidates recommended by the Haryana Staff Selection Commission		
	No of posts carried forward in 1986 87 SC	No of posts carried forward in 1987 88 SC	No of posts carried forward in 1988 89 SC					
Group A	1	1	1					
Group B								
Group C	40	40	40					
In addition the Department gave the following figures is also the source of recruitment to various posts in Group A B and C during the year 1986 87 1987 88 and 1988 89 –								
	Total posts filled	Total posts filled by SC	Source H P	Source SC				
	1	2	3	4				
Group A								
1986 87	4		2	2				
1987 88	1			1				
1988 89	1			1				
	1	2	3	4				

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

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

Sr No	Vocation	Total Units	Regular Instructors on date	Vacancies on date	Proposed notification to HSSC			Position after the proposed notification	%age filled after notification
					Against adhoc	Against 89 days	Balance	Total	
1	2	3	4	5	6	7	8	9	11
A. Business & Commercial Group									
1	Office Secretaryship/Stenography (Hindi)	151	127	24	—	—	—	—	84 15%
2	Accountancy & Auditing	80	66	13	1	—	1	1	83 75%
3	Office Secretaryship/Stenography (English)	63	36	27	—	—	—	—	57 14%
4	Banking	21	14	7	—	—	—	—	66 66%
5	Marketing & Salesmanship	19	13	6	—	—	—	—	68 42%
B. Home Science Group									
6	Commercial Garments Designing & Making	49	16	33	—	—	—	—	32 65%
7	Bakery & Confectionery	4	4	—	—	—	—	—	100%
C. Engineering & Technology Group									
8	Lineman	113	56	57	2	—	—	2	51 32%
9	Maintenance & Repair of Electrical Domestic Appliances (MREDA)	107	48	58	1	—	1	1	45 79%
10	Auto Technician (Two & Three Wheeler Repairer) (TTWR)	79	61	18	—	—	—	—	77 21%
11	Furniture Maker & Designer	21	15	6	—	—	—	—	71 42%
12	Computer Technique	10	6	4	—	—	—	—	60%

1	2	3	4	5	6	7	8	9	10	11
13	Boiler Attendant	10	9	—	1	1	—	—	9	90%
14	Material Testing & Heat Treatment	2	1	1	—	—	—	—	1	50.0%
15	Mech. Textile Machinery	3	3	—	—	—	—	—	3	50.0%
D. Agriculture Group										
16	Repair & Maintenance of Power Driven Farm Machinery	39	24	14	1	—	—	—	25	64.01%
17	Floriculture	11	8	3	—	—	—	—	8	72.72%
18	Crop Production Crop Cultivation	6	6	—	—	—	—	—	6	100%
E. Humanities & Other Group										
19	Visual Arts (Pottery Ceramics)	2	2	—	—	—	—	—	2	100%
Total		790	515	269	6	—	2	5	520	

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
Filling up of Vacant Posts The department gave information by way of written reply about the posts lying vacant in the department	There is no change in the position already appearing regarding A E Es in Column No 2	The latest position may be intimated

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

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Cadrewise position of Employees/Representation of Scheduled Caste The Government informed that posts in Group A, B, C and D services in the Haryana State Co-operative Supply and Marketing Federation Ltd were filled up by way of direct recruitment as also by promotion. The Government supplied information in respect of the Haryana State Co-operative Supply and Marketing Federation Limited about the total strength of cadre and representation of Scheduled Castes as on 9th February 1979 and the total number of posts created and filled in from 9th February 1979 to 31st March 1991. The reasons for shortfall in Group A, B, C and D along with the steps taken to recoup the shortfall groupwise services have been given in the Annexure C. The Department gave the following figures regarding the number of posts created and filled up in group A, B, C and D Services from 9th February 1979 to 31st March 1991 through direct recruitment by promotion and also with regard to the representation of Scheduled Caste employees	After restructuring there are 81 categories of posts in Hafed. Out of these only in 7 categories there is a shortfall in filling up of reservation quota for SC category as on 1-4-2006. These categories are FI (Store) Section Officer, Accountant, B Grade, Accountant, C Grade, Storekeeper, Junior Engineer and Electrician. The Board of Directors of Hafed in its meeting held on 4-9-2006 resolved to fill up vacancies in 2 categories out of these 7 categories viz FI (Store) and Technical Officer (storage) for filling up reserved categories posts. The detail of posts of remaining categories is as follows: 1 SO (Account) We have to wait for the retirement of 15 SO (Accounts) by 2009 so as to create vacancy for reserved category candidate. 2 Accountant 'B' As per Hafed Common Cadre Rules the	During the course of oral examination in the meeting held on 13th December 2006 representative of Government stated that major shortfall is in seven category (FI Store, Section Officer, Accountant, B Grade, Accountant, C Grade, Storekeeper, Godown Keeper and Electrician). The Committee recommend that latest position along with the steps taken to recoup the backlog may be intimated.

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posts of Accountant B grade can only be filled up by way of promotion and there is a shortfall of 12 posts against SC quota. At present no SC candidate with the requisite 5 years experience of working as Accountant C Grade is available. However as per Rule 23 of Hated Common Cadre Rules 1988 relaxation in eligibility for promotion can be given subject to the approval of Registrar Coop Societies. The matter would be placed before the Board of Directors for relaxation and thereafter the shortfall would be cleared subject to the approval of R C S

3 Accountant 'C'

59 posts of Accountant C grade were filled up by direct recruitment during November 2004 out of which 18 posts of SC category and 10 posts of BC category were filled up. The mode of recruitment in the cadre is 80% by direct recruitment and 20% by absorption from the employees of Coop Mkg Societies. Against the sanctioned strength of 114 posts 113 posts have been filled up. Thus presently only one post is vacant.

Out of the sanctioned strength 22 posts are meant for employees of Coop Mkg Societies

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

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

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

Group A Cadre	%age for promotion	By direct recruitment	Removals by direct recruitment
Managing Director	100%		
Secretary	100%		

Enquiry Officer
Law Officer
Financial Controller

100%
100%

- (i) By promotion
- (ii) By transfer on deputation from Finance Department

Chief Accounts Officer

- (i) By direct recruitment
- (ii) By transfer on deputation from Finance Department

Chief Audit Officer

- (i) By direct recruitment
- (ii) By transfer on deputation from Finance Department

Superintending Engineer

100%

Joint Manager

100%

Dy. Manager

50%

Mkt. Research Officer

50%

- (i) By promotion or transfer on deputation

Master

100%

Cost Accounts Officer

100%

against which 13 posts have been filled up so far. Requisition were also sent to the concerned Societies from time to time for sponsoring the names of SC candidates but SC/BC candidates are not available in the Societies. The backlog can only be recouped after having SC candidate from the Societies.

4 Storekeeper/Godownkeeper

As per the approval in the Restructuring plan of Hafed the posts of Store Keeper which falls vacant will be converted into FI (Store). The shortfall in the cadre will be recouped at the time of recruitment to the post of FI (Store).

5 Junior Engineer

Due to decrease in workload of construction activities in Hafed the vacant posts are not being planned to filled up for the time being. As and when the need arises remaining vacant posts would be filled up and backlog would be cleared.

1	2	3
Mktg Dev Officer	100%	
Mktg Expert	100%	
General Manager	100%	
Establishment Officer	100%	
Asstt Distt Attorney	100%	
Asstt Secretary	100%	
Dy Contoller (C&B)		(i) By promotion
St 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
	(w e f 13 12 91)	(ii) By direct recruitment or by transfer or on deputation
Asstt Engineer (Mech)	100%	

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

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

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

Filling up of vacancies

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

No final view on filling up the posts of FI (Ir) Cum Player has yet been taken in Hafed. The matter will be decided after a policy decision on this issue is taken by the Sports Department and conveyed to Hafed

We have to wait for the retirement of 15 S O (Accounts) by 2009 so as to create vacancy for reserved category candidate

As per Hafed Common Cadre Rules the posts of Accountant B grade can only be filled up by way of promotion and there is a shortfall of 12 posts against SC quota. At present no SC candidate with the requisite 5 years experience of working as Accountant C Grade is available. However as per Rule

23 of Hafed Common Cadre Rules 1988 relaxation in eligibility for promotion can be given subject to the approval of Registrar Coop societies. The matter would be placed before the Board of directors for relaxation and thereafter the shortfall would be cleared subject to the approval of R C S

59 posts of Accountant C grade were filled up by direct recruitment during November 2004 out of which 18 posts of SC category and 10 posts of BC category were filled up. The mode of recruitment in the cadre is 80% by direct recruitment and 20% by absorption from the employees of Coop Mkg Societies. Against the sanctioned strength of 114 posts 113 posts have been filled up. Thus presently only one post is vacant.

Out of the sanctioned strength 22 posts are meant for employees of Coop Mkg Societies against which 13 posts have been filled up so far. Requisition were also sent to the concerned Societies from time to time for sponsoring the names of SC candidates but SC/BC candidates are not available in the Societies. The backlog can only be recouped after having SC candidate from the Societies.

As per the approval in the Restructuring plan of Hafed the posts of Store Keeper which

1	2	3
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tals vacant will be converted into FI (Store)
The shortfall in the cadre will be
recouped at the time of recruitment to the post
of FI (Store)

Due to decrease in workload of construc-
tion activities in Hafed the vacant posts are
not being planned to filled up for the time be-
ing As and when the need arises remaining
vacant posts would be filled up and backlog
would be cleared

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 recruitee. 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.

The restructuring plan of Hafed has been approved and made effective w e f 18 10 2004. In the restructuring plan promotion avenues have been provided in each category.

The Committee recommend further action may be taken according to restructuring plan.

Restructuring plan of Hafed was approved on 18 10 2004 amended restructuring plan was approved by the Government in 2006. **No post in Hafed has been abolished after the approval of restructuring plan.**

The latest position may be intimated.

1	2	3
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59 posts of Accountant C grade were filled up by direct recruitment during November 2004 out of which 18 posts of SC category and 10 posts of BC category were filled up. The mode of recruitment in the cadre is 80% by direct recruitment and 20% by absorption from the employees of Coop Mkg Societies. Against the sanctioned strength of 114 posts 113 posts have been filled up. Thus presently only one post is vacant.

Out of the sanctioned strength 22 posts are meant for employees of Co-op Mkg Societies against which 13 posts have been filled up so far. Requisition were also sent to the concerned Societies from time to time for sponsoring the names of SC candidates but SC/BC candidates are not available in the Societies. The backlog can only be recouped after having SC candidate from the Societies.

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 still under consideration to the State Government to provide reservation to Scheduled Caste in promotion in class I & II posts	The latest position may be intimated

23rd Report 1997-98

Recommendations of the Committee		Action taken by the Government	Further observation of the Committee																		
1		2	3																		
Examination of Dy Commissioners Committee examined 11 Deputy Commissioners i.e. Yamunanagar on 12th August 1997 Karnal on 19th August 1997 Hissar & Fatehabad on 26th August 1997 Jind on 27th August 1997 Bhiwani on 31st September 1997 Gujrat 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 - <table border="1"> <thead> <tr> <th>Sr No</th> <th>District</th> <th>Details action taken against delinquent officials</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Kaithal</td> <td>Sh Kaitar Singh Sadvi Kanungo has been awarded punishment of stoppage of one increment without cumulative effect</td> </tr> <tr> <td>2</td> <td>Rewari</td> <td>A warning to be alert in future has been given to the delinquent official</td> </tr> <tr> <td>3</td> <td>Sonipat</td> <td>A stern warning has been issued to the defaulting officials</td> </tr> <tr> <td>4</td> <td>Panipat</td> <td>Warning issued to defaulting officials to be careful in future</td> </tr> <tr> <td>5</td> <td>Jhajjar</td> <td>Sh Prem Chand Sadar Kanungo was charged sheeted under rule 8 by the Deputy Commissioner On consideration of his reply he has been</td> </tr> </tbody> </table>	Sr No	District	Details action taken against delinquent officials	1	Kaithal	Sh Kaitar Singh Sadvi Kanungo has been awarded punishment of stoppage of one increment without cumulative effect	2	Rewari	A warning to be alert in future has been given to the delinquent official	3	Sonipat	A stern warning has been issued to the defaulting officials	4	Panipat	Warning issued to defaulting officials to be careful in future	5	Jhajjar	Sh Prem Chand Sadar Kanungo was charged sheeted under rule 8 by the Deputy Commissioner On consideration of his reply he has been	The latest position may be intimated
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Annexure 'A'

Districtwise	Districtwise	Districtwise	Possession	Districtwise
Number of Eligible person	plots allotted in Three Surveys registration been done	number of plots in which	given	number of person who was not allotted plots
1	2	3	4	5
Distt Yamunanagar				
1st	3398	3398	3398	3398
11nd	113	113	113	
111rd	535	305	11	11
Distt Karnal				
1st	15989	15901	15901	15901
11nd	4863	4740	4740	4740
111rd	4193	3095	3095	3095
				88
				123
				1098

Distt Hisar & Fatehabad

Ist	11356	11356	11356
IInd	1758	1758	1758
IIInd	3948	3948	3948

Distt Jind

Ist	10987	10987	10987
IInd	5440	5440	5440

Distt Bhiwani

Ist	15286	15286	15286
IInd	7230	7230	7230
IIInd	3396	3396	2046

Distt Gurgaon

Ist	6465	6465	6465
IInd	2925	2925	2925
IIInd	1608	1608	1608

Distt Panchkula

	768	679	676
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Distt Jangp

Ist	5257	5257	5257
IInd	1497	1497	1497
IIInd	1545	1065	1065

Distt Rewari

Ist	2741	2741	2741
IInd	2896	2896	2896
IIInd	5094	4275	4275

Distt Rohtak

	22053	15531	15531
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			6522
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6 Panchkula

warned to be careful in future
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

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 Mr. Kunal and Bhiwani we found the remaining Deputy Commissioners and other subordinate staff wanting in effective implementation of the schemes and redressal of the grievances of those who have been left out

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

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

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 eligible persons, 4 persons of district Rewari have been found eligible. Hence on the basis of 3rd Survey 1,00,859 persons have been found finally eligible for allotment of plots. Out of them 92,190 persons have been allotted plots up to 31.3.06. Efforts are being made to handover possessions to the remaining 386 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

The latest position may be sent at the earliest

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

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

Hence we make the following interim recommendations —

- (i) In order to ameliorate the conditions of members of Scheduled Castes particularly in villages where no shramlat 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

report have recommended the enhancement of income limit for allotment of plots to Scheduled Castes persons from Rs 3600/- to Rs 25 000/- per annum. As it is a Centrally Sponsored Scheme the Govt of India Ministry of Rural Development have been requested for giving approval for the same. Govt of India is being reminded regularly. Last reminder issued on 5/7/2006 to Govt of India. 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 be able to start the 4th Survey.

- (i) Out of the total 1 04 622 persons found eligible for allotment of plots during the 3rd Survey 92190 persons have been allotted plots so far 3 763 persons were not found eligible when their cases were examined at the time of allotment 8669 persons still remain to whom plots are to

The latest position may be intimated

1	2	3
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	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 eligible persons During the year 2005-06 a sum of Rs 30.00 lacs was provided under this scheme in the revised budget of Revenue Department and the amount is spent totally An amount of Rs 2.00 lacs has been provided in the budget for the year 2006-2007	(ii) Approval of Government of India for enhancement of income limit from Rs 3600/- to Rs 25,000/- has not yet been received so far Govt of India is being reminded regularly for the same The approval is still awaited The latest position may be sent at the earliest

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

(iii) While examining cases for allotment of plots a total of 3769 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
*9 Rewari	4
Total	3763

*Note — 4 persons in district Rewari also have been found ineligible during the allotment

1/2

1/2

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 2006 91 804 persons have been given possessions of the plots allotted to them. Registration of 91 977 plots have been made upto this date. Mutations in 91 762 cases have been entered.	The latest position may be intimated
(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 list 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 2006 regarding registration and mutations has been given in sub para (iv) above	The latest position may be intimated

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 equitably 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	No reply was received from the Government	Since no action taken report was received from the Government the Committee decided that the Government may be asked to sent the information 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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