

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES,
SCHEDULED TRIBES AND
BACKWARD CLASSES
(2007-2008)**

(ELEVENTH VIDHAN SABHA)

THIRTY FIRST REPORT

ON

**Reservation/representation of Scheduled Castes, Scheduled Tribes
and Backward Classes in Irrigation Department, Tourism Department,
Women & Child Development Department, Industries Department, PWD,
Water Supply & Sanitation Department and action taken by the
Government on the recommendations contained in its Thirtieth Report**



Presented to the Haryana Vidhan Sabha on March 2008

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2008**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES, SCHEDULED TRIBES AND
BACKWARD CLASSES FOR THE YEAR 2007-2008**

CHAIRPERSON

- 1 Smt Raj Rani Poonam

MEMBERS

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

SECRETARIAT

- 1 Shri Sumit Kumar Secretary
- 2 Shri Data Ram Deputy Secretary

INTRODUCTION

I Raj Rani Poonam Chairperson of the Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes having been authorized by the Committee in this behalf present this report on the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Irrigation Department Tourism Department Women & Child Development Department Industries Department PWD Water Supply & Sanitation Department and the action taken by the Government on the recommendations as contained in its thirtieth 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/Deputy Secretary and his staff

RAJ RANI POONAM
CHAIRPERSON

Dated Chandigarh the
27th February 2008

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2007 2008 was constituted on 7th April 2007 as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 13th March 2007 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 7th April 2007

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

The first meeting of the Committee held on 11th April 2007 was addressed by the Under Secretary who explained the scope and functions of the Committee in detail The Chairperson while thanking 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 Committee will work for improving the lot of down trodden sections of the society

The Committee in its meeting held on 17th April 2007 selected the following Departments for examination during the year 2007-2008 The Committee decided that material already received from the Departments may be placed 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) Irrigation Department
- (ii) Tourism Department
- (iii) Women & Child Development Department
- (iv) Industries Department
- (v) PWD Water Supply & Sanitation Department

IRRIGATION DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 24th April 2007 asked the Financial Commissioner & Principal Secretary to Government Haryana Irrigation Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Irrigation Department for the year 2004 2005 2005 2006 2006 2007 as it stood on 31st March 2007 within a fortnight in the prescribed performa. The material concerning the Irrigation Department was received by the Haryana Vidhan Sabha Secretariat on 19th February 2008. The Committee is pained to observe that the Communication was sent to the Financial Commissioner & Principal Secretary to Government Haryana Irrigation Department on 24th April 2007 with the request to supply 30 copies of reply within a fortnight from the date of receipt of the communication positively but the department did not care to supply the reply asked for by the Committee even after issuance of five reminders by Haryana Vidhan Sabha Secretariat to the department to expedite the matter at the earliest as the work of the Committee was held up.

The Committee also regret to point out that the department did not even extend the courtesy of acknowledging any of the reminders issued by Haryana Vidhan Sabha Secretariat.

As the reply of the department to the questionnaire framed by the Committee was not received in time therefore the Committee observe that oral examination is useless without examining/studying the reply given by the department.

During the oral examination of the representatives of the Department the Committee took a serious note for the lapse and regret to observe that the work of the committee is not being taken up seriously by the department.

The reply of the department in this regard was received only on 19th February, 2008 by the Haryana Vidhan Sabha Secretariat therefore the Committee could not proceed further due to paucity of time.

TOURISM DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 24th April 2007 asked the Financial Commissioner & Principal Secretary to Government Haryana Tourism Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Tourism Department for the year 2004 2005 2005 2006 2006 2007 as it stood on 31 st March 2007 within a fortnight in the prescribed performa. The Financial Commissioner & Principal Secretary to Government Haryana Tourism Department vide his letter No TM/07/E I/1611 dated 22nd May 2007 supplied the required information in respect of Tourism Department. The Committee orally examined the representative of the department on 27th December 2007.

The Committee satisfied with the reply given by the department as no shortfall of Reservation was found by the Committee in the Tourism Department.

WOMEN AND CHILD DEVELOPMENT DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 24th April 2007 asked the Commissioner & Secretary to Government Haryana Women and Child Development Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Women and Child Development Department for the year 2004 2005 2005 2006 2006 2007 as it stood on 31 st March 2007 within a fortnight in the prescribed performa The Department supplied the information vide letter No 22491/EAI/WCD/2007 dated 31st August 2007 and letter No 24490/EAI/WCD/2007 dated 14th September 2007 in which it was mentioned that the information earlier sent may be treated as cancelled

The Committee, because of shortage of time at its disposal could not scrutinized the information supplied by the Government

INDUSTRIES DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 24th April 2007 asked the Financial Commissioner & Principal Secretary to Government Haryana Industries Department for supplying the statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Industries Department for the years 2004-2005 2005 2006 2006 2007 as it stood on 31st March 2007 within a fortnight in the prescribed performa The Department supplied the information vide their letter dated 20th June 2007 and 27th July 2007 The Committee scrutinized the material and orally examined the departmental representatives The Department supplied the reply in a consolidated form whereas the department should have supplied the reply in details category wise During the course of oral examination the Committee recommend that the department may supply its reply category wise so that the vacancies may be identify separately The Department may also informed the Committee about the categories wise number of posts filled up and the categorywise number of post lying vacant together with the reasons thereof The Department agreed to supply the desired information within a week

The Committee was sorry to note that the Government failed to supply the required information till the finalization of this report. Thus the Committee decided that the Government may be asked to supply the desired information to the Committee within a period of three months

PWD, WATER SUPPLY AND SANITATION DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 24th April 2007 asked the Financial Commissioner & Principal Secretary to Government Haryana PWD Water Supply and Sanitation Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana PWD Water Supply and Sanitation Department for the year 2004 2005 2005 2006 2006 2007 as it stood on 31 st March 2007 within a fortnight in the prescribed performa The Department supplied the information vide letter dated 1st May 2007 for the year 2003 2004 to 2005 2006 and No 22/9/2007 4PH dated nil regarding RME staff group C&D for the year 2003 2004 to 2005 2006 and again on 8th June 2007 supplied the information for the year 2006 2007 as it stood on 31 st March 2007 The Department supplied the required information as under

POSITION OF SC/BC OF (SUB DIVISIONAL ENGINEER) CLASS II CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall (Group wise)	Remarks
1	2	3	4	5	6	7	8
		Direct	Promotee	Total	SC	BC	BC
2006 07	166	49	113	162	D=11	D=7	18
					D=22	D=14	— — —

- NOTE 1 Direct recruitment of SDE s was 57 / upto 28 3 2004 which was reduced from 57 % to 50 / vide Haryana Government Notification No GSR 10/Const /Art 309/2004 dated 29 3 2004
- 2 Total sanctioned strength of SDE s (Civil & Mechanical) is = 158+8=166
- 3 Quota for S C are direct recruitment = 20 % & for B C = 10%
- 4 There is no reservation in promotion of Class I & II Service

POSITION OF SC/BC OF (CHEMIST) CLASS II CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post/ meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall if any (Group wise)	Remarks
1	2	3	4	5	6	7	8
		Direct	Promotee	Total	SC	BC	BC
2006-07	7	7	—	7	2	—	2
					29	—	10
							There is ban on Direct recruitment

POSITION OF SC/BC OF (JUNIOR ENGINEER) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	/ of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall iff any (Group wise)	Remarks
1	2	3	4	5	6	7	8
		Direct	Promotee	Total	SC	BC	BC

2006 07	456	448	8	456	SC	BC	Total	SC	BC	A	B	D=12	D=112	A	B	D=8	P=38	D=9	D=4	P=7	D=7	No reservation for B C category in promotion Posts
					D=55	A	B	D=12	D=112	A	B	D=8	P=38	D=9	D=4	P=7	D=7					
					P=3	D=38	D=19	P=06	P=38	D=9	D=4	P=7	P=38	D=9	D=4	P=7	P=38	D=9	D=4	P=7	P=38	

NOTE There is following shot fall

Sr No	Date	Description	SC	BC(A)	BC(B)	Total
1	25 8 2006	Shortfall as per Rotser Register	14	08	03	25
2	2006 2007	Quota becomes against 133 Posts filled a) 8/06 Retrenched = 35 b) 10/06 PHC = 01 c) 7/07 HSSC =97	27	21	15	63
3	---	Total Shortfall	41	29	18	88
4	---	Reserve Posts filled in 97 Posts	34	25	16	75
5	---	Net Shortfall	7	4	2	13

Another requisition for 40 Posts of Junior Engineers (SC=14 BC(A)=10 BC(B)=6 Gen =10) is being send to HSSC shortly

POSITION OF SC/BC OF (HEAD DRAFTSMAN) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall if any (Group wise)	Remarks
1	2	3	4	5	6	7	8
		Direct	Promotee	Total	SC	Total	SC
2006 07	54	—	54	54	P=5	P=5	P=9
						P=11	SC
						The short fall is due to non availability of SC from the ADMs	1 No direct Quota posts 2 No reservation of BCs in promotion posts

POSITION OF SC/BC OF (ASSISTANT DRAFTSMAN) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Official/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall (Group wise)	Remarks
1	2	3	4	5	6	7	8
		Direct	Promotee	Total	SC	BC	BC
2006 07	80	31	49	80	D=7 P=7	A B D=1 D=- P=07	D=1 P=14 (A/B)
					D=- P=14	A B D=04 D=-	D=20 P=6
					D=- P=14	A B D=12 D=11	No reservation of BCs in promotional posts

NOTE A requisition for 13 Assistant Draftsman (SC=06 BC(A)=4 BC(B)=3) has already been sent to HSSC vide No 2579 dated 15 5 2007
Which will reduce the shortfall of SC=6% BC(A)=5 / BC(B)=4%

POSITION OF SC/BC OF (TRACER) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise		Percentage		% of shortfall & reasons for shortfall if any (Group wise)		Step taken to recoup the shortfall if any (Group wise)	Remarks
1	2	3	4		5		6		7	8
		Direct	Promotee	Total	SC	BC	Total	SC	BC	
2006	07	71	—	71	D=5	A B D=6	D=15	D=7	A B D=9	See Note
										It is only direct quota posts

NOTE There were total 119 sanctioned posts of Tracers out which 28 have been abolished leaving balance to 91 Posts 22 Posts have proposed to cut in right sizing which has not been implemented so far The backlog can only be completed if the Department is allowed to fill the remaining by Posts

POSITION OF SC/BC OF ASSISTANTS (HEAD OFFICE) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	/ of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall if any (Group wise)	Remarks
1	2	3	4	5	6	7	8
		Direct	Promotee	Total	SC	SC	
2006 07	43	—	43	43	P=7	P=16	P=04
							1 It is not a direct quota post & filled up through promotion only 2 For promotion posts there is no quota for BC

POSITION OF SC/BC OF CLERKS (HEAD OFFICE) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Official/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall if any (Group Wise)	Remarks					
1	2	3	4	5	6	7	8					
		Direct	Promotee	Total	SC	BC	BC					
2006 07	27	19	8	27	D=2 P=1	A B D=3 D=2	D=7 P=3	D=11 P=12	A B D=16 D=11	D=9 P=8	A B D= -- D= --	1 For promotion posts there is no quota for BC PH/ES (iv) (i) dt 12 6 06 for SC=3 BC=1 and fresh requisition sent to HSSC vide No 3099 WS&S/ES ES(1) dt 24 5 2007 for 10 posts of BC Quota

POSITION OF SC/BC OF STENOGRAPHER (HEAD OFFICE) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall if any (Group Wise)	Remarks
1	2	3	4	5	6	7	8
		Direct	Promotee	Total	SC		
2006 07	2	—	2	2	1	50	It is not direct quota post but filled up through promotion only
		*					

4.

POSITION OF SC/BC OF P A (HEAD OFFICE) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage		% of shortfall & reasons for shortfall if any (Group wise)		Step taken to recoup the shortfall if any (Group Wise)	Remarks
1	2	3	4	5		6		7	8
				SC	BC	SC	BC		
2006 07	2	2	2	1	1	50	—	—	It is not direct quota post but filled up through promotion only
				Total	BC	Total	BC		
		Direct	Promotee	SC	BC	SC	BC		

POSITION OF SC/BC OF STENO TYPIST (HEAD OFFICE) CLASS-III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages Group wise		Percentage		% of shortfall & reasons for shortfall if any (Group wise)		Step taken to recoup the shortfall if any (Group Wise)	Remarks
1	2	3	4	5	6	7	8			
		Direct	Promotee	Total	SC	BC	SC	BC		
2006 07	2	2	—	2	1	1	50	A B — —	A B 16 11	The requisition sent to HSSC for three posts of General category vide No 3099 dt 24 5 2007

POSITION OF SC/BC OF STENOGRAPHER (FIELD CADRE) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)			Step taken to recoup the shortfall if any (Group Wise)	Remarks
1	2	3	4	5	6	7	8		
		Direct	Promotee	Total	SC	BC	SC	BC	
2006 07	4	—	4	4	—	—	—	A B — —	It is not direct quota post but filled up through promotion only

POSITION OF SC/BC OF ASSISTANT (FIELD CADRE) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise		Percentage		% of shortfall & reasons for shortfall if any (Group wise)		Step taken to recoup the shortfall if any (Group Wise)	Remarks
1	2	3	4		5		6		7	8
		Direct	Promotee	Total	SC	BC	SC	BC		
2006 07	155	—	155	155	26	—	17	—	—	The case of the SDCs not having 5 years experience which is required as per service rules has been sent for relaxation to Govt vide T/O No 181 dt 8 5 2007 which is still awaited There is no quota for BC for promotion

POSITION OF SC/BC OF SUB DIVISIONAL CLERK (FIELD CADRE) CLASS-III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall if any (Group Wise)	Remarks
1	2	3	4	5	6	7	8
		Direct	Promotee	Total	SC	Total	SC
2006 07	157	—	157	157	32	32	27
							—
							There is no Quota for BC under promotee

POSITION OF SC/BC OF CLERK (FIELD CADRE) CLASS III CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall if any (Group Wise)	Remarks			
1	2	3	4	5	6	7	8			
		Direct	Promotee	Total	SC	BC	BC			
2006 07	442	321	121	442	D=44 P=19	A B D=48 D=10 P=17	D=14 A B P=16 D=15 D=3 P=14	D=06 P=4	A B D=1 D=8 P=13	1 No reservation quota against promotion posts 2. The FD finalized 300 Post of Clerks in right sizing & rest of the post were kept in diminishing cadre Due to right sizing of the Deptt. the back log could not be filled up

POSITION OF SC/BC OF DAFTRI/J PEON/PEON/SWEEPER (HEAD OFFICE) CLASS IV CATEGORY

Year	Total no of employees including working on adhoc basis/ Daily wages/ Group wise	Total No of Officials/ Officers working against the post meant for direct/ promotions/ Group wise	Total No of SC/ST/BC employees including working on adhoc basis/ Daily Wages group wise	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall if any (Group Wise)	Remarks			
1	2	3	4	5	6	7	8			
		Direct	Promotee	Total	SC	BC	SC	BC		
2006 07	35	26	9	35	D=05 P=02	A B D=2 D=2	D=19 P=22	A B D=8 D=8	A B D=8 D=3	Shortfall of One No BC(A) & One No BC(B) has been sent to Rajya Samik Board Haryana

POSITION OF SC/BC OF REGULAR MECHANICAL ESTABLISHMENT GROUP C

Year	Total no of employees	Total No of Officials/ Officers working against the post meant for direct/ promotions (Group wise)	Total No of SC/ST/BC employees		Percentage		/ of shortfall & reasons for shortfall if any (Group wise)		Step taken to recoup the shortfall if any (Group wise)	Remarks
1	2	3	4		5		6	7	8	
			SC	BC	Total	SC	BC	SC	BC	
2006 07	4593		901	A=529 B=443	1873	20	A=12 B=10	—	A=4 B=1	Due to ban on fresh recruitment

POSITION OF SC/BC OF REGULAR MECHANICAL ESTABLISHMENT GROUP D

Year	Total no of employees	Total No of Officials/ Officers working against the post meant for direct/ promotions (Group wise)	Total No of SC/ST/BC employees	Percentage	% of shortfall & reasons for shortfall if any (Group wise)	Step taken to recoup the shortfall if any (Group wise)	Remarks
1	2	3	4	5	6	7	8
			SC BC Total	SC BC	SC BC		
2006 07	10332	—	2178 A=1154 B=983	21 A=11 B=10	— A=5 B=1	✓	Due to ban on fresh recruitment

POSITION OF SC/BC OF WORKMEN ON TERM APPOINTMENT GROUP D

Year	Total no of employees	Total No of Official/ Officers working against the post meant for direct/ promotions (Group wise)	Total No of SC/ST/BC employees	Percentage		% of shortfall & reasons for shortfall if any (Group wise)		Step taken to recoup the shortfall if any (Group wise)	Remarks
1	2	3	4		5		6		8
			SC	BC	Total	SC	BC	SC	BC
2006 07	1803	—	301	A=157 B=147	605	17	A=9 B=8	3	A=7 B=3

After going through the written reply submitted by the department and oral examination of the representative of department in respect of various categories of posts the Committee observed that due representation be given to the SC/BC categories in the above said posts and shortfall occurred in various categories of posts be filled up and Committee be informed about the latest position

GENERAL RECOMMENDATION

During 2007 2008 while examining various departments the Committee observed that the departments did not send information required by the Committee in spite of reminders issued by the Haryana Vidhan Sabha Secretariat with the result that the work of the Committee was paralysed and the Committee was unable to function properly. The Chief Secretary to Government Haryana have already issued instructions to all departments on the subject which the Committee observed have not been adhered to by various departments. The Committee therefore took a serious view of the lapse and recommend that the Chief Secretary to Government Haryana may again take up the matter with the Administrative Secretaries.

IMPLEMENTATION OF RECOMMENDATIONS/ OBSERVATIONS AS CONTAINED IN THE 30TH 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 and are shown on the following pages alongwith further observations of the Committee for implementation

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 & 30th Report

The Committee again recommend the Chief Secretary to Government, Haryana may be requested for holding an enquiry and intimating the outcome within six month as earlier observed in 29th & 30th Report

EDUCATION DEPARTMENT

The Committee again selected Education Department for its examination

The Haryana Vidhan Sabha Secretariat vide letter dated 24th May 2006 asked the Financial Commissioner & Principal Secretary to Government Haryana Education Department for supply a statement 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 performa The Government supplied the required information vide letter No 27/23 2006 Co I 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 orally examine the representative of Government because of paucity of time at its dispersal

The Committee was sorry to note that reply to the observations of the Committee as contained in its 29th Report has not been supplied by the government till the finalization of the report. The Committee therefore again recommend that action may be taken as per recommendation contained in its 29th & 30th Report within three months and the committee be informed accordingly

PUBLIC WORKS (PUBLIC HEALTH) DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 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 it stood on 31st March 2006 within a fortnight in the prescribed performa 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 the 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 month at the level of the Government under intimation to the Committee

POWER DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 24th May 2006 asked the Financial Commissioner & Principal Secretary to Government Haryana Power Department for supplying a statement showing the reservation/representation Scheduled Castes Scheduled Tribes and Backward Classes in Power Department for the year 2003 2004 2004 2005 2005 2006 as it stood on 31st March 2006 within a fortnight in the prescribed performa. 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 only. The reply of H P G C L U H B V N L D H B V N L were not supplied till the finalization of the Report. The Committee could only scrutinized the information concerning the Haryana Vidyut Parsaran 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 therefore recommend that latest position may be intimated to the Committee at the earliest

URBAN DEVELOPMENT DEPARTMENT (LOCAL BODIES) (11th Report 1985 86)

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1 In order to ensure effective enforcement of the reservation policy the Department should review the progress from time to time and the progress report be sent for information of the Committee. The Committee further recommended that the Chief Secretary to Government Haryana should take up the matter with the Department to enforce the reservation policy so that all the irregularities made in the Municipalities with regard to Government reservation policy may be avoided in future and the persons belonging to Scheduled Castes may get their full share in the services of Municipalities	2 In written reply department informed that there is shortfall of 23 State level posts District level 90 and in Municipal Corporation Faridabad is 5. The requisition has also been sent to HSSC to fill up direct quota posts. The representative of the Govt. in the meeting held on 19 12 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 recommended that remaining reserved posts may also be filled up and intimated to the Committee It is also clarified that in comparison to the year 2005 06 the shortfall of State level posts decreased from 24 to 23 posts but the shortfall in district level services is the same i.e. 90. The category wise detail of the shortfall as on 31 10 2007 is placed at Annexure A B and C. It is also clarified that the main reason of the shortfall is due to ban on direct recruitment and non availability of suitable candidate of SC category in the promotional quota posts. As and when the Govt. allow filling up the direct quota posts the shortfall will be completed	3 The Committee scrutinized the material received from the Commissioner & Secretary to Government Haryana Urban Development Department and observed that the backlog of the posts of Scheduled Castes categories at headquarters level as well as district level and in the Municipal Corporation of the Committee remaining reserved posts be filled up and Committee be informed accordingly within three months

Annexure-A

Information regarding shortfall of SC/BC Category of State Level Employees working in the Municipalities as on 31 10 2007

Sr No	Name of Post	Total No of Sanctioned post	On regular basis	On adhoc basis	Vacancies meant for SC	Total	SC	BC	ESM	HC	Other (Gen)	Total	Vacant	Short fall of SC if any	Reason
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Executive Officer	24	14	1	3	15	2	—	—	—	13	15	9	1	Only 5 posts of direct recruitment has been filled up to now and as such 1 post of SC against 50% direct quota posts is vacant since 1996 as no recruitment has been made due to ban on direct recruitment. Now the requisition has been sent to HSSC by the Govt vide letter No 5/19/2006 2CH dated 21-4-06 and as such the shortfall will be completed at the time of appointment of direct quota posts
2	Secretary (Council)	24	11	—	2	11	2	1	1	—	11	19	13	—	No shortfall
3	Secretary (Committee)	49	26	1	5	27	—	2	1	—	24	27	22	5	No SC candidate is available in Accounts and Supds of Committee in promotion hence shortfall of two (2) post in promotion. In direct recruitment shortfall of three posts which could not be filled up due to ban on direct recruitment. Now the requisition has been sent to HSSC by the Govt vide letter No 5/19/2006 2CH dated 21-4-06 and as such the shortfall will be completed.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
4	Accountant	73	51	—	10	51	—	5	—	—	46	51	22	10	This shortfall is due to non availability of eligible SC candidates who could not pass the departmental examination of Accountants
5	Municipal Engineer	24	11	—	2	11	2	—	—	—	9	11	13	—	No Shortfall
6	Junior Engineer	85	70	—	14	70	11	13	5	1	40	70	15	3	To fill up the vacant post of JE, requisition has been sent to SSC Haryana vide letter No 2E 2007/5511 dated 6 11 2007 in which shortfall will be covered
7	Chief Sanitary Inspector	20	11	—	2	11	—	2	—	—	9	11	9	2	There is no SC candidate in feeder post of Sanitary Inspector for promotion to the post of CSI
8	Superintendent Tax (Councils)	20	8	—	2	8	1	2	—	—	5	8	12	1	Shortfall will be completed at the time of promotion if SC candidate is available
9	Officer Supdt (Councils)	9	6	—	1	6	—	—	—	—	6	6	3	1	Shortfall will be completed at the time of promotion if SC candidate is available.
10	Superintendent Tax (Committee)	6	2	—	—	2	1	—	—	—	1	2	4	—	No Shortfall
Total		334	210	2	41	212	19	25	7	1	164	220	122	23	

Annexure-B
Information about District Level Employees working in the Municipalities as on 31 10 2007

Sr No	Name of the Post	Total No of sanctioned posts	On regu lar 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	—	—	—	—	—	—	1	Requisition has already been sent to HSSC on 23 6 2006
2	Fire Driver	137	—	—	—	—	72	—	—	—	—	—	64	12	Requisition has already been sent to HSSC on 11 8 2006
3	Tractor Driver	93	—	—	—	—	2	—	—	—	—	—	—	2	Requisition has already been sent to HSSC on 23 6 2006 and advt been made by HSSC
4	Clerk	563	—	—	—	—	24	—	—	—	—	—	74	24	Requisition has already been sent to HSSC on 23 6 2006 and advt has been made by HSSC
5	Peon	390	365	—	—	—	2	—	—	—	—	—	—	2	These posts are to be filled up urgently A committee is to be constituted at the Directorate level and matter is under consideration

ANNEXURE--C
 INFORMATION ABOUT EMPLOYEES WORKING IN THE MUNICIPAL CORPORATION FARIDABAD
 EXCEPTING EMPLOYEES WORKING UNDER SAFAI MAZDOOR RULES AS ON 31 10 2007

Sr No	Name of posts	Total No of sanctioned posts	On regu lar 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	16
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 (S C Cell) to send the names of S C 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

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----

due to non availability of
S C candidates in the lower
feeding cadre shortfall could
not be made good

3	Steno Typist	11	—	—	—	—	—	—	—	—	—	—	11	1	
---	--------------	----	---	---	---	---	---	---	---	---	---	---	----	---	--

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

4	Senior Scale Stenographer	8	5	—	—	5	—	—	1	—	4	5	3	1	
---	------------------------------	---	---	---	---	---	---	---	---	---	---	---	---	---	--

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

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 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 hopes that the Board will take some positive steps in the near future to recoup the shortfall backlog in Class III posts and inform them accordingly.	A requisition for recruitment of 36 Nos technical posts was sent to the Haryana Staff Selection Commission vide letter dated 6.8.2004 of the following categories — *SC/B/L BC PH EXM OS (i) Plant Attendant II=24 Nos 4/0 7 0 1 0 (ii) Operator Grade I/ Crane= 4 Nos 1/1 0 0 0 0 (iii) Assistant Chemist=2 Nos 1/0 1 0 0 0 (iv) Analyst =4 Nos 1/0 1 0 0 0 (v) Fire Brigade Driver cum Pump Operator =2 Nos 1/0 1 0 0 0 The said requisition was withdrawn by the Haryana Govt vide letter No 42/40/2005 5GSI dated 7.3.2005. The State Govt vide 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 I/L/CS 173 dated 18.4.2006.	During the oral examination of the representative of the Government/Corporation Committee also checked/inspected the roster register of SC category of HPGCL Panipat and Committee found some discrepancies in the roster register and Committee was not satisfied with the roster register therefore the Committee recommends that the roster register may be maintained on the prescribed performance and according to the instructions issued by the Chief Secretary to Government Haryana within a month. The Committee further recommends that after completion of the performance

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Out of which the post of Analyst & Operator Grade I (Crane) and Plant Attendant II have been filled up alongwith their backlog and the selection list of remaining categories are still awaited from Haryana Staff Selection Commission

It is also intimated that a requisition for 127 Nos technical posts for the upcoming of 2x300 MW Thermal Power Plant at DCRTTP Yamunanagar has also been sent to Haryana Staff Selection Commission vide this office memo No Ch 18/HPGC/C 173 dated 14 12 2006 alongwith their backlog The detail of posts is as under ---

Name of Post	No of post	SCA	SCB	BC	A	B	ESM	
							SCA	BCA
Analyst	5	1						
Operator I	23	1	2	2	2	1	1	
Plant Attendant II	39	2	4	5	3	1	2	
Foreman II	5	1						
Technician II	25	2	2	2	2	2	1	1
Fireman	16	2	1	2	1			
Store Munshi	3	1			1			
JDM	2							
Fire Brigade Driver cum Pump Operator	9	1			1	1		

In addition to above a requisition for the recruitment 101 Nos technical posts have also been sent to Haryana Staff Selection Commission vide this office memo no 24/HPGCL/CS 161 dated

roster register it should be checked by the representative of the Director Social Welfare Department Haryana The Committee during the oral examination of the Department is of the view that information of the post of reserve categories on the basis of restructuring be supplied to the Committee within two months The Committee also desired that reservation be also made in the appointment in the companies as well as the appointment made by the Sarpanches of villages in the Electricity Board

20 6 2007 The category wise detail is as under ---

Name of Post post	No of post	SC	BC	ESM	PH
Operator Grade I	85	16	16	2	4
Asstt Chemist	2		1		
Analyst	7	2	1	1	1
Asstt Store Keeper	7	1	1		

It is further intimated that the share quota posts of SC/ST & BC was identified and mentioned the same in requisition. The Selection list is still awaited from Haryana Staff Selection Commission. The shortfall shall be filled up on its receipt.

The HPGCL has tried to fill up the backlog of the following categories and after filling up the same the latest position in respect of backlog is as under ---

Sr No	Name of Category	Shortfall of SC category	Backlog filled up	Latest backlog
1	Operator I	05	03	02
2	Foreman II	07	06	01
3	Technician I	08	08	00

The backlog in respect of BC category has already been filled up

1	2	3
UDCs The Board has stated in its latest written reply that 1796 posts of U D Cs are in position The quota meant for Scheduled Castes Candidates comes to 359 whereas only 92 posts have been filled up from amongst the Scheduled Castes Candidate. 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		Do
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	This is promotional post This post is filled up from amongst Asstt Store Keepers who have passed Paper VI of Departmental Accounts Examination for Ministerial Staff There is a backlog of 1 No post Presently no Asstt 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	Do

LD Cs.

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

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

Drivers

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

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

The work of restructuring of non technical staff has been completed and Haryana Bureau Public Enterprises has approved the same. The matter is under consideration to identify the posts of direct recruitment and the share quota of SC/BC posts alongwith its backlog as and when it will be identified the same shall be filled up accordingly against their share quota.

Do

This post is 100% direct recruitment post. The work of restructuring of non technical staff has been completed and Haryana Bureau Public Enterprises has approved the same. The matter is under consideration to fill up these posts from direct recruitment alongwith its backlog as and when it will be identified the same shall be filled up accordingly against their share quota.

Do

1	2	3
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 (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	DHD The post is filled up 100% by promotion from amongst Draftsman. Presently there is no backlog of SC/BC employees in this category 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 10 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	Do Do Do

Scheduled Castes having the prescribed academic qualifications were recruited and made fit for the Technical posts reserved for them by giving them necessary training and restriction regarding experience was relaxed they would be able to avail of their legitimate chances of appointment

Class IV

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

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

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

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

Draftsman

The post is filled up 100% by promotion Presently there is backlog of 1 no post Presently no person belonging to SC/BC 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

Do

Assistant Foreman

There is only one post of Assistant Foreman Therefore no roster system is applicable

Do-

Daftri

The post is filled up 100% by promotion from amongst Peons Presently there is no backlog in this category

Do

Peon

The Haryana Bureau Public Enterprises vide its letter dated 16 6 2007 has intimated that the proposal in respect of Class IV employees may be submitted again

Do

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

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Class III Posts From the perusal of the material supplied by the Board the overall representation of Scheduled Castes in Class III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in year 1986-87. But it has been noticed that out of 21427 categories of Posts representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32929 sanctioned posts of Class-III as on 31st March 1987, 30706 posts were filled up. The quota meant for Scheduled Castes comes to 6121 whereas only 2905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2216 Scheduled Castes candidates in the Board. The Committee was assured during the course of oral examination of the representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted. The Committee hopes that the Board will take some positive steps in the near future to recoup the shortfall backlog in Class III posts and inform them accordingly.	It is stated that the backlog of Scheduled Castes and Backward Classes is existing due to the ban on direct recruitment for a long period. The required number of Scheduled Castes and Backward Classes employees are not available in the initial lower cadre posts who could be considered for promotion to the Upper/Higher Cadre Posts. As per Recruitment and Promotion Policies of the HVPNL, all the initial/lower cadre posts are to be filled up by way of direct recruitment so the candidates belonging to Scheduled Castes and Backward Classes would become available only in the initial/lower cadre posts through direct recruitment to make them eligible for Promotion to the Upper Cadre/Higher Cadre Posts to clear the backlog. After leaving some categories mostly the Backlog which existed in various categories of Class III (Tech and non Tech) Posts since very beginning has now been minimized through direct recruitment and by way of promotions by the Nigams whereas remaining backlog of Scheduled Castes and Backward Classes is not a huge one.	After scrutinized the written reply given by the HVPNL the Committee is of the view that backlog in the direct recruitment/promotions for SC/BC in the various category be couped with immediately.

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The latest position of backlog in respect of
Scheduled Castes and Backward Classes Communities in
the HVPNL is given as under —

Sr No	Category of posts	Backlog				
		SC	BC			
			A	B		
1	2	3	4	5		
1	Divisional Accountant (50% direct Quota)	5				
2	Assistant (H O)	6				
3	Sr Scale Steno	5				
4	Jr Scale Steno (50% direct Quota)	8				
5	Upper Division Clerk (25% direct Quota)	20				
6	Lower Division Clerk (80% direct Quota)	40	13	15		
7	Junior Engineer I (80% direct quota)	13				
8	Junior Engineer/Elect / Electronics (40% direct Quota)	21				
9	S S A /G S O	39				
10	ASSA/GSA	12				

1	2	3
11	Draftsman	8
12	Driver (posts filled by promotion against Class IV serving employees or by direct recruitment)	15
13	Shift Attendant (100% direct Quota)	20 1 2
14	Carrier Attendant/Carrier Assistant (100% direct Quota)	12

As already stated in the Nigam's reply submitted on its recommendations/ observations made in the 29th Report that the State Government vide its letter No 22/41/2005 3GS III dt 8 3 2006 had already accorded permission for filling up the backlog of Scheduled Castes and Backward Classes employees. In view of the above decision of the State Government the requisitions for filling up of various categories were sent to the Haryana Staff Selection Commission by the HVPNL alongwith the General advertisement out of which the Selections of some categories i.e. Upper Division Clerk Lower Division Clerk Carrier Attendant etc. is still awaited from HSSC. As and when the Selections of the above categories are finalized by the Haryana Staff Selection Commission the remaining backlog of Scheduled Castes communities in the above categories will be as under —

Sr No	Name of the category	No of vacancies	Existing backlog (promo + direct recruit)	Nos of posts earmarked to SCs Due Repre sentation	Back log	Total	Remaining backlog (Col 4 & 6)
1	2	3	4	5	6	7	8
1	Upper Division Clerk	14	20	3	2	5	18
2	Lower Division Clerk	38	40	6	15	21	25
3	Carrier Attendant	20	12	4	8	12	4

It is assured to the Committee that the remaining backlog of Scheduled Castes and Backward Classes where ever exists against direct recruitment quota under Class III (Tech and non Tech) Cadre Posts will be wiped off gradually through direct recruitment on priority basis against existing vacancies in the concerned Cadre after implementation of the revised norms of staff in HVPNL which have recently been approved by the State Government vide letter No 13/06/2007 4/Power dated 7th June 2007 Similarly the backlog of Scheduled Castes and Backward Classes employees existing against Promotion quota would be wiped off on the availability of eligible Scheduled Castes and Backward Classes employees in the Lower / initial Cadre for Promotion i.e SA to ASSA ASSA to SSA SSA to Junior Engineer/Sub Stn etc But yet the recommendations of the Committee as contained in the 30th Report will be kept in view for compliance

UDCs

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

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

A per Recruitment and Promotion Policy of the Nigam 75% posts of Upper Division Clerks are to be filled up by way of Promotion from amongst the Lower Division Clerks who qualify the Departmental Accounts Exam for Ministerial Establishment and 25% Posts of direct recruitment from open market But at present no qualified Scheduled Castes employee is available in the Cadre of Lower Division Clerks for promotion to the post of Upper Division Clerk It may be seen that there is very poor response to qualifying the Departmental Exam by the Scheduled Castes employees The latest Position with regard to Upper Division Clerk is given as under

SC	BC	A	BC	B
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It is stated that the remaining backlog of 18 Nos of Scheduled Castes exists against Promotion quota will be recouped through direct recruitment gradually against the existing vacancies in the UDC Cadre on priority basis after implementation of the revised norms of staff in the HVPNL which have recently been approved by the State Government

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 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 post remain vacant.

It is stated that as per Recruitment and Promotion Policy of HVPNL 80% posts of Lower Division Clerks are to be filled up by way of direct recruitment from the open market and 20% posts by promotion from amongst the Class IV employees who fulfill the prescribed qualification.

The latest Position of backlog with regard to Lower Division Clerk is given as under

SC	BC A	BC B
25	13	15

Keeping in view the above position it is stated that the remaining backlog of Scheduled Castes and Backward Classes will be wiped off against the existing vacancies gradually in the Lower Division Clerk on priority basis as and when the revised norms of staff are implemented in the Nigam which have been recently been approved by the State Government.

do

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3

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 already stated in the Nigam's earlier reply submitted to the Committee that as per Recruitment and Promotion Policy of HVPNL the posts of Drivers are to be filled up from amongst the serving Class IV employees having the prescribed qualification/experience as laid down in the said Policy. In case departmental eligible employees are not available the remaining vacancies of Drivers will be filled up by way of direct recruitment from open market. Due to long period of ban and non availability of Scheduled Castes employees having prescribed qualification / experience in the Class IV Cadre the backlog could not be wiped off.

The latest Position of backlog with regard to Drivers is as under

SC	BC A	BC B
15	-	-

It is stated to the Committee that more efforts would be made to wipe off the entire backlog of Scheduled Castes persons as and when the revised norms of the staff are implemented in the Nigam which have recently been received from the State Government on priority basis against existing vacancies this Cadre.

do

do

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 forgoing para in Class III posts the main reason of backlog of Scheduled Castes employees in Technical posts is that in the past eligible/qualified technical persons in sufficient numbers were not available at the time of recruitment against initial/lower cadre posts. As such the backlog has been continuing over the years

It is further stated that mostly backlog of Scheduled Castes employees exists against promotional quota posts whereas the Scheduled Castes employees are not available in required numbers in the initial/ lower cadre posts for promotion to the Upper/Higher Cadre posts. It is also mentioned here that as per Recruitment and Promotion Policy of the HVPNL all the initial/ Lower Cadre posts are to be filled up by way of direct recruitment i.e. SAs ALMs Carrier Attendants Laboratory Attendants JDMs etc. Similarly the upper/ higher cadre posts i.e. Junior Engineers Field/ Sub station/ carrier/test etc. so the candidates belonging to scheduled caste could become available only in the initial/lower cadre posts through direct recruitment to make them eligible for promotion to the upper / higher cadre posts to clear the backlog. Thus it is clear that the existing backlog in the technical posts will be recouped gradually by way of

1

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

promotion as and when the employees belonging to Scheduled Castes and Backward Classes in sufficient numbers are available in the initial/lower cadre posts

The latest position of backlog with regard to technical posts is given as under

Sr No	Category of Posts	Backlog			
		SC	BCA	BCB	
1	2	3	4	5	
1	Junior Engineer I	13			
2	Junior Engineer Electrical/ Electronics	21			
3	SSA/GSO	39			
4	ASSA/GSA	12			
5	Draftsman	8			
6	Shift Attendant	20	1	2	

Keeping in view the above backlog it is stated to the Committee that after implementation of the revised norms of staff in the HVPNL which have recently been approved by the State Government the maximum vacancies exists against initial/lower cadre posts i.e. SAs ALMs Lab Attendants Carrier Attendants JDMs etc will be considered to be filled up on priority basis so that the candidates belonging to Scheduled

3

Caste and backward classes could become available in the initial / lower cadre posts in sufficient numbers for promotion to the upper/ higher cadre posts to clear the backlog gradually

do

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/Daftr/Record Ifter
- 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 per Recruitment and Promotion Policy of the Nigam the post of Peons Helpers etc were filled up from amongst the serving work charge daily wages contingents as well as against ex gratia appointments. In the past due to non availability of Scheduled Castes 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 decided that in future the post of Peons shall be filled by direct recruitment

Regarding filling up the backlog of other Class IV categories i.e. Helpers it is intimated to the Committee that the HVPNL vide its office order no 367/Cadre dated 19.12.2003 had already decided that no appointment in Class IV posts (except Peons) may be made and work may be out sources on the retirement of the present incumbents

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

The latest position with regard to following class IV categories is as under

Sr No	Category of Posts	Shortfall				
		SC	BCA	BCB		
1	2	3	4	5		
1	Peon	43				
2	Helper	46				

It is stated to the Committee that after implementation of the revised norms of staff which has recently been received from the State Government the backlog of Scheduled castes employees in the cadre or Peon would be wiped off through direct recruitment as well as on availability of vacancies in this cadre

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

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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.	HSSC has already completed the process of selection of 74 Nos. JES of UHBVNIL which includes the SC/BC candidates as per details as under — <table style="margin-left: auto; margin-right: auto;"> <tr> <td>Total No. of posts advertised</td><td>=</td><td>74</td></tr> <tr> <td>SC</td><td>=</td><td>14</td></tr> <tr> <td>BC</td><td>=</td><td>20</td></tr> </table> (Now there is no backlog of SC/BC category in this Cadre.)	Total No. of posts advertised	=	74	SC	=	14	BC	=	20	The Committee after going through the written reply given by the UHBVNIL recommends that backlog of SC/BC in direct recruitment/promotions in the various category of posts be filled up without further loss of time and the committee be informed of the latest position.
Total No. of posts advertised	=	74									
SC	=	14									
BC	=	20									

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

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

1	2	3												
UDCs The Board has stated in its latest written reply that 1796 posts of U D Cs are in position. The quota meant for Scheduled Castes candidates comes to 359 whereas only 92 posts have been filled up from amongst the Scheduled Castes candidates. The reasons for the shortfall as stated by the Department/Board were that there is general ban on fresh recruitment and also qualified persons were not available in required strength. The Committee is unhappy to note the low representation of Scheduled Castes employees on these posts and recommend that some positive steps be taken by the Board to ensure due representation of Scheduled Castes on the posts.	The recruitment of 31 Nos UDCs is under process by the HSSC which includes the backlog of SC/BC category and the detail is given as under — <table> <tr> <td>Total No of posts advertised</td><td>=</td><td>31</td></tr> <tr> <td>SC</td><td>=</td><td>7</td></tr> <tr> <td>BC</td><td>=</td><td>7</td></tr> <tr> <td colspan="3">(including backlog of 1 No)</td></tr> </table>	Total No of posts advertised	=	31	SC	=	7	BC	=	7	(including backlog of 1 No)			do
Total No of posts advertised	=	31												
SC	=	7												
BC	=	7												
(including backlog of 1 No)														
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 backlog of SC/BC category if any is being taken care of at the time of promotion	do												

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

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

Drivers

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

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

The recruitment of 100 No LDCs is under process by the HSSC which includes the backlog of SC/BC category and the details given as under —

Total No of post advertised	=	100
SC	=	76
BC	=	07

(Now there is no backlog of SC/BC category in this Cadre)

do

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.

1	2	3
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 SIn 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	Technical Post Junior Engineer HSSC has already commenced the process of selection of 74 Nos JEs of UHBVNVL which includes the SC/BC candidate as per details as under — Total No of post advertised = 74 SC = 14 BC = 20 (Now there is no backlog of SC/BC category in this Cadre) ALM The HSSC has already selected 544 candidates for the post of ALMs which includes backlog of SC/BC category and the detail is given as under — Total No of post advertised = 580 Total candidates selected = 544 SC = 378 (including backlog of 320 Nos) BC = 69 (Now there is no backlog of SC/BC category in this Cadre)	do

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

SA

The HSSC has already selected 84 candidates for the post of SA which includes backlog of SC/BC category and the detail of which is given as under —

Total Nos of post advertised	=	86
Total candidates selected	=	84
SC	=	30
(including backlog of 16 Nos)		
BC	=	18
(now there is no backlog of SC/BC category in this cadre)		

Regarding points No 2 3 6 7 & 9 these are promotional posts and backlog if any is being taken care at the time of promotion

Further Draft Sub Category does not exist
UHBVNL

1	2	3
Class IV The Department/ Board supplied the required information in respect of Class IV employees as desired by the Committee in its meeting held on 3rd February 1988. As per the statement of the Board there is adequate shortfall on the following posts —	The back log of the same if any will be taken care of at the time of recruitment	do
1 Havildar/Daftri/Record lifter		
2 Store Mate/Store Attendant		
3 Bill Distributor		
4 Mali/Gardner		
5 Peon		
6 Truck Cleaner/Cleaner/Oiler/Greaser		
7 Asstt Pump Driver		
The reason for the shortfall have not been explained by the Department/Board in its latest written reply and it has also not mentioned the mode of promotion/appointment		
The Committee are surprised to note as to why the Board had not mentioned the reasons of shortfall as well as mode of promotion/appointment. The Committee recommend that some via media may be evolved to cover up the adequate shortfall in these posts		

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

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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 21,427 categories of Posts representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32,929 sanctioned posts of Class III as on 31st March 1987, 30,706 posts were filled up. The quota meant for Scheduled Castes comes to 6,121 whereas only 2,905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 2,216 Scheduled Castes candidates in the Board. The Committee was assured during the course of oral examination of the representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted. The Committee hopes that the Board will take some positive steps in the near future to recoup the shortfall backlog in Class III posts and inform them accordingly.	A list of 109 candidates has been received from the Haryana Staff Selection Commission for appointment of Shift Attendants in DHBVN. The backlog of 14 nos. Shift Attendants in SC category will be cleared. Appointment letters are being issued. Similarly the backlog of 136 nos. ALMs in SC category will be cleared through direct recruitment of 800 Nos. ALM for which requisition has already been sent to HSSC. Result has been declared and list of 678 selected candidates has been received from HSSC. Appointment letters are being issued. In DHBVN 220 Nos. Class III retrenched employees from different departments have been appointed under the order of State Government irrespective of their Caste. The detail of retrenched Class III employees appointed is as under:	After scrutinizing the written reply given by the DHBVN, the Committee is of the view that backlog in the direct recruitment/promotions for SC/BC in the various category be coupled with immediately and the committee be informed of the latest position.

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

Sr No	Category	Appointed	SC	BC
1	UDC	62	4	7
2	LDC	58	5	5
3	Acctt	8	-	1
4	ALM	13	-	1
5	M/R etc	79	7	17
Total		220	16	31

For the other Class III category the backlog shall be filled up at the time of direct recruitment after finalization of revisions of Norms of staff by the HBPE which is under process for approval

The position regarding latest status of backlog as desired by the committee is available at Annexure A

UDCs.

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

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

do
It is intimated to the committee that as per recruitment and promotion policy of the Nigam 75% posts of UDC are filled up by promotion from amongst the LDC who qualify the departmental exam and 25% posts of UDC by direct recruitment from open market. At present no qualified SC employee is available in the cadre of LDC for promotion to the post of UDC.

DHBVN has already sent requisition to HSSC for recruitment of 58 UDCs including SC A 5+1 OSP SC B 4=10 & BC A 5 + 1 OSP BC B 5=11 Nos

The Selection of UOC is in process and outcome will be intimated to the committee accordingly

The backlog will be recouped through direct recruitment after finalization of revision of norms of staff which is already under process for approval of HBPE

1	2	3
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.	In this cadre 80% posts of LDCs are filled up from open market through direct recruitment and 20 % by way of promotion from amongst Class IV employees who fulfill the prescribed qualifications. As already stated in the foregoing para in Class III post the DHBVN have already sent requisition to the HSC for filling up of 75 nos vacancies of LDCs including SC 3 + 1 OSP SC B=6=10 Nos BC A 12+1 OSP BC B 5+3ESM+1HC through direct recruitment. The outcome of the selection will be intimated to the committee on receipt of selection list from HSSC. Junior Scale Stenographer = 4 Nos The case was sent to the HSSC vide memo No Ch 71/SE/Admn /Reg 4 dt 13 1 06 Hindi Translators = 2 Nos On receipt of selection list from HSSC 2 nos Hindi Translators have already been appointed in 4/07 Steno Typist = 6 Nos SCA 1 BCA 1 The case was sent vide No Ch 70/REG 4 dt 13 1 06 Accountants = 12 Nos On receipt of selection list from HSSC 12 Nos Divnl Acctt including SC 2 BCA 2	do

BCB 1 have been appointed by DHBVN in 5/07

The backlog will be recouped through direct recruitment after finalization of revision of norms of staff which is already under process for approval of HBPE

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

JE/Field

There is no shortfall in this cadre

do

DHD

There is no shortfall in this cadre

do

JE/Civil

In DHBVN presently 11 JE/Civil are working and the quota meant for SC employees comes to 2 against which none is posted. The shortfall of 2 nos post will be filled up by direct recruitment for which vacancy exist

do

shall be filled up from the eligible candidates in feeder cadre against vacancies. It is not possible to take candidates of SC category from other Deptt. on deputation

SA

A list of 109 candidates has been received from the Haryana Staff Selection Commission for appointment of Shift Attendants in DHBVN. The backlog of 14 nos. Shift Attendants in SC category will be cleared. Appointment letters are being issued.

do

Asstt. Fore Man

This is a promotional post. The post of AFM is filled up by promotion from LM. At present 259 Asstt. Fore Men are working in DHBVN. The quota meant for SC comes to 52 against which 52 are working. There is a no shortfall in this cadre.

do

ALM

The backlog of 136 nos. ALMs in SC category will be cleared through direct recruitment of 800 Nos. ALM for which requisition has already been sent to HSSC. Result has been declared and list of 678

do

1

2

3

selected candidates has been received from HSSC Appointment letters are being issued. The backlog will be recouped from this selection list.

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

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

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

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

In DHBVN 118 Nos retrenched Class IV employees from different departments had been appointed under the order of State Govt irrespective of their caste. The details of retrenched Class IV employees is as under —

Sr No	Category	Appointed	SC	BC
1	Peon/Helper	118	44	31

There is no backlog in this category

do

STATEMENT SHOWING THE LATEST STATUS REGARDING SCHEDULED CASTES & BACKWARD CLASSES
AS ON 31 03 2007 DAKSHIN HARYANA BIJLI VITRAN NIGAM LTD HISAR

Class	Shortfall as on 31.3.2006	Post/Vacancies filled up w e f 1.4.2007 to 31.3.2007 by Exgratia appointment plus promotion/ appointment	No. of posts/vacancies meant for SC & BC according to Roster (out of Col. 3)	Total No. of SC & BC employees/candidates appointed/promoted (out of Col. 4)	Net shortfall as on 31.3.2007 (Col. 2+4-5)		
1	2	3	4	5	6		
	SC	BC (Block)	SC	BC (Block)	SC	BC (Block)	
I	-	A B	-	A B	A B	A B	
II	-	-	-	-	-	-	
III	374	65 51	268	53	19 18	27 408	71 59
IV	-	41 28	119	23	13 19	10 22	44 25

Note I 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 promotion/appointment of (retrenched employees of different Departments as per order of State Govt)

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	As already apprised to the Committee that 15 various posts of promotion quota are lying vacant due to non availability of SC candidate in feeder cadre post for promotion. These posts have been notified vide circular No. EA 4 2006/44900 dated 27.12.2006 to all head of Departments and all MD/Cs of various Boards/Corporation/Public Enterprises of the State Government with the request to send the names of interested employees of SC category already working in their Department/ Organization against these posts but no intimation received from any quarter concerned. A 2nd reference has again issued in this regard vide office circular No. EA 4 2006/5756 dated 15.2.2007. In response to the letter dated 15.2.2007 only one application has been received from the MD Haryana Scheduled Castes Finance Development Corporation Chandigarh for the post of Steno Typist and after consideration it has been decided firstly he may be taken on deputation for one year on usual terms and conditions and if his services are found to be satisfactory	After going through the written reply given by the department the Committee observed that the post of SC/BC quota be filled up at the earliest and the committee be informed of the latest position
1 Accountant Assistants 3 2 Jr Scale Stenographer 2 3 Steno typist 2 4 Accountant SAS 2		

he will be absorbed on transfer basis. Accordingly his parent department has been informed on 5 6 2007 about the decision taken in this regard and applicant has been relieved by his parent department on 8 6 2007. Thus the applicant joined his duty on 8 6 2007 as Steno Typist on deputation. Further the matter regarding conversion of these promotional posts into the direct recruitment quota has been processed on single file and submitted for consideration and decision of the Government. Although there is no provision in the rules for conversion of such posts. However in case it is decided by the competent authority to convert these posts into direct recruitment quota the further action for the recruitment through H S C will be taken and these posts will be filled up from the reserved category candidate by direct recruitment. The status of the above posts was also appraised to the Government vide letter No EA 4 2006/5757 dated 15 2 2007.

As regard to fill up 174 various posts by the direct recruitment for which requisition were sent to H S C is concerned it is intimated that the Government has taken a decision to first adjust/rc employed the retrenched staff of various Boards/ Corporation/Public Enterprises and vacancy

1

2

3

position of the various posts has been called by the Government. Accordingly 39 various posts out of which 7 posts of SC and 7 posts of BC category have been filled up from the retrenched staff.

In view of the decision taken by the State Government the Secretary H S C has requested to send the requisition of direct recruitment of various posts after the adjustment of the retrenched staff of various Boards/Corporations. Accordingly requisition of 84 various posts of Group C category were sent to H S C vide letter No. EA 4 2007/10722 dated 21.3.2007 out of which 51 various posts have been advertised on 22.3.2007 by the H S C. For remaining 33 various posts a D O letter from C A HUDA to Chairman H S C has been written on 8.5.2007 for advertisement of these posts. In the advertisement issued on 22.3.2007 20 posts for SC and 20 posts for BC category have been advertised and these posts will be filled up as soon as selection is made by the H S C and shortfall will be made good.

**Filling up of re
served vacancies**

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

As above

do

POLICE DEPARTMENT (14th Report 1988-89)

Recommendations of the Committee		Action taken by the Government	Further observation of the Committee
1		2	3
Cadre wise strength/representation of Scheduled Castes Scheduled Castes employees -	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 -

At present recruitment for filling up a total of 42 77 posts of Constables under different categories viz 1940 Male (GD) Constables 703 Male Constables in IR Bns 776 Female Constables 485 Constables Computer Operator 227 Constables Wireles, Operators 100 Buglars 46 MAP are under progress. Out of above mentioned posts 851 posts are meant for scheduled caste candidates exclusively. Effort would be made to clear the backlog of 303 Constables in 2008 after completion of these recruitments.

As regards reservation in promotion list B I constables of SC & BC categories the matter is under consideration with the Government

The Committee scrutinized the material received from the Financial Commissioner & Principal Secretary to Government Haryana Home Department and observed that sincere efforts be made to clear the backlog of Scheduled Castes in the various categories of posts and the Committee be informed accordingly

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)

78

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			
The case for filling up vacant posts of Language Teachers English in Vocational Institutes was sent to Finance Department for approval as the posts were lying vacant for more than 2 years. Finance Department has advised that the proposal may be sent after departmental restructuring/rightsizing the case of restructuring is under process. As and when this exercise is finalized the matter will be sent to Finance Department for approval. After the approval of Finance Department the demand will be sent to Haryana Staff Selection Commission for further necessary action.			
The latest position regarding Vocational Instructor is as under —			
Sr No	Category Demand sent to HSSC	Recommendations received from HSSC	Appointment made
1	SCA	45	10

After perusal of written reply of the department the committee recommend that step may be taken for getting the approval of the finance department for filling up vacant post of language teachers English in Vocational Education institutes and sending the requisition to Haryana staff selection commission the committee also recommends that 1 post of social study instructors may also be filled up from SC category after the decision of the Hon ble supreme court of India and the committee be informed of the latest position accordingly

as under --

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

There is no S T in this Department

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

	No of posts created from 9 2 79 to 31 3 89	No of posts filled from 9 2 79 to 31 3 89	No of posts filled by S C
Group A	53	8	
Group B	55	14	19
Group C	1265	1152	459
Group D	360	487	138

Names of two candidates belonging to SC category for the post of TTWR(P) have been recommended by the HSSC. The appointment letters are being issued to these candidates

NOTE Demand in respect of 33 candidates belonging to SC category is pending with HSSC. As soon as recommendation from HSSC are received appointment letters will be issued to them

Social Study Instructor

17 posts of Social Study Instructors are sanctioned against which 16 regular Instructors and one Gest Instructor are working

Two posts of Social Study Instructors S C Category were lying vacant against which one post was filled up through S C on 8 9 2006. Now one post of S C category is lying vacant against which one Guest Instructor is working and his case is under consideration in the Honourable Supreme Court. After the decision of Honourable Supreme Court the necessary action will be taken up the matter accordingly

3

2

1

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	=	10
	No of		posts		
	Shortfall				

(ii)	Shortfall against	
	recruitment posts direct	= 48

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

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

(ii) 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 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

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 –

	No of posts carried forward in 1986 87 S C	No of posts carried forward in 1987 88 S C	No of posts carried forward in 1988 89 S C
Group A	1	1	1
Group B			
Group C	40	40	40

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

	Total posts filled	Total posts filled by S C	HP	Source Promotion
	1	2	3	4
Group A				
1986 87	4		2	2
1987 88	1			1
1988 89	1			1
	1	2	3	4

Group B				
1986 87	6	4	2	
1987 88	1		1	
1988 89	1		1	

Promotion Employment Exchange

Group C				
1986 87	286	55	3	68 208
1987 88	260	35	1	63 196
1988 89	244	44	82	79 83

Group D				
1986 87	24	2		24
1987 88	33	10		33
1988 89	13	5		13

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

Sr No	Vocation	Total Units	Regular Instructors on date	Vacancies on date	Proposed notification to HSSC			Position after the proposed notification			Age filled after notification
					Against adhoc	Against 89 days	Balance	Total			
1	2	3	4	5	6	7	8	9	10	11	
A Business & Commercial Group											
1	Office Secretaryship/Stenography (Hindi)	139	127	12	-	-	-	-	127	91	36%
2	Accountancy & Auditing	79	71	08	-	-	-	-	71	91	13%
3	Office Secretaryship/Stenography (English)	59	47	12	-	-	-	-	47	79	66%
4	Banking	9	9	-	-	-	-	-	9	100%	
5	Marketing & Salesmanship	17	13	4	-	-	-	-	13	74	47%
B Home Science Group											
6	Commercial Garments Designing & Making	49	16	33	-	-	-	-	16	32	65%
7	Bakerv & Confectionery	4	4	-	-	-	-	-	4	100%	
C Engineering & Technology Group											
8	Lineman	108	81	25	2	-	-	2	83	76	85%
9	Maintenance & Repair of Electrical Domestic Appliances (MREDA)	105	46	58	1	-	1	1	47	44	76%
10	Auto Technician (Two & Three Wheeler Repairer) (TTWR)	74	65	9	-	-	-	-	65	87	83%
11	Furniture Maker & Designer	21	20	1	-	-	-	-	20	95	23%
12	Computer Technique	36	6	30	-	-	-	-	6	16	66%

1	2	3	4	5	6	7	8	9	10	11
13	Boiler Attendant	10	10	—	—	—	—	—	10	100%
14	Material Testing & Heat Treatment	2	1	1	—	—	—	—	1	50%
15	Mech Textile Machinery	4	3	1	—	—	—	—	3	75%
D	Agriculture Group									
16	Repair & Maintenance of Power Driven Farm Machinery	29	24	4	1	—	—	—	25	86.20%
17	Floriculture	12	11	1	—	—	—	—	11	91.66%
18	Crop Production/Crop Cultivation	3	3	—	—	—	—	—	3	100%
E	Humanities & Other Group									
19	Visual Arts (Pottery Ceramics)	2	2	—	—	—	—	—	2	100%
Total		762	559	199	4	—	1	3	563	

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	The matter to fill up requisite posts is under active consideration of the Govt	The Committee be informed of the latest position

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

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

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Cadrewise position of Employees/Representation of Scheduled Caste The Government informed that posts in Group A B C and D services in the Haryana State Co operative Supply and Marketing Federation Ltd are filled up by way of direct recruitment as also by promotion. The Government supplied information in respect of the Haryana State Co operative Supply and Marketing Federation Limited about the total strength of cadre and representation of Scheduled Castes as on 9th February 1979 and the total number of posts created and filled in from 9th February 1979 to 31st March 1991. The reasons for shortfall in Group A B C and D alongwith the steps taken to recoup the shortfall groupwise services have been given in the Annexure C. The Department gave the following figures regarding the number of posts created and filled up in group A B C and D Services from 9th February 1979 to 31st March 1991 through direct recruitment by promotion and also with regard to the representation of Scheduled Castes employees	Action taken in this regard is as under — 1 S O (Account) The present position is the same 2 Accountant 'B' Amendment in the Rules have been made and backlog of 7 posts have been filled up by promoting Accountant C grade to the post of Accountant B grade. Rest of the backlog will be completed on the availability of posts 3 Accountant 'C' On the promotion of S C category Accountant C grade to the posts of Accountant B grade 10 posts of Accountant C grade are now become available. To clear the backlog requisition to fill up 5 post of SC and 3 posts of B C (A) had been sent to Haryana Staff Selection Commission on 16.5.2007	The Committee scrutinized the written reply given by the department and observed that due representation be given to the SC/BC categories in the direct recruitment and also in promotion and the committee be informed about the action taken in this regard

1	2	3
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Group	No of posts created from 9 2 79 to 31 3 91	Total No of posts filled up from 9 2 79 to 31 3 1991	Representation Scheduled to Scheduled Castes
4 Storekeeper/Godown keeper			
The Shortfall of one post in the cadre has been included in the FI (Store) 44 posts of FI (Store) including 20 posts of S C candidates (10 posts of backlog plus 10 resultant posts) have been advertised on 22 3 2007 by Haryana Staff Selection Commission			

5 Junior Engineer						
To clear the backlog requisition for 3 post against S C category 1 post against SC (ESM) 1 post against BCA 1 Post against BCA (ESM) 1 Post against BCB (ESM) had been sent to Haryana Staff Selection Commission on 16 5 2007						
1	2	3	4	5	6	7
A	24	35	13	22	1	
B	40	60	18	42		1
C	318	820	544	276	27	31
D	173	276	276		6	

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

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

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

1	2	3
Mkg Dev Officer	100%	
' Mkg Expert	100%	
General Manager		
Establishment Officer	100%	
Asstt Distt Attorney	100%	
Asstt Secretary	100%	
Dy Controller (C&B)		
Sr Accounts Officer	(i) By promotion (ii) By transfer or on deputation from Finance Department	
Manager A		
Accounts Officer	(i) By promotion (ii) By transfer or on di putation from Finance Department	
Sr Sales Officer	100%	
Asstt Project	100%	
Manager		
Sub Divisional	50%	
Engineer	(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

1

2

3

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

The decision of Sports Department is still awaited

1 S O (Accounts)

The present position is the same

2 Accountant 'B

Amendment in the Rules have been made and backlog of 7 posts have been filled up by promoting Accountant C grade to the post of Accountant B grade. Rest of the backlog will be completed on the availability of posts

3 Accountant C

On the promotion of S C category Accountant C grade to the posts of Accountant

do

B grade 10 posts of Accountant C grade are now become available To clear the backlog requisition to fill up 5 post of SC and 3 posts of B C (A) had been sent to Haryana Staff Selection Commission on 16 5 2007 ,

4 Storekeeper/Godown Keeper

The Shortfall of one post in the cadre has been included in the F I (Store) 44 posts of F I (Store) including 20 posts of S C candidates (10 posts of backlog plus 10 resultant posts) have been advertised on 22 3 2007 by Haryana Staff Selection Commission

5 Junior Engineer

To clear the backlog requisition for 3 post against S C category 1 post against SC (ESM) 1 post against BCA 1 post against BCA (ESM) 1 Post against BCB (ESM) had been sent to Haryana Staff Selection Commission on 16 5 2007

1	2	3
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.	Promotins are being made as per Restructing plan of Hafed	do
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	No post has been abolished or proposed to be abolished	do

GENERAL RECOMMENDATION

14th Report 1988 89

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
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 Reservation in promotion in Class I & II posts	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 be sent to the Committee at the earliest

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

Committee examined 11 Deputy Commissioners *ie* Yamunanagar on 12th August 1997 Karnal on 19th August 1997 Hissar & Fatehabad on 26th August, 1997 Jind on 27th August 1997 Bhiwani on 3rd September 1997 Gurgaon on 10th September 1997 Rohtak on 17th September 1997 Rewari on 7th October 1997 Panchkula on 21st October 1997 and Panipat on 23rd October 1997 in regard to the information supplied to the Committee by the concerned Deputy Commissioners which is given in Annexure A

Annexure 'A'

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

Sr No	District	The information regarding action taken against the delinquent officials is as under	The latest position may be intimated
1	Kaithal	Details action taken against delinquent officials Sh Kartai Singh Sadar Kanungo has been awarded punishment of stoppage of one increment without cumulative effect Action has already been taken	
2	Rewari	A warning to be alert in future has been given to the delinquent official No action is required	
3	Sonpat	A stern warning has been issued to the defaulting officials Action has already been taken	
4	Panipat	Warning issued to defaulting officials to be careful in future Action has already been taken	
5	Jhajjar	Sh Prem Chand Sadar Kanungo was charge sheeted	

Distt Hisar & Fatehabad				under rule 8 by the Deputy Commissioner On consideration of his reply he has been warned to be careful in future Action has already been taken
Ist	11356	11356	11356	
IInd	1758	1758	1758	
IIInd	3948	3948	3948	
Distt Jind				6 Panchkula
Ist	10987	10987	10987	
IInd	5440	5440	5440	
IIInd				
Distt Bhiwani				7 Hisar
Ist	15286	15286	15286	
IInd	7230	7230	7230	
IIInd	3396	3396	1398	
Distt Gurgaon				
Ist	6465	6465	6465	
IInd	2925	2925	2925	
IIInd	1608	1608	1608	
Distt Panekula				
	768	679	676	
Distt Panipat				
Ist	5257	5257	5257	
IInd	1497	1497	1497	480
IIInd	1545	1065	1065	
Distt Rewari				
Ist	2741	2741	2741	
IInd	2896	2896	2896	
IIInd	5094	4275	4275	
Distt Rohtak				
	22053	15531	15531	
			6522	

INTERIM RECOMMENDATION OF THE COMMITTEE

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

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

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

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

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

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

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 00 859 persons have been found eligible for the allotment of plots One person in district Hisar has left the village and the allotment of 103 eligible persons has been cancelled by Civil Court So the eligible persons of District Hisar have been reduced by 104 Hence on the basis of 3rd Survey 1 00 755 persons have been found finally eligible for the allotment of plots Out of them 92 306 persons have been allotted plots up to 31 3 2007 Possessions have been given to 92024 persons up to 31 3 07 Efforts are being made to handover possessions to remaining 282 persons In some cases allottees have refused to take possessions of plots saying

The latest position may be intimated

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 the first survey in a village we found that the subsequent surveys held in the years 1984 and 1989 found either no beneficiary in the same village or the number of beneficiaries was as less as 5 to 10. This is an universal fact.

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

Hence we make the following interim recommendations —

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

that the plots are situated out of the village or these are situated on low lying areas

As regards commencement of 4th Survey it is submitted that the committee in their 26th report have recommended the enhancement of income limit for allotment of plots to 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 has been requested for giving approval for the same. Govt of India is being reminded regularly. Last reminder issued on 25.5.2007 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 is received the State Govt will not be able to start the 4th Survey.

The latest position may be intimated

- (i) Out of the total 1 04 622 persons found eligible for allotment of plots during the 3rd Survey 92 306 persons have been allotted plots so far. 3867 persons were not found eligible when their cases were examined at the time of allotment. 8449 persons still remain to whom plots are to

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	The latest position may be intimated
(ii) State Government should conduct a fresh survey as on 1.1.98 in order to identify all beneficiaries including those who have been left out for purpose of allocation of residential plots to members of Scheduled Castes We further recommended that eligibility for purposes of allocation should also be modified to the extent that in Scheduled Caste family not having land holding or a member of its family not in Govt service and not having more than 25 000	During the year 2006-07 a sum of Rs 77 00 lacs was provided under this scheme in the revised budget and an amount of Rs 75 89 228/ in incurred during the year An amount of Rs 90 00 lacs has been provided in the budget for the current year 2007-2008	(ii) As stated above in Para 1 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 has been requested for giving approval for the same Govt of India is being reminded regularly Their approval is still awaited

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.

(ii) While examining cases for allotment of plots a total of 3867 persons have been found ineligible in the State as per districtwise detail given below —

Sr No	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
*10	Hisar	104
Total		3867

*Note — During 3rd Survey 6206 persons were found eligible in District Hisar and 6206 plots were allotted. But one person has left the village so the registration in

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	his favour could not take place and the allotment of 103 eligible persons has been cancelled by Civil Court Hence after the decision of Hon'ble court and due to left the village by a eligible person the balance total number of eligible persons in district Hisar is now 6102 Upto 31 3 2007 92 024 persons have been given possessions of the plots allotted to them. Registration of 92 053 plots has been made upto this date Mutations in 91 921 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 last sitting of the Legislature of State of Haryana which is scheduled to be commenced from 19th January 1998	(v) As already submitted it is not possible to frame time bound programme for registration of plots handing over possessions and entering Mutations The information as on 31 3 2007 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 to undo the wrong done and to ensure that they are given enough impetus to compete equally with rest of us Only one thing can ensure this It is the change in our approach and approach of each individual living on the fact of earth more so in the Haryana State More humanitarian and social purpose approach is required for complete assimilation of these deprived sections of society into the national mainstream Ultimately initiative must come from the top and there is no one better than the Legislature of State of Haryana which represents the collective wisdom of all sections Onus therefore is on this Legislature to act and now and act quickly

25th Report 2000-2001

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
The Committee in its meeting held on 17th October 2000 observed that there is a backlog of Scheduled Castes/ Backward Classes in the Department Boards and Corporations. The Committee, therefore, decided that the Government may be asked to inform the Committee about the backlog existing in all the Departments/Boards/ Corporations within two months. The required information was not supplied by the Government till the drafting of this report. Thus, the Committee recommends that action be initiated against the delinquent officers of the Departments within three months under information to the Committee	No reply received	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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