

HARYANA VIDHAN SABHA

**COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES,
SCHEDULED TRIBES AND
BACKWARD CLASSES
(2009-2010)**

(TWELTH VIDHAN SABHA)

THIRTY THIRD REPORT

ON

**Reservation/representation of Scheduled Castes, Scheduled Tribes
and Backward Classes in Power Department Health Department,
Transport Department Labour Department, Industries Department
and action taken by the Government on the recommendations
contained in its Thirty Second Report**



Presented to the Haryana Vidhan Sabha on 16/3 March 2010

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2010**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES, SCHEDULED TRIBES AND
BACKWARD CLASSES FOR THE YEAR 2009 2010**

CHAIRPERSON

- 1 Shri Ram Kishan Gujjar

MEMBERS

- 2 Shri Jagdish Nayar MLA
- 3 Shri Anil Dhantori MLA
- 4 Shri Naresh Selwal MLA
- 5 Smt Shakuntla Khatak MLA
- 6 Shri Dharam Singh MLA
- 7 Sardar Charanjeet Singh Rori MLA
- 8 Shri Naseem Ahmed MLA
- 9 Shri Dilbagh Singh MLA

SECRETARIAT

- 1 Shri Sumit Kumar Secretary
 - 2 Shri Joga Singh Under Secretary
- 3
- 4
- 5

INTRODUCTION

I Jagdish Nayar Acting Chairperson of the Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes having been authorized by the Committee in this behalf in the absence of Chairperson Under Rule 221 (3) of Rules of Procedure and Conduct of Business of Haryana Legislative Assembly present this report on the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Power Department Health Department Transport Department Labour Department Industries Department and action taken by the Government on the recommendations as contained in its thirty second 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) recommendations (s) which have not been included in this report have been dropped/dropped of 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 wishes 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 is thankful for the whole hearted and unstinted co operation extended by the Secretary/Under Secretary and his staff

Dated Chandigarh the
23rd February 2010

JAGDISH NAYAR
ACTING CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2009 2010 was constituted on 7th December 2009 as a result of the motion passed by the Haryana Vidhan Sabha in its sitting held on 28th October 2009 authorizing the Hon ble Speaker for nominating the Members of the Committee and also for appointing the Chairperson of the said Committee

Shri Ram Kishan Gujjar a Member of the Committee was appointed Chairperson of the Committee by the Hon ble Speaker on 7th December 2009

The present Committee held 10 sittings till the date of finalization of the Report and the previous Committee which was constituted on 3rd April 2009 and dissolved on 22nd August 2009 held 30 sittings

The first meeting of the present Committee held on 21st December 2009 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 him as the Chairperson of the Committee 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 28th April 2009 selected the following Departments for examination during the year 2009 2010 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) Power Department
- (ii) Health Department
- (iii) Transport Department
- (iv) Labour Department
- (v) Industries Department

POWER DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 20th May 2009 asked the Financial Commissioner & Principal Secretary to Government Haryana Power Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Power Department for the year 2006 2007 2007 2008 2008 2009 as stood on 31st March 2009 within a fortnight in the prescribed performa

The reminders were issued to the Government for supplying the required information But the Government only supplied the information regarding H V P N I & D H B V N L and did not supply the information in respect of U H B V N L & H P G C L despite giving many reminders The Committee only scrutinized the material and could not orally examine the Department for want of supply of information in time

The Committee has desired that the requisite reply in respect of U H B V N L & H P G C L may be supplied to the Committee without any further delay

HEALTH DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 11th May 2009 asked the Financial Commissioner & Principal Secretary to Government Haryana Health Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Health Department for the year 2006 2007 2007 2008 2008 2009 as stood on 31st March 2009 within a fortnight in the prescribed performa

The Government supplied the information and the Committee orally examined the Health Department and felt satisfied with the steps taken by the Department to fill up the backlog/shortfall of employees of Scheduled Castes and Backward Classes categories

TRANSPORT DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 11th May 2009 asked the Financial Commissioner & Principal Secretary to Government Haryana Transport Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Transport Department for the year 2006 2007 2007 2008 2008 2009 as stood on 31st March 2009 within a fortnight in the prescribed performa The reminders were issued to the Government for supplying the required information

The committee scrutinized the material received from the Transport Department The Committee also orally examined the Transport Department on 23rd February, 2010, the observation/recommendation of the Committee with regard thereto have not been incorporated in this report because the proceedings have not been prepared/confirmed till the finalization of the report

LABOUR DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 11 th May 2009 asked the Commissioner & Secretary to Government Haryana Labour Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Labour Department for the year 2006 2007 2007 2008 2008 2009 as stood on 31st March 2009 within a fortnight in the prescribed proforma

The reminders were issued to the Government for supplying the required information But the Labour Department did not supply the required information till the framing of this report despite giving so many reminders which was asked to be supplied within a fortnight Hence the Committee could not make scrutiny or oral examination of the Department

The Committee has desired that the requisite reply of Labour Department may be supplied to the Committee without any further delay

INDUSTRIES DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 11th May 2009 asked the Financial Commissioner & Principal Secretary to Government Haryana Industries Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Industries Department for the year 2006 2007 2007 2008 2008 2009 as stood on 31st March 2009 within a fortnight in the prescribed proforma

The reminders were issued to the Government for supplying the required information The Committee only scrutinized the material and did not orally examine the Department due to paucity of time

GENERAL RECOMMENDATION

During the year 2009-2010 while examining the Departments of Power Department Health Department Transport Department Labour Department Industries Department Committee observed that the Departments of Power Department and Labour Department did not send the information required by the Committee in spite of reminders issued by the Haryana Vidhan Sabha Secretariat as a matter of result the work of the Committee remained delayed. The Chief Secretary to Government Haryana has already issued instructions to all departments with regard thereto. The Committee therefore has recommended that the Chief Secretary to Government Haryana may again take up the matter with the Administrative Secretaries to send the replies in time to this Secretariat.

IMPLEMENTATION OF RECOMMENDATIONS/ OBSERVATIONS AS CONTAINED IN THE 32nd 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 32nd 11th 13th 14th 15th 16th 17th 23rd and 25th reports. The Committee noticed that in case where replies were not received from the Government and information was not expedited by the Government the Government was reminded by the Haryana Vidhan Sabha Secretariat. The Committee also orally examined the representatives of the Government/concerned department/autonomous bodies for not expediting the required information with regard to the action taken on the recommendations of the Committee.

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

EDUCATION DEPARTMENT (32nd Report 2008 2009)

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
The Committee examined the new schemes introduced in the Education Department namely Ambedkar Medhavi Chhattar Yojna Rajiv Gandhi Medhavi Chhattar Yojna Siksha Protsahan Yojna and other schemes of the Central Government and the State Government for the Welfare of S C S T and B C The Committee is satisfied with the reply given by the department but still observe that the good results of the schemes are not coming out due to non seriousness of the implementation of the schemes The Committee desired that copies books and other benefits of the schemes should be given to the students in the beginning of the financial year which is career making time of the students especially in higher classes so that the funds can be utilized properly and in time In the Dr Ambedkar meritorious scheme number of 5000 students should not be fixed The Committee is of the view that whosoever students gets more than 60% marks he should be included in the list The Committee desired that publicity of this scheme should be done during the next academic session The Committee observed that stipend introduced by the Government is a very good scheme which has opened the accounts of the students and it reduces the drop out rate and increases the literacy rate in Haryana The Committee also observed that there should be a coordination Committee consisting of officers of Education Department and Social Welfare Department Haryana so that all the aforesaid welfare schemes may be implemented and funds so allotted may be utilized properly	No reply received	The Committee has desired as to whether coordination Committee of officers of Education Department and Social Welfare Department has been constituted The action taken by the Department 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	2	3
Reservation Policy in Municipalities In order to ensure effective enforcement of the reservation policy the Department should review the progress from time to time and the progress report be sent for information of the Committee. The Committee further recommended that the Chief Secretary to Government Haryana should take up the matter with the Department to enforce the reservation policy so that all the irregularities made in the Municipalities with regard to Government reservation policy may be avoided in future and the persons belonging to Scheduled Castes may get their full share in the services of Municipalities	No reply received	The Committee has desired that the latest position be sent to Committee at the earliest

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.

It is submitted that to clear the backlog in direct recruitment posts requisitions have been sent to Haryana Staff Selection Commission and the selection lists in this regard are still awaited from their end. Further the posts lying under promotion quota can not be filled due to non availability of SC candidates as and when SC candidate will be available the backlog will be filled up firstly.

After having scrutinized the written reply given by the H P G C L the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be coupled with immediately and the Committee be informed of the latest position.

3

2

1

Do

do

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 candidate 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 recommends that some positive steps be taken by the Board to ensure due representation of Scheduled Castes on the posts

Store Keeper

The Department in its latest written reply stated that 34 posts of Store Keepers have been filled up out of which the quota of Scheduled Castes candidates comes 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 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

Do

Presently 3 nos of backlog Due to non availability of SC candidate the backlog can not be filled up As and when SC candidate will be available the backlog will be filled up firstly

3

2

1

L D Cs

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

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

Drivers

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

The Committee feel greatly distressed to find the shortfall in the posts of drivers while the Scheduled Castes candidates fill 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.

It is submitted that to clear the backlog in direct recruitment posts requisitions have been sent to Haryana Staff Selection Commission and the selection list in this regard are still awaited from their end. Further the posts lying under promotion quota can not be filled up due to non availability of SC candidates as and when SC candidate will be available the backlog will be filled up firstly.

The post of Drivers will be filled up by 100% promotion. Due to non availability of SC candidates the backlog cannot be filled up as and when the SC candidates will be available the backlog will be filled up firstly.

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

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

- (i) Qualified persons were not available in general for Technical posts at the time of recruitment
- (ii) In promotional cadre posts no Scheduled Castes employees were available in the lower rank

DHD

The post is filled up 100% by promotion from amongst Draftsman Presently there is no backlog as SC/BC employees in this category

Foreman I

Presently 13 Nos of backlog Due to non availability of SC candidate the backlog can not be filled up as and when SC candidate will be available the backlog will be filled up firstly

JE/Civil

It is submitted that to clear the backlog in direct recruitment posts requisitions have been sent to Haryana Staff Selection Commission and the selection lists in this regard are still awaited from their end Further the posts lying under promotion quota can not be filled due to non availability of SC candidates as and when SC candidate will be available the backlog will be filled up firstly

Draftsman

The post on will be filled up by 100% promotion Due to non availability of SC

The Committee feels satisfied with the action taken by the department

After having scrutinized the written reply given by the H P G C L the Committee recommends that backlog in the direct recruitment/ promotion for SC/BC in the various categories be coupled with immediately and the Committee be informed of the latest position

Do-

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

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 has 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

candidates the backlog cannot be filled up as and when the SC candidate will be available the backlog will be filled up firstly

Assistant Foreman

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

The Committee feels satisfied with the report of the department

Daftri

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. The proposal is being submitted

After having scrutinized the written reply given by the H P G C L the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be coupled with immediately and the Committee be informed of the latest position

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. The proposal is being submitted

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

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 bar on recruitment would be lifted.

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

2

As already stated in the Nigam's reply submitted on its recommendations/observations made in the 31st report, the following vacancies in respect of the various categories were sent to the HSSC along with General Advt for filling up the backlog of SC & BC employees existing against direct recruitment quota by the HVPNL, but the selections list is still awaited from the Commission.

Sr No	Name of Category	Nos of post	Posts meant for SCs	Total
			Due Rep	Back Log
1	UDCs	38	07	08
2	LDCs	109	20	30
3	SAs	571	114	20
4	JEs/F	34	6	10
5	Jr. Scale Steno	17	06	08
6	Di. nl Accts	07	02	07
7	ALMs	262	52	10
8	Driver	85	17	15
9	Protection Assistant	18	03	-
10	Jr Accountant	42	08	-
11	JF/Civil	37	07	-
Total		1240	242	103
				345

After having scrutinized the written reply given by the HVPNL, the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various category be coupled with immediately and the Committee be informed of the latest position.

It is assured to the Committee that the above backlog of SC & BC employees wherever exists against direct recruitment quota under Class III (Tech & Non Tech) cadre post will be wiped off on priority basis through direct recruitment against existing vacancies in the concerned cadre

So far as the question for recouping the backlog of SC employees existing against promotion quota would be wiped off on the availability of eligible SC employees in the lower/initial cadre for promotion i.e. LDC to UDC UDC to Asstt SA to GSO GSO to JE ALM to LM LM to AFM AFM to JE etc But yet the recommendations of the Committee as contained in 32nd report will be kept in view for compliance

1

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

3

2

As already stated that as per Recruitment & Promotion policy of the HVPNL 75% posts of UDCs are to be filled up by way of promotion from amongst the LDCs who qualified the Departmental A/Cs exam for ministerial Establishment and 25% posts of direct recruitment from open market but at present no qualified SC employees are available in the Cadre of LDC for promotion to the post of Upper Division Clerk

The latest backlog of UDC is given as under

SC	BC A	BC B
----	------	------

20

It is intimated to the Committee that the HVPNL has already sent the requisition of 38 No posts of UDC alongwith 8 No backlog of SC to the HSSC for direct recruitment It is assured to the Committee as and when the Commission finalized its selection 8 No backlog would be recouped immediately The backlog of promotional quota posts would be recouped on the availability of eligible SC candidates in the initial cadre for promotior to the Upper Division Clerks

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 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.

As per Recruitment and promotion policy of the HVPNL 80% of LDCs are to be filled by 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 in respect of Lower Division Clerks is given as under

SC	BC	A	BC	B
30	13			15

It is intimated to the Committee that the Nigam has already sent the requisition of 109 No. posts of LDC alongwith 30 Nos. backlog of SC candidates to the HSSC but selection is still awaited. It is assured to the Committee that the existing backlog would be wiped off after finalization of selection of this category immediately.

As the reply already submitted to the Committee that the posts of Drivers are to be filled from amongst the serving Class IV employees having the prescribed qualification /experience as laid down in the said policy. In case Deptt. Suitable employees are not available the remaining vacancies of Drivers

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 stated by the Board were that the fresh recruitment was generally banned and the men from Scheduled Castes

do

do

1

2

3

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

will be filled up by way of direct recruitment from the open market

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

SC	BC A	BC B
15		

It is state that the Nigam has already sent the 85 No posts of Drivers alongwith 15 No backlog to the HSSC on dt 8/7/2008. As and when finalized the selectoin by the Commission the backlog would be couped immediately

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

do

As already stated in the 31st reply that the backlog of reserved categories in Technical Posts due to non availability in required numbers of SCs employees in the initial posts for promotion to the Upper cadre posts

The latest position of backlog in respect to technical posts is given as under

Sr No	Category of Post	Backlog				
		SC	BC A	BC B		
1	2	3	4	5		

- | | | |
|---|------------------|----|
| 1 | JE/Elect (field) | 21 |
| 2 | SSA/GSO | 39 |

1	2	3
(7) S S A	3 ASSA/GSA	12
(8) Shift Attendant and	4 Draftsman	06
(9) Assistant Foreman	5 Shift Attendant	20
The reasons for the shortfall as explained by the Department/Board in its latest written reply were as under — (i) Qualified persons were not available in general for Technical posts at the time of recruitment (ii) In promotional cadre posts no Scheduled Castes employees were available in the lower rank The Committee while sharing the difficulty of the Board in this regard suggest that if candidates belonging to Scheduled Castes having the prescribed academic qualifications were recruited and made fit for the Technical posts reserved for them by giving them necessary training and restriction regarding experience was relaxed they would be able to avail of their legitimate chances of appointment		
Class IV The Department/ Board supplied the required information in respect of Class IV employees as desired by the Committee in its meeting held on 3rd February 1988. As per the statement of the Board there is adequate shortfall on the following posts —	As already stated in the HVPNL reply submitted on its recommendations/ observations made in the 31st report the Nigam has already sent the 140 No vacancies of Peon category along with 40 No backlog of Scheduled Castes employees was sent to the Haryana Group D Employees Selection Committee on dated 20 2 2009 for direct recruitment but the selection is still awaited from the State Govt	
1	Havildar/Daftri/Record Infr	
2	Store Mate/Store Attendant	
3	Bill Distributor	
4	Mailr/Gardner	

do

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

5 Peon

6 Truck Cleaner/Cleaner/Oiler/Greaser

7 Asstt Pump Driver

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

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

The latest position in respect of class IV categories is given as under —

Sr No	Category of Posts	SC	Shortfall BC	A	BC	B
1	2	3	4	5		
1	Peon	40				
2	Helper	39				

Regarding filling of the backlog of SC employee in the Helper Category it is intimated to the Committee that the work of Helper is to be outsourced as per revised setup/norms of the HVPNL approved by the Haryana Bureau of Public Enterprises vide its letter No 13/06/2007 4/power dated 7 June 2007
As such backlog of 39 posts of Helper may be treated as Null

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

Recommendations of the Committee		Action taken by the Government	Further Action taken
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 the 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.	All posts as requisitioned have been filled up through recruitment by HSSC except following due to non availability of eligible candidates —	After having scrutinized the written reply given by the UHB VNL the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be couped with immediately and the Committee be informed of the latest position.
		SC = 1	
		BC = 2	

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

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

U.D.Cs.

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

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

Store Keeper

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

The Committee are very much pained to mention the representation of Scheduled Castes candidates on these posts of Store Keepers is very low despite of the fact that there is no dearth of candidates for the category of this post. The Committee recommended that special efforts be made to increase their intake in this service within six months.

All posts as requisitioned have been filled up through recruitment by HSSC except following due to non availability of eligible candidates —

S C = 3

After having scrutinized the written reply given by the UHB VNL, the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be couped with immediately and the Committee be informed of the latest position.

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.

All posts as requisitioned have been filled up through recruitment by HSSC except following due to non availability of eligible candidates —

SC	=	65
BC	=	03

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.

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) Foreman G I
- (4) Junior Engineer (Civil) Junior Engineer (F) (Tech Asstt)
- (5) Drafts sub
- (6) Sub Sjn 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

All posts as requisitioned have been filled up through recruitment by HSSC except following due to non availability of eligible candidates —

S C	=	1
B C	=	2

All posts as requisitioned have been filled up through recruitment by HSSC except following due to non availability of eligible candidates —

S C	=	8
B C	=	13

All posts as requisitioned have been filled up through recruitment by HSSC (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
---	---	---

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

The backlog of the same if any will be taken care of at the time of recruitment

The Committee has desired as to whether there is any shortfall in these class IV categories at present if so the reasons thereof be intimated at the earliest

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

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Class III Posts From the perusal of the material supplied by the Board the overall representation of Scheduled Castes in Class III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in year 1986-87. But it has been noticed that out of 21427 categories of Posts representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32929 sanctioned posts of Class III as on 31st March 1987, 30706 posts were filled up. The quota meant for Scheduled Castes comes to 6121 whereas only 2905 posts had been filled up from amongst the Scheduled Caste candidates. Thus there was a shortfall of 2216 Scheduled Caste candidates in the Board. The Committee was assured during the course of oral examination of the representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted. The Committee 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.	SA 1 No of sanctioned post of Shift Attendant = 448 2 Total Working Strength = 191 3 No of post for SC Category = 38 4 No SC employees working = 31 5 Backlog = 07 Requestion of 117 Nos SA sent to HSSC on dated 13.01.2006 advertised by the HSSC on 19.10.2006 and selection list of 109 Nos SA received from HSSC on dated 06.07.2007 and backlog of 14 Nos SA have been filled and backlog of 7 Nos SA have been again advertised by the HSSC vide Adv No 13/2007 dated 7.10.2007. The current backlog of 7 Nos SA will be cleared on receipt of selection list. ALM 1 No of sanctioned post of Asstt Line Man = 6042 2 Total Working Strength = 2676	After having scrutinized the written reply given by the DHB VNL the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be coupled with immediately and the Committee be informed of the latest position.

1	2	3
3	No of post for SC Category = 535	
4	No SC employees working = 481	
5	Backlog = 54	
Backlog of 54 Nos ALM have been again advertise by the HSSC vide Adv No 13/2007 dated 7 10 2007 The current backlog of 54 nos ALM will be cleared on receipt of selection list		

1

2

3

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

1	No of sanctioned posts of UDC	=	636		
2	Total Working Strength	=	314		
	Direct recruitment @ 25%		78		
	Promotion @ 75%		236		
Working					
	Direct	Gen	SC	BC	PH
78		59	08	11	
1st		32	11	14	01
	Recruitment/Advt in				
	10/06 for 58 posts				
	1st select on list	29	9	14	0
	received in 07/08				
	52 posts				
	2nd recruitment	34	13	16	02
	advertise in 8 7 08				
	to 65 posts				
	select on awaited				

Backlog of 2 No UDC have been again advertise by the HSSC vide Adv No 13/2007 dated 7 10 2007. The current backlog of 2 nos UDC will be cleared on receipt of selection list.

Promo	Gen	SC	BC	PH
236	223	13		

Shortfall in promotional post if any can not be recoup due to non availability of qualified candidates. Because these are filled up from ministerial exam qualified. Hence no shortfall.

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.

do

1 No of sanctioned posts of LDC = 1211
 2 Total Working Strength = 859
 Direct recruitment @ 80% 687
 Promotion @ 20% 172
 Working

Direct	Gen	SC	BC	PH
687	502	60	125	
1st Recruitment/Adv't in 10/06 for 75 posts	39	11	23	02
1st selection list received in 07/08	15	09	04	0
28 posts				
2nd recruitment advertise in 8 7 08 of 142 posts	73	28	35	06
selection awaited				

Backlog of 2 No LDC have been again advertise by the HSSC vide Adv No 13/2007 dated 7 10 2007. The current backlog at 2 nos LDC will be cleared on receipt of selection list.

Working

Promo	Gen	SC	BC	PH
172	122	50		

Shortfall in promotional post if any can not be recoup due to non availability of qualified candidates. Because these are filled up from qualified available Class IV employees. Hence no shortfall.

Junior Scale Stenographer = 4 Nos

The case sent to the HSSC vide memo No Ch 71/SE/Admn /Reg 4 dt 13 1 06 is under process for selection by HSSC

There is no backlog in this cadre

Hindi Translators = 2 Nos

There is no backlog

Steno Typist = 6 Nos

SCA I BCA I The case was sent to HSSC vide No Ch 70/REG 4 dt 13 1 06 The selection of candidates is still under process of HSSC No further recruitment to be made as decided by the Nigam

After having scrutinized the written reply given by the D H B V N L the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be couped with immediately and the Committee be informed of the latest position

Accountants

1	No of sanctioned posts of Accountant	=	103
2	Total Workin _g Strength	=	48
	Direct recruitment @ 50%		24
	Promotion @ 50%		24

The Committee feels satisfied with the action taken by the Department

The Committee feels satisfied with the action taken by the department to fill up the backlog

The Committee feels satisfied with the action taken by the department to fill up the backlog

1		2		3	
Working					
Direct		Gen	SC	BC	PH
12		7	2	3	
1st		07	02	03	
Recruitment in					
10/06 for 12 post					
1st selection list		7	2	3	0
received in 07/05/07					
of 12 posts					
2nd recruitment		11	4	5	0
advertised in 8 7 08					
of 20 posts					
selection awaited					
Backlog					
Nil					
Promotional		Gen	SC	BC	PH
24		19	02	03	
Shortfall in promotional post can not be					
recoup due to non availability of qualified					
candidates Because these are filled up from					
Deptt Accounts exam qualified					

Shortfall in promotional post can not be
recoup due to non availability of qualified
candidates Because these are filled up from
Deptt Accounts exam qualified

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

JE/Field	
1 No of sanctioned posts of JE/Field	= 371
2 Total Working Strength	= 262
3 No of posts for SC Category	= 52
4 No SC employees working	= 52
5 Backlog	= NIL

There is no shortfall in this cadre

DHD

Promotional post	
1 No of sanctioned posts of DHD	= 37
2 Total Working Strength	= 26
3 No of posts for SC Category	= 5
4 No SC employees working	= 5
5 Shortfall	= NIL

There is no shortfall in this cadre

JE/Civil

1 No of sanctioned posts of JE/Civil	= 24
2 Total Working Strength	= 20
3 No of posts for SC Category	= 04
4 No SC employees working	= 02
5 Backlog	= 02

Backlog will be filled up by election from HSSC

Draftsman

Promotional post	
1 No of sanctioned posts of Draftsman	= 88

The Committee feels satisfied with the action taken by the department to fill up the backlog

The Committee feels satisfied with the action taken by the department to fill up the backlog

After having scrutinized the written reply given by the D H B V N L the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be coupled with immediately and the Committee be informed of the latest position

After having scrutinized the written reply given by the D H B V N L the

1	2	3
Scheduled Castes having the prescribed academic qualifications were recruited and made fit for the Technical posts reserved for them by giving them necessary training and restriction regarding experience was relaxed they would be able to avail of their legitimate chances of appointment	2 Total Working Strength = 48 3 No of posts for SC Category = 09 4 No SC employees working = 01 5 Shortfall = 08 Since all the posts of DM are to be filled through promotion from JDM to DM under the recruitment and promotion policy of drawing staff But all the post of JDMs already stands abolished in the DHBVN and all the JDMs are also promoted as DM hence no JDM belonging to SC/General category is presently working in the DHBVN The shortfall of 8 No DMs will be cleared on the finalization of restructuring plan of staff in DHBVN which is under process	Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be couped with immediately and the Committee be informed of the latest position
SSA		
	Promotional post	do
1 No of sanctioned pos of SSA = 232		
2 Total Working Strength = 212		
3 No of posts for SC Category = 42		
4 No SC employees working = 33		
5 Shortfall = 09		
In DHBVN presently 212 SSA are working against the 230 sanctioned posts The quota meant for SC employees comes to 42 against which 33 are in position The shortfall 9 nos shall be filled up from the eligible ASSA candidates The Nigam would assure the		

committee that is and when the SC employees are available in lower cadre of ASSA shortfall against the promotional posts will be recouped accordingly

ASSA

do

Promotional post

1	No of sanctioned posts of ASSA	=	472
2	Total Working Strength	=	405
3	No of posts for SC Category	=	81
4	No SC employees working	=	69
5	Shortfall	=	12

In DHBVN presently 405 ASSA are working against the 472 sanctioned posts. The quota meant for SC employees comes to 81 against which 69 are in position. The shortfall 12 nos shall be filled up from the eligible candidates of shift attendants under promotional vacancies

SA

do

1	No of sanctioned posts of Shift Attendant	=	448
2	Total Working Strength	=	191
3	No of posts for SC Category	=	38
4	No SC employees working	=	31
5	Backlog	=	07

Backlog of 7 Nos SA have been again advertise by the HSSC vide Adv No 13/2007 dated 7 10 2007. Now HSSC is sorting out the forms received to HSSC against advertisement

1	2	3
	No 13/2007 The current backlog of 7 nos SA will be cleared on receipt of selection list Asstt Foreman Promotional posts 1 No of sanctioned posts of Asstt Foreman = 645 2 Total Working Strength = 372 3 No of posts for SC Category = 74 4 No SC employee working = 76 5 Backlog = Nil This is a promotional post The post of AFM is filled up by promotion from LM At present 372 Asstt Foreman are working in DHBVN The quota meant for SC comes to 74 against which 76 are working There is a shortfall in this cadre ALM 1 No of sanctioned posts of Asstt Lineman = 6042 2 Total Working Strength = 2676 3 No of posts for SC Category = 535 4 No SC employee working = 481 5 Backlog = 54 Backlog of 54 Nos ALMs have been again advertise by the HSSC vide Adv No 13/2007 dated 7 10 2007 The current backlog of 54 nos ALM will be cleared on receipt of selection list	
		The Committee feels satisfied with the action taken by the department After scrutinized the written reply given by the DHBVN the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be coupled with immediately and the Committee be informed of the latest position

The Committee feels satisfied with the action taken by the department to fill up the backlog

Class -IV
There is no backlog in this category

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

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

ANNEXURE-A

**STATEMENT SHOWING THE LATEST STATUS REGARDING SCHEDULED CASTES & BACKWARD CLASSES
AS ON 31 03 2008**

DAKSHIN HARYANA ELJI VITTRAN NIGAM LTD HISAR

Class	Shortfall as on 31 3 2008	Post/Vacancies filled w e f 1 4 2008 to 31 3 2009 by Ex gratia 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 2009 (Col 2+4 5)
	2	3	4	5	6
	SC BC (Block) A B		SC BC (Block) A B	SC BC (Block) A B	BC (Block) A B
I (Category wise)	- -	-	- -	- -	- -
II (Category wise)	- -	-	- -	- -	- -
III (Category wise)	171 41 16	598	120 - -	171 30 7 120	11 9
IV (Category wise)	- 35 17	-	- -	- -	35 17

- Note**
- 1 There is no reservation in promotion under Class I cadre All the posts/vacancies in respect of Cla s I & Class II cadre have been filled up 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 promotion/ex gratia appointment and recruitment from HSSC

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
Class III The Department while sending written reply about the shortfall in Class III informed that because of the fact that 130 retrained employees from different departments had been absorbed in Haryana Urban Development Authority under the order of Government irrespective of their Caste. Out of 130 such employees only 3 persons belong to Scheduled Castes. The Department gave the latest figures of shortfall of Class III as follows 1 Accountant Assistants 3 2 Jr Scale Stenographer 2 3 Steno typist 2 4 Accountant SAS 2	15 posts of SC category have been advertised by HSSC to invite applications but the interviews are yet to be conducted by the commission H S C has not advertised the posts of Office Associate so far	After having scrutinized the written reply given by the HUDA the Committee is of the view that H S C may be requested to conduct interviews of these posts and to advertise the posts of Office Associate at the earliest and the Committee be informed of the latest position

**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.

The necessary action has already been taken in this regard

The Committee feels satisfied with the action taken by the Government

POLICE DEPARTMENT (14th Report 1988 89)

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Cadre wise strength/representation of Scheduled Castes The Department gave the following figures about the total number of employees as also about the total number of Scheduled Castes employees -	No reply has been received from the Government	The Committee has taken serious view for not sending reply and desired that action be taken and latest position be informed to the Committee

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

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

31st March 1988 —

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

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

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.	Language Teacher English — The Status of Language Teacher English were abolished for remaining vacant for more than two years as per the Govt instructions due to which the demand was not forwarded to Haryana Staff Selection Commission for recruitment. So that these posts have been revised/created in the restructuring of the department. Since the merging of Vocational Education Scheme into Education Deptt / Technical Education Deptt is under consideration due to which the demand is not send to the Haryana Staff Selection Commission. Social Study Instructor Only one post of Social Study Instructor of Scheduled Caste Category is lying vacant against which one Guest Instructor is working and his case is under consideration in the Hon ble Supreme Court. After the decision of Hon ble Supreme Court the necessary action will be taken up in the matter accordingly.

The Committee is of the view that post of Language Teacher in English was abolished because it remained vacant for more than two years. The reasons for keeping vacant the said post for more than two years be explained. As regards the post of Social Studies Instructor the latest position be intimated to the Committee.

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

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

There is no S T in this Department

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

	No of posts created from 9 2 79 to 31 3 89	No of posts filled from 9 2 79 to 9 2 79	No of posts filled by S C
Group A	53	8	
Group B	55	14	19
Group C	1265	1152	439
Group D	360	487	138

It was informed that there is 20% reservation for Scheduled Castes in direct recruitment in Group A posts but no reservation exists in promotional posts. On 9th February 1979 the department had total 11 posts belonging to Group A and during the period from 9th February 1979 to 31st March 1989 5 new posts were created in Group A including the one post of Deputy Director which was 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

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

3

2

1

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

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

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

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

	1	2	3	4
Group B				
1986 87	6		4	2
1987 88	1			1
1988 89	1			1
S S S B	Promotion Employment Exchange			
Group C				
1986 87	286	55	3	68
1987 88	260	35	1	63
1988 89	244	44	2	79
Group D				
1986 87	24	2		24
1987 88	33	10		33
1988 89	15	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 Secretary/ Stenography (Hindi) Lect	136	126	10	-	-	10	-	126	91 36%
2	Accountancy & Auditing	87	80	07	-	-	7	-	80	70 13%
3	Office Secretary/Stenography (English)	56	47	9	-	-	9	-	47	56 14%
4	Banking	9	9	-	-	-	-	-	14	66 66%
5	Marketing & Salesmanship	16	13	3	-	-	3	-	13	68 42%
B Home Science Group										
6	Commercial Garments Designing & Making	51	16	35	-	-	-	-	16	32 65%
7	Bakery & Confectionery	4	4	-	-	-	1	-	4	99%
C. Engineering & Technology Group										
8	Lineman	117	81	35	1	-	35	-	82	57 32%
9	Maintenance & Repair of Electrical Domestic Appliances (MREDA)	104	45	57	1	-	57	-	46	45 79%
10	Auto Technician (Two & Three Wheeler Repairer) (TTWR)	76	59	7	-	-	7	-	59	77 21%
11	Furniture Maker & Designer	20	19	1	-	-	1	-	19	70 42%

1	2	3	4	5	6	7	8	9	10	11
12	Computer Technique	55	7	48	-	-	48	-	7	64%
13	Boiler Attendant	10	11	-	-	-	-	-	11	101%
14	Material Testing & Heat Treatment	2	1	1	-	-	-	-	1	99%
15	Mech Textile Machinery	4	3	1	-	-	-	-	3	100%
D	Agriculture Group									
16	Repair & Maintenance of Power Driven Farm Machinery	26	23	2	1	-	-	-	24	64.01%
E	Humanities & Other Group									
17	Visual Arts (Pottery/Ceramics)	2	2	-	-	-	-	-	2	100%
18	Lect Hindi	116	90	26	-	-	26	-	90	99%
19	Lect English	116	81	35	-	-	35	-	81	75%
Total		1007	717	277	3	-	243	-	725	

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 Committee recommends that the Government/Chief Secretary/H P S C may be requested to fill up the backlog and 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	A meeting under the Chairmanship of Principal Secretary to CM Haryana was held on 13 3 2009 wherein it was decided that both cadre of Class I & Class II Assistant Executive Engineers/Assistant Engineer should be merged into one cadre and there should be no separate recruitment for Class I and Class II. Accordingly the Secretary Haryana Public Service Commission vide Engineer in Chief memo No 2425/EI dated 19 3 2009 was requested that for the present no further action on the requisitions of 15 Nos AEEs sent by the Government be taken till the receipt of final decision/approval of Chief Secretary to Government Haryana in this regard	Haryana Public Service Commission has not advertised the posts of AEEs and kept the same pending in view of the above directions

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

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1 Cadre wise position of Employees/Representation of Scheduled Caste The Government informed that posts in Group A, B, C and D services in the Haryana State Co operative Supply and Marketing Federation Ltd are filled up by way of direct recruitment as also by promotion. The Government supplied information in respect of the Haryana State Co operative Supply and Marketing Federation Limited about the total strength of cadre and representation of Scheduled Castes as on 9th February 1979 and the total number of posts created and filled in from 9th February 1979 to 31st March 1991. The reasons for shortfall in Group A, B, C and D along with the steps taken to recoup the shortfall groupwise services have been given in the Annexure C. The Department gave the following figures regarding the number of posts created and filled up in group A, B, C and D Services from 9th February 1979 to 31st March 1991 through direct recruitment by promotion and also with regard to the representation of Scheduled Castes employees	2 Due representation is being given to SC/BC categories in direct recruitment/promotion and action taken in this regard is as under — 1 S O (Accounts) (Backlog = 5) 4 posts have been filled up and 1 post has been kept reserved. On the availability of eligible Accountant B grade of S C category the backlog will be recouped 2 Accountant 'B' (Backlog = 14) 13 posts have been filled up and 1 post has been kept reserved. On the availability of eligible Accountant C grade of S C category the backlog will be recouped 3 Accountant 'C' (Backlog = 5) The requisition for filling up of 5 posts of SC, 5 BCA and 2 BCB has been sent to HSSC vide letter dated 16.10.2008. These posts were advertised on 28.2.2009	3 After having scrutinized the written reply given by the HAFED the Committee recommends that backlog in the direct recruitment/promotion for SC/BC in the various categories be couped with immediately and the Committee be informed of the latest position do do

1	2	3	4	5
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%	50%		
Mkg Research Officer			(i)	By promotion or transfer or on deputation
Malster		100%		
Cost Accounts Officer		100%		

1	2	3	4	5
Mkg Dev Officer		100%		
Mkg Expert		100%		
General Manager				
Establishment Officer			100%	
Asstt Distt Attorney			100%	
Asstt Secretary	100%			
Dy Controller (C&B)				(i) By promotion
Sr Accounts Officer				(ii) By transfer or on deputation from Finance Department
Manager A	100%			
Accounts Officer				(i) By promotion
				(ii) By transfer or on deputation from Finance Department
Sr Sales Officer		100%		
Asstt Project Manager		100%		
Sub Divisional Engineer	50%	50%	(i) By promotion	
	(w e f 13 12 91)		(ii) By direct recruitment or by transfer or on deputation	
Asstt Engineer (Mech)		100%		

1	2	3	4	5
Asstt Engineer (Elec)		100%		
Sales Executive		100%		
Purchase Officer		100%		
Manager Cotton		100%		
Production Engineer		100%		
Manager (Rice Mills)		100%		
Shift Chemist		100%		
Quality Control Officer		100%		
Asstt Engineer (Auto)		100%		
Asstt Project Engineer	100%			
Chief Chemist	1			
Asstt Engineer (Mech)	2			
Asstt Engineer (Elect)	2			
Production Engineer	2			
Sub Divisional Engineer	10			
Asstt Engineer (Auto)	1			
Asstt Project Manager	1			
Total ---	38			

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

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

Filling up of vacancies

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

No reply has been received from the Government. The Committee has desired that the latest position be intimated to the Committee

Promotional Avenues

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

Abolition of posts

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

The Committee has desired that the latest position may be intimated

The Committee has desired that the latest position may be intimated

GENERAL RECOMMENDATION

14th Report 1988 89

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Reservation in promotion in Class I & II posts At present there is reservation in promotion for Scheduled Castes in Class III & IV posts but there is no reservation in promotion in Class I & II posts with the result that there is always shortfall in the above categories	No reply has been received from the Government	The Committee has desired that the latest position be sent to Committee at the earliest

23rd Report 1997 98

Recommendations of the Committee	Action taken by the Government	Further observation of the Committee
1	2	3
Examination of Dy Commissioners Committee examined 11 Deputy Commissioners i.e Yamunanagar on 12th August 1997 Karnal on 19th August 1997 Hissar & Fatehabad on 26th August 1997 Jind on 27th August 1997 Bhiwani on 3rd September 1997 Gurgaon on 10th September 1997 Rohtak on 17th September 1997 Rewari on 7th October 1997 Panchkula on 21st October 1997 and Panipat on 23rd October 1997 in regard to the information supplied to the Committee by the concerned Deputy Commissioners which is given in Annexure A	No reply has been received from the Government	The Committee has taken a serious view for not sending the written reply despite giving reminder and recommendation of the Committee every year since 1997 The Committee has desired that the requisite reply may be sent to the Committee without any further delay

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 numb r of persons who was not allotted plots
1	2	3	4	5	6
Distt Yamunanagar					
1st	398	398	398	398	
IInd	113	113	113		
IIInd	535	305	11	11	250
Distt Karnal					
1st	15989	15901	15901	15901	88
IInd	4865	4740	4740	4740	123
IIInd	4193	3095	3095	3095	1098

1			2	3
Distt Hsar & Fatehabad				
Ist	11356	11356	11356	
IInd	1758	1758	1758	
IIInd	3948	3948	3948	
Distt Jind				
Ist	10987	10987	10987	
IInd	5440	5440	5440	
Distt Bhiwani				
Ist	15286	15286	15286	
IInd	7230	7230	7230	
IIInd	3396	3396	2046	1398
Distt Gurgaon				
Ist	6465	6465	6465	
IInd	2925	2925	2925	
IIInd	1608	1608	1608	
Distt Panekula				
	768	679	676	676
Distt Panipat				
Ist	5257	5257	5257	
IInd	1497	1497	1497	
IIInd	1545	1065	1065	480
Distt Rewari				
Ist	2741	2741	2741	
IInd	2896	2896	2896	
IIInd	5094	4275	4275	4275
Distt Rohtak				
	22055	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 Bhrwari 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

The Committee has desired
that the latest position may
be intimated

1

2

3

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

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

Hence we make the following interim recommendations —

- (i) In order to ameliorate the conditions of members of Scheduled Castes particularly in villages where no shamlat land is available the State Government should allocate separate funds and proceed to acquire land for purposes of allocation to those members of

The Committee has desired that the latest position may be intimated

the Scheduled Castes who have been denied the benefit of the Government policy or who have not been allotted plots after three surveys on account of the fact that shamlat land in the vicinity of the existing abadi was not available and

The State Government should consider carving separate corpus for this purpose known as
MAHATAMA GANDHI HARIJAN AWAS
Yोजना

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

(iii) State Government should appoint a team of officers for purposes of re verifying the veracity of the survey conducted in 1989 as compared to the earlier two surveys It after getting a sample survey such expert body of officers come to the conclusion that variation

The Committee has desired that the latest position may be intimated

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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

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

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

The Committee has desired that the latest position may be intimated

The Committee has desired that the latest position may be intimated

Conclusion

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

It is the obligation of each one of us to undo the wrong done and to ensure that they are given enough impetus to compete 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 face 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

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 has been received from the Government	The Committee recommends that its earlier recommendations made in the 22nd report may be implemented at the earliest and the Committee be informed of the latest position

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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