

HARYANA VIDHAN SABHA

COMMITTEE
ON THE WELFARE OF
SCHEDULED CASTES,
SCHEDULED TRIBES AND
BACKWARD CLASSES

(2010-2011)

(TWELTH VIDHAN SABHA)

THIRTY FOURTH REPORT

ON

**Reservation/representation of Scheduled Castes,
Scheduled Tribes and Backward Classes in Welfare of
Scheduled Castes & Backward Classes Department,
Women & Child Development Department,
Public Health (Water Supply & Sanitation) Department,
Education Department, Agriculture Department
and action taken by the Government on the
recommendations contained in its
Thirty Third Report**



Presented to the Haryana Vidhan Sabha on 15th March 2011

HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2011

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COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES, SCHEDULED TRIBES AND BACKWARD CLASSES FOR THE YEAR 2010 2011

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 Mamu Ram MLA

SECRETARIAT

- 1 Shri Sumit Kumar Secretary
- 2 Shri Joga Singh Under Secretary

* Shri Ram Kishan Gujjar resigned from the Membership/Chairperson of the Committee w e f 28th January 2011 (A N) on his appointment as Chief Parliamentary Secretary

INTRODUCTION

I Naresh Selwal 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 Welfare of Scheduled Castes & Backward Classes Department Women & Child Development Department Public Health (Water Supply & Sanitation) Department Education Department and Agriculture Department and action taken by the Government on the recommendations as contained in its thirty third 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
22nd February 2011

NARESH SELWAL
ACTING CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2010 2011 was constituted on 16th April 2010 by the Hon ble Speaker authorized by House on a motion passed by the Haryana Vidhan Sabha in its sitting held on 12th March 2010 for nominating the Members of the Committee and also for appointing the Chairperson of the said Committee

Shri Ram Kishan Gujar a Member of the Committee was appointed Chairperson of the Committee by the Hon ble Speaker on 16th April 2010

The Committee held 67 sittings till the date of finalization of the Report

The first meeting of the Committee held on 21st April 2010 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 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 25th May 2010 selected the following Departments for examination during the year 2010 2011 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) Welfare of Scheduled Castes & Backward Classes Department
- (ii) Women & Child Development Department
- (iii) Public Health (Water Supply & Sanitation) Department
- (iv) Education Department
- (v) Agriculture Department

WELFARE OF SC AND BC DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 14th June 2010 asked the Financial Commissioner & Principal Secretary to Government Haryana Welfare of SC and BC Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Welfare of SC and BC Department for the year 2007-2008 2008-2009 2009-2010 as it stood on 31st March 2010 within a fortnight in the prescribed performa. The Committee scrutinized the material and orally examined departmental representative on 3rd February 2011.

The Committee feels satisfied with the facilities given by the department to the Scheduled Castes under the various schemes. The Committee recommends that scholarship may also be given to the Arts and Commerce girls students on the same pattern of Science girls students.

The Committee is of the view that a Computer centre may also be opened in the Mewat District along with other ten districts.

The Committee is of the view that norms paying the fees to the students of Scheduled Castes & Backward Classes for preparation of HCS & IAS examined be finalized at the earliest.

The Committee recommends that the amount of the "Shagun" may be given one time instead of two installments.

The Committee recommends that post of District Welfare Officer may be filled up at the earliest at all district level so that the work load of the various schemes may be decreased.

The Committee recommends that no benefit of Indian Awas Yojna be given to those persons who have already taken the benefit of Rs 50,000/- under the Housing Schemes.

WOMEN AND CHILD DEVELOPMENT DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 22nd June 2010 asked the Financial Commissioner & Principal 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 2007-2008 2008-2009 2009-2010 as it stood on 31st March 2010 within a fortnight in the prescribed performa.

The Committee orally examined the departmental representative on 12th January, 2011. The Committee would like to know the latest position along with the action taken in the matter for filling up the shortfall in Backward Classes category.

The Committee further recommends that the shortfall in service should be filled up at the earliest so that the new schemes of the Government may be implemented.

PUBLIC HEALTH (WATER SUPPLY & SANITATION) DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 14th June 2010 asked the Financial Commissioner & Principal Secretary to Government Haryana Public Health (Water Supply & Sanitation) Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Public Health (Water Supply & Sanitation) Department for the year 2007 2008 2008 2009 2009 2010 as it stood on 31st March 2010 within a fortnight in the prescribed performa But the department did not supply the requisite information

The Committee took a serious view of the inordinate delay for supplying the required information which was asked to be supplied within a fortnight

EDUCATION DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 22nd June 2010 asked the Financial Commissioner & Principal Secretary to Government Haryana Education Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Education Department for the year 2007 2008 2008 2009 2009 2010 as it stood on 31st March 2010 within a fortnight in the prescribed Performa

The reminders were issued to the Government for supplying the required information But the Government supplied only the information in respect of Elementary Education The Committee could not examine the department orally for want of not supplying the complete information

The Committee took a serious view for not supplying the complete requisite information till the finalization of the Report The Committee has desired that the requisite reply in respect of Higher Education and School Education may be supplied to Committee at the earliest as the only reply of the Elementary Education has been received

AGRICULTURE DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 22nd June 2010 asked the Financial Commissioner & Principal Secretary to Government Haryana Agriculture Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Agriculture Department for the year 2007 2008 2008 2009 2009 2010 as it stood on 31st March 2010 within a fortnight in the prescribed performa

The reminders were issued to the Government for supplying the required information but the Committee is constrained to point out that the Government did not supply the required information till the framing of this Report which was asked to be supplied within a fortnight.

GENERAL RECOMMENDATION

During the year 2010 2011 while examining the Departments of Welfare of Scheduled Castes & Backward Classes Department Women & Child Development Department Public Health (Water Supply & Sanitation) Department Education Department and Agriculture Department Committee observed that Public Health (Water Supply & Sanitation) Department Agriculture Department and Education Department did not send the information required by the Committee inspite 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 33rd 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 25th and 32nd 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 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 has been received	The Committee has desired that the latest position may be intimated

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 has been 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 GENERAL 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 were sent to Haryana Staff Selection Commission and the recommended candidate had joined the Corporation. However, few posts remained vacant due to non-availability of SC & BC Candidates. The posts lying vacant 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.

The Committee decided that H.P.G.C.L. may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee.

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

UDC(HO)

At present 04 No posts of HO Cadre are lying vacant under promotion quota same cannot be filled up due to non availability of SC candidates As and when SC candidate will be available the backlog will be filled up

The Committee decided that H P G C L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

UDC (Field)

At present 03 posts of SC category under promotion quota and 01 post of BC category under direct recruitment quota are lying vacant Requisition was sent to Staff Selection Commission for filling the backlog in the Direct recruitment posts but 01 No post in BC category cannot be filled due to non availability of suitable candidate Further post lying vacant under promotion quota cannot be filled due to non availability of SC candidate The backlog will be filled up as and when SC candidate will be available

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

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

At present 03 post of SC & 2 nos post of BC candidate are lying vacant under promotion quota due to non availability of SC & BC candidate the backlog will be filled up as and when SC/BC candidate will be available

The Committee decided that H P G C L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

LDC (Field)

No backlog

LDC (HO)

At present 02 nos post in SC category under direct recruitment quota are lying vacant. Requisition was sent to HSSC but for filling backlog but 02 posts in SC category cannot be filled due to non availability of suitable candidate. These posts will be taken care of while sending requisition to HSSC

The Committee feels satisfied with the action taken by the department

The Committee decided that H P G C L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

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

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

DRIVERS

No backlog

The Committee feels satisfied with the action taken by the department

DHD

At present 2 posts of DHD (HDM) are lying vacant under promotion quota due to non availability of SC candidate cannot be filled up As and when suitable SC candidate will be available the backlog will be filled up

The Committee decided that H P G C L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

1	2	3
(4) Junior Engineer (Civil) Junior Engineer (F) (Tech Asstt) (5) Drafts sub (6) Sub Stn Attendant (7) S S A (8) Shift Attendant and (9) Assistant Foreman The reasons for the shortfall as explained by the Department/Board in its latest written reply were as under — (i) Qualified persons were not available in general for Technical posts at the time of recruitment (ii) In promotional cadre posts no Scheduled Castes employees were available in the lower rank The Committee while sharing the difficulty of the Board in this regard suggest that if candidates belonging to Scheduled Castes having the prescribed academic qualifications were recruited and made fit for the Technical posts reserved for them by giving them necessary training and restriction regarding experience was relaxed they would be able to avail of their legitimate chances of appointment	Foreman I At present 12 posts of Foreman I under promotion quota and 04 posts of SC category under direct recruitment quota are lying vacant. The backlog against direct recruitment quota of SC category will be taken care of while sending of requisition to HSSC. The backlog in promotion will be filled up as and when suitable candidate in SC category will be available. JE/Civil Backlog against direct recruitment quota will be taken care of while sending requisition to HSSC. Draftsmen No backlog Assistant Foreman These posts no longer exist in Corporation do	The Committee decided that H P G C L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee. The Committee feels satisfied with the action taken by the department

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/Daftiri/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

Daftiri

The restructuring of Class IV posts in HPGCL is yet to be carried out

The Committee decided that HPGCL may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

Peon

The restructuring of Class IV posts in HPGCL is yet to be carried out

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.	As already stated in the Nigam's reply submitted to the Committee to its observations/recommendations as contained in the various Reports that the Government had unbundled the erstwhile HSEB into four Nigams/Corporations i.e. HVPNL, HPGCL, UHBVNL & DHBVNL along with their allied record as well as staff. Accordingly the functioning of the each Nigam/Corporation had started well from 1.7.1999 independently under the supervision of the respective Managing Director(s). The new Roster Register of reservation also started well from 1.7.99 as per the directions/guidelines given by the State Government in the matter. The main reason to maximize the backlog of Scheduled Castes employees is that the HVPNL office (Field Cadre) has not been completed. The Roster Registers of Reservation in respect of the Technical & Non-Technical categories due to non-availability of proper allied record. The due representation thus could not be given to SC & other reserved category employees. Now the roster registers of reservation have been	The Committee decided that HVPNL may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee.

completed by his office. Moreover, the Director/Welfare of Scheduled Castes & Backward Classes Department have also been requested vide this office memo No. Ch 29/SC/BC/W 255/Vol VII dated 29.6.2010 to get the same checked by the Government Roster Checking Party.

It is assured to the Committee that the backlog of Scheduled Castes & Backward Classes employees existing against promotional quota will be minimized on top priority basis. Necessary direction in this regard has already been given to the concerned authorities.

The position regarding latest backlog of Scheduled Caste & Backward Classes as per roster desired by the Committee in its observations/recommendations as contained in 33rd Report is placed at Annexure – A

UDCs. The Board has stated in its latest written reply that 1796 posts of UDCs are in position. The quota meant for Scheduled Castes candidates comes to 359, whereas only 92 posts have been filled up from amongst the Scheduled Caste 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 decided that HVPNL may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee.

1	2	3
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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

is available in the cadre of LDC for promotion to the post of UDC their poor performance in the Departmental Exam by the Scheduled Castes employees resulting in the backlog

The Nigam has issued directions to the concerned offices to take necessary steps to fill up the backlog on priority basis

The latest position of backlog in the category of UDC is placed at Annexure A

As regards Jr Scale Steno selection list against requisition 37 Jr Scale Steno is awaited from HSSC which will further recoup the backlog

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

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

As already stated in the foregoing para under Class III posts that the backlog of SC employees in the cadre of LDC is existing mainly in field cadre staff due to non preparation of the Roster Registers of Reservation by the concerned authority properly which has now been completed. As Roster Register there are only 23 No backlog of Scheduled Castes employees in the Cadre of LDC

The Committee decided that HVPNL may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

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.

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

As already stated in the Nigams reply submitted to the Committee that the HVPNL has already been sent the 85 No posts of Drivers including 15 No backlog of Scheduled Castes employees to the HSSC on dated 8 7 2008 for advertisement and filling up but the selection is still awaited from the Commission.

It is assured that as and when the selection of Driver Category is finalized by the Commission the backlog of Scheduled Caste employees will be recouped.

The position has already been explained under Class III posts. It is further informed that mostly backlog is under Class III Tech posts against promotional quota posts in the field categories. The latest position of backlog of Scheduled Castes employees according to roster system in the Technical Categories is placed at Annexure — A.

It is assured that the backlog will be recouped at the earliest for which necessary directions have already been given to the

The Committee decided that HVPNL may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee.

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

- (4) Junior Engineer (Civil) Junior Engineer (F)
(Tech Asstt) concerned authorities and the selection lists
against the following requisition sent to HSSC
are awaited which will further recoup the
backlog in near future —
- (5) Drafts sub JE/Elect (Field) 34 Nos
- (6) Sub Stn Attendant Shift attendant 571 Nos
- (7) S S A
- (8) Shift Attendant and
- (9) Assistant Foreman

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

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

The Committee while sharing the difficulty of the Board
in this regard suggest that if candidates belonging to
Scheduled Castes having the prescribed academic
qualifications were recruited and made fit for the Technical
posts reserved for them by giving them necessary training
and restriction regarding experience was relaxed they would
be able to avail of their legitimate chances of appointment

Class IV

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

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

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

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

As already stated in the Nigam's reply submitted to the Committee that the Nigam has already been 140 No vacancies of Peon including 40 No backlog of Scheduled Castes category to the Haryana Group D Employees Selection Committee on dated 20.2.2009 for direct recruitment and the selection of the candidates is awaited from the Committee

It is assured that as and when the selection of the candidates will be made by the Committee the existing backlog of SC employees in the category of Peon will be completed

The Committee decided that H V P N L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

STATEMENT SHOWING THE BACKLOG OF SCHEDULED CASTES & BACKWARD CLASSES ENDING 30 4 2010

Sr No	Name of the Category	Posts/ Vacancies filled according to Roster	Posts meant for (out of Col 3)	Number of SC and BC promoted/appointed (out of Col 4)				Shortfall (Col 4 5)			Remarks
1	2	3	4	5				6			7
				SC	BC A	BC B	SC	BC A	BC B	SC	
1	Upper Division Clerk (75% by promotion 25% by direct)	384	76	8	5	53	10	9	23	-	-
2	Lower Division Clerk (80% by direct 20% by promotion)	504	101	40	27	78	36	26	23	16	8
3	Jr Scale Steno (50% by direct 50% by promotion)	47	9	3	2	1	4	1	8		Selection of Jr Scale Steno against requestion of 37 Nos awaited from HSSC
4	JE 1	309	62			56			6		Selection of JE/Elect against requestion of 34 Nos awaited from HSSC
5	JE/Field/SS/Carrer/ Test (40% by Direct 60% by promotion)	660	132	98	32	101	2	2	31	3	2
6	GSO	654	131			52			79		
7	Driver	177	35			30			5 ¹		Selection of Drivers against requestion of 85 Nos awaited from HSSC
8	Draftsman	66	13						8*		

9	HDM	74	15	3	6*	
10	Lineman	645	129	105	24	
11	ALM	358	72	56	16	
12	SA	226	45	19	13	34
					37	12
					46	8
13	Peon*	432	86		40	

Selection of Shift Attendants against
 requisition of 571 Nos awaited from HSSC
 Selection of Peon against requisition of
 140 Nos awaited from Haryana Group D
 E S C

Note — (i) *As per State Govt Instructions dated 9 2 1979

(ii) *All the post of Peons have been filled up from amongst the serving Work Charge Daily Wages & Contingent employees from time to time whereas the reservation of B C candidates are only in direct recruitment Hence there is no backlog of BC in Peon category

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 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 — SC = 1 BC = 2	The Committee decided that UHBVN may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee.

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

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

UDCs.

The Board has stated in its latest written reply that 1796 posts of 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 are requisitioned have been filled up through recruitment by HSSC except following due to non availability of eligible candidates —

SC = 1

do

The backlog of SC/BC category if any is being taken care of at the time of promotion

The Committee decided that U H B V N L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

L D Cs

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

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

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	=	22
BC	=	01

The Committee decided that U H B V N L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

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 Assit)
- (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

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

JE

SC = 1

BC = 2

ALM

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

SC = 06

BC = 07

SA

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
UHBVN

The Committee decided that U H B V N L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

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 decided that U H B V N L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

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
From the perusal of the material supplied by the Board the overall representation of Scheduled Castes in Class III posts was 12.36% in 1984-85, 12.67% in 1985-86 and 12.71% in year 1986-87. But it has been noticed that out of 21427 categories of Posts representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32929 sanctioned posts of Class III as on 31st March 1987, 30706 posts were filled up. The quota meant for Scheduled Castes comes to 6121 whereas only 2905 posts had been filled up from amongst the Scheduled Caste candidates. Thus there was a shortfall of 2216 Scheduled Caste candidates in the Board. The Committee was assured during the course of oral examination of the representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted. The Committee hope that the Board will take some positive steps in the near future to recoup the shortfall backlog in Class III posts and inform them accordingly.	The backlog of the SA category has been filled up amongst 27 Nos. SAs selected by the HSSC. The backlog of ALM category has been filled up through 214 Nos. ALMs selected for appointment through HSSC.	The Committee decided that D. H. B. V. N. L. may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee. 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 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

There is no backlog in the category of UDCs 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

The Committee feels satisfied with the action taken by the department

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

do

There is no back log in the category of LDCs 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

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 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

Backlog will be filled by selection from HSSC

Since all the posts of JDM 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

This is a promotional post The Nigam would assure the committee that as and when the SC employees are available in lower cadre of ASSA shortfall against the promotional posts will be recouped accordingly

The Shortfall shall be filled up from the eligible candidates of Shift Attendants under promotional vacancies

There is no backlog in SA category

The Committee decided that D H B V N L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

do

do

do

The Committee feels satisfied with the action taken by the department

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 ALM category has been filled up through 214 Nos ALMs selected for appointment through HSSC

The Committee decided that D H B V N L may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee

The Committee feels satisfied with the action taken by the department as stated in 32nd Report

DAKSHIN HARYANA BIJLI VITTRAN NIGAM

ANNEXURE-A

**STATEMENT SHOWING THE LATEST STATUS REGARDING SCHEDULED CASTES & BACKWARD CLASSES
AS ON 31-03-2010**

Class	Shortfall as on 31 3 2010	Post/Vacancies filled w e f 1 4 2009 to 31 3 2010 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 2010 (Col 2+4 5)
1	2	3	4			5			6
	SC	BC A	BC B	SC	BC A	BC B	SC	BC A	BC B
I (Category wise)	-	-	-	-	-	-	-	-	-
II (Category wise)	-	-	-	-	-	-	-	-	-
III (Category wise)	120	11	09	683	138	36	23	124	70
IV (Category wise)	-	18	14	-	-	-	-	-	-

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

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	Out of 15 posts of SC Category the selection list of 06 posts 1 e 03 Tracers (Engg /T&P) 01 ADM (T&P) and 02 Accounts Assistants has been received The appointment letters of selected candidates will be issued after code of conduct is over As regards remaining seven posts 1 e 04 Accountants 02 Steno Typists and 01 Senior Scale Steno the selection list is still awaited The HSSC is being asked for sending the selection list of these posts Further 01 post of Naib Tehsildar and 01 post Kanungo have been withdrawn due to non availability of eligible candidates and request has been made to Director Land Record Department to send the consent of willing employees working in their office along with their service particulars vide memo dated 20 3 2009 but the required information is still awaited Further Haryana Staff Selection Commission has informed vide his memo No 36 8 2006 5 R 1/59 dated 29 1 2010 that the advertisement to the post of Office	The Committee decided that Haryana Urban Development Authority may take action for filling up the post meant for SC/BC to recoup the backlog under intimation to the Committee
1 Accountant Assistants 3 2 Jr Scale Stenographer 2 3 Steno typist 2 4 Accountant SAS 2		

1	2	3
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Associates has been kept in abeyance till the
State Eligibility Test in Computer
Appreciation and Application to be
conducted by HARTON

POLICE DEPARTMENT (14th Report 1988-89)

Recommendations 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	The Committee has desired that the latest position be sent to Committee at the earliest

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

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

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

Cadrewise position of employee /representation of Scheduled Castes The Department informed that the posts in Group A & B are filled up by direct recruitment and also by promotion. It was also informed that there are total 16 posts in Group A out of which 4 posts i.e. Joint Director (Technical) Deputy Apprenticeship Advisor Deputy Director (V E) and Deputy Director (Women) are filled up 100% by promotion. The remaining 12 posts in different cadres are filled up 50% by promotion and 50 % by direct recruitment. These posts include Assistant Director (Technical) Assistant Apprenticeship Advisor/Principals I T I (Technical) Assistant Director (V E) and Assistant Directors/Controller of Examination. With regard to Group B posts it was informed that there are 82 posts which are filled up 50% by promotion and 50% by direct recruitment except one post of Assistant Director (Women) which is filled up 100% by promotion.	Social Study Instructor Regarding short fall of one post of Social Study Instructor it is submitted that after the merger of Vocational Education Scheme 71 GFC Instructors have been adjusted in the Department in the Industrial Training Institutes against the post of Social Study Instructors out of which 22 Social Study Instructors belong to SC Category. At present there are 87 sanctioned posts of Social Study Instructors in the department against which 86 regular Instructors and 1 guest Instructor is working. Now there is no shortfall of Social Study Instructor. Hence in view of above stated position it is requested that the para may be dropped.	The Committee recommends that reservation policy may also be implemented/ introduced those recruited on the contract basis. The Committee recommends that latest position of quota of SC & BC in all others categories be supplied to the Committee.
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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 post were created in Group A including the one post of Deputy Director which was up graded to that of Joint Director. The reserved posts in this group was advertised twice by the Haryana Public Service Commission. It was told that no candidate has been recommended by the said Commission.

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

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

(ii) Shortfall against
recruitment posts direct = 48

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

(i) Total reserved for S C as per Roster 84

(ii) Total filled out of reserved posts 74

(iii) Extra posts filled from S C	2
(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 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	Source		
			H P	Promotion S C	
	1	2	3	4	
Group A					
1986 87	4		2		2
1987 88	1				1
1988 89	1				1

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

It will be seen from the above figures that no representation has been given to Scheduled Castes in Group A posts 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.

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	No reply has been received	The Committee has desired that the latest position be sent to Committee at earliest

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
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.	No reply has been received	The Committee has desired that the latest position be sent to Committee at earliest

3

2

1

Group	No of posts created from	Total No of posts filled up from 9 2 79 to 31 3 1991	Representation Scheduled to Scheduled Castes
A	24	35	13
B	40	60	18
C	318	820	544
D	173	276	276

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

Group A Cadre	%age for pro motion	By for recruit ment	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%
Malster		100%
Cost Accounts Officer		100%

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

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

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

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

**Filling up of
vacancies**

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

The Committee has desired
that the latest position be
sent to Committee at earliest

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 be sent to Committee at earliest

The Committee has desired that the latest position be sent to Committee at earliest

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	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 & 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	The Committee has desired that the latest position may be intimated
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Annexure 'A'

	Districtwise Number of Eligible person	Districtwise plots allotted in Three Surveys registration been done	Districtwise plots in which	Possession given	Districtwise number of persons who were 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

1			2	3
Distt Hsar & Fatchabad				
Ist	11356	11356	11356	11356
IInd	1758	1758	1758	1758
IIInd	3948	3948	3948	3948
Distt Jind				
Ist	10987	10987	10987	10987
IInd	5440	5440	5440	5440
Distt Bhiwani				
Ist	15286	15286	15286	15286
IInd	7230	7230	7230	7230
IIInd	3396	3396	2046	1998 1398
Distt Gurgaon				
Ist	6465	6465	6465	6465
IInd	2925	2925	2925	2925
IIInd	1608	1608	1608	1608
Distt Panckula				
	768	679	676	676
Distt Panipat				
Ist	5257	5257	5257	5257
IInd	1497	1497	1497	1497
IIInd	1545	1065	1065	480 1065
Distt Rewari				
Ist	2741	2741	2741	2741
IInd	2896	2896	2896	2896
IIInd	5094	4275	4275	4275
Distt Rohtak				
	22053	15531	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

The Committee has desired that 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 shamilat land is available the State Government should allocate separate funds and proceed to acquire land for purposes of allocation to those members of

The 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 YOJNA

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

- (iii) State Government should appoint a team of officers for purposes of re verifying the veracity of the survey conducted in 1989 as compared to the earlier two surveys If after getting a sample survey such expert body of officers come to the conclusion that variation in actual beneficiaries as on 1 1 89 is much more

The Committee has desired that the latest position may be intimated

The Committee has desired that the latest position may be intimated

1	2	3
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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

The Committee has desired that the latest position may be intimated

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(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

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 has been received	The Committee has desired that the latest position be sent to 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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