

HARYANA VIDHAN SABHA

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

(2012-2013)

(TWELFTH VIDHAN SABHA)

THIRTY SIXTH REPORT

ON

**Reservation/representation of Scheduled Castes,
Scheduled Tribes and Backward Classes in Agriculture
Department, Development & Panchayats Department,
Excise & Taxation Department, Food & Supplies Department,
Sports & Youth Affairs Department, Public Health Engineering
Department and action taken by the Government on the
recommendations contained in its
Thirty Fifth Report**



Presented to the Haryana Vidhan Sabha on March 2013

**HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2013**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES, SCHEDULED TRIBES AND
BACKWARD CLASSES FOR THE YEAR 2012-2013**

CHAIRPERSON

- 1 Shri Anil Dhantori

MEMBERS

- 2 Shri Jagdish Nayar
- 3 Shri Raj Pal Bhukhari
- 4 Shri Jarnail Singh
- 5 Smt Shakuntla Khatak
- 6 Shri Dharam Singh
- 7 Sardar Charanjeet Singh Rori
- 8 Shri Naseem Ahmed
- 9 Shri Ganga Ram

SECRETARIAT

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

INTRODUCTION

I Anil Dhantori Chairperson of the Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes having been authorized by the Committee in this behalf present this report on the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in the Agriculture Department Development and Panchayats Department Excise and Taxation Department Food and Supplies Department Sports and Youth Affairs Department and Public Health Engineering Department and action taken by the Government on the recommendations as contained in its thirty fifth 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/Deputy Secretary and his staff

Dated Chandigarh the
18th February 2013

ANIL DHANTORI
CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2012 2013 was constituted on 20th April 2012 by the Hon ble Speaker authorized by the House on a motion passed by the Haryana Vidhan Sabha in its sitting held on 24th February 2012 for nominating the Members of the Committee and also for appointing the Chairperson of the said Committee

Shri Anil Dhantori a Member of the Committee was appointed Chairperson of the Committee by the Hon ble Speaker on 20th April 2012

The Committee held 64 sittings till the date of finalization of the Report

The first meeting of the Committee held on 26th April 2012 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 15th May 2012 selected the following Departments for examination during the year 2012 2013 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) Agriculture Department
- (ii) Development & Panchayats Department
- (iii) Excise & Taxation Department
- (iv) Food & Supplies Department
- (v) Sports & Youth Affairs Department
- (vi) Public Health Engineering Department

AGRICULTURE DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 13th June 2012 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 2009 2010 2010 2011 & 2011 2012 as it stood on 31st March 2012 within a fortnight in the prescribed performa

The reminders were issued to the Government for supplying the required information The Committee only scrutinized the material

DEVELOPMENT & PANCHAYATS DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 13th June 2012 asked the Financial Commissioner & Principal Secretary to Government Haryana Development & Panchayats Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Development & Panchayats Department for the year 2009 2010 2010 2011 2011 2012 as its stood on 31st March 2011 within a fortnight in the prescribed performa

The reminders were issued to the Government for supplying the required information The Committee only scrutinized the material

EXCISE AND TAXATION DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 13th June 2012 asked the Financial Commissioner & Principal Secretary to Government Haryana Excise and Taxation Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Excise and Taxation Department for the year 2009 2010 2010 2011 2011 12 as its stood on 31st March 2012 within a fortnight in the prescribed performa

The Government supplied the required information vide letter dated 24th December, 2012 The Committee only scrutinized the material but could not orally examination the representative of the Government because of shortage of time at its disposal

FOOD AND SUPPLIES DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 13th June 2012 asked the Financial Commissioner & Principal Secretary to Government Haryana Food and Supplies Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Food and Supplies Department for the year 2009 2010 2010 2011 2011 2012 as its stood on 31st March 2012 within a fortnight in the prescribed performa

The Government supplies the required information vide letter dated 15th January, 2013 the Committee because of shortage of time at its disposal could neither scrutinized the material nor orally examine the representation of the Government

SPORTS AND YOUTH AFFAIRS DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 13th June 2012 asked the Financial Commissioner & Principal Secretary to Government Haryana Sports and Youth Affairs Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Sports and Youth Affairs Department for the year 2009 2010 2010 2011 2011 2012 as its stood on 31st March 2012 within a fortnight in the prescribed performa

The Government supplies the required information vide letter dated 30th January, 2013 the Committee, because of shortage of time at its disposal could neither scrutinized the material nor orally examine the representation of the Government

PUBLIC HEALTH ENGINEERING DEPARTMENT

The Haryana Vidhan Sabha Secretariat *vide* letter dated 13th June 2012 asked the Financial Commissioner & Principal Secretary to Government Haryana Public Health Engineering Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Public Health Engineering Department for the year 2009 2010 2010 2011 2011 2012 as its stood on 31st March 2012 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 the supplied within a fortnight

GENERAL RECOMMENDATION

During the year 2012 2013 while examining the Departments of Agriculture Department Development and Panchayats Department Excise and Taxation Department Food and Supplies Department Sports and Youth Affairs Department and Public Health Engineering Department the Committee observed that Public Health Engineering 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 35th 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 alongwith 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 SC ST 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 whoever 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 be sent 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 Reservation Policy in Municipalities In order to ensure effective enforcement of the reservation policy the Department should review the progress from time to time and the progress report be sent for information of the Committee. The Committee further recommended that the Chief Secretary to Government Haryana should take up the matter with the Department to enforce the reservation policy so that all the irregularities made in the Municipalities with regard to Government reservation policy may be avoided in future and the persons belonging to Scheduled Castes may get their full share in the services of Municipalities	2 No reply has been received	3 The Committee has desired that the latest position be sent to the 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 21,427 categories of posts representation in 2653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32,929 sanctioned posts of Class III as on 31st March 1987, 30,706 posts were filled up. The quota meant for Scheduled Castes comes to 6,121 whereas only 2,905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 22,16 Scheduled Castes candidates in the Board.	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 HPGCL 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 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.

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 02 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 HP 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

1	2	3
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	Store Keeper 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
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	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

The Committee feels satisfied with the action taken by the department

DRIVERS

No backlog

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

DHD

At present 1 posts of DHD (HDM) are lying vacant under promotion quota due to non availability of SC candidate. 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
	Foreman I	
(4) Junior Engineer (Civil) Junior Engineer (F) (Tech Asstt)	At present 01 posts of Foreman I under promotion quota and 02 posts of SC category under direct recruitment quota are lying vacant	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
(5) Drafts sub	The backlog against direct recruitment quota of SC category will be taken care of while sending of requisition to HSSC	
(6) Sub Stn Attendant	The backlog will be filled up as and when in promotion will be filled up as and when suitable candidate in SC category will be available	
(7) S S A		
(8) Shift Attendant and		
(9) Assistant Foreman		
	JE/Civil	
The reasons for the shortfall as explained by the Department/Board in its latest written reply were as under —	Backlog against direct recruitment quota will be taken care of while sending requisition to HSSC	do
(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		
	Draftsmen	The Committee feels satisfied with the action taken by the department
	No backlog	
	Assistant Foreman	
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	These posts no longer exist in Corporation	do

1	2	3
Class IV	The Department/ Board supplied the required information in respect of Class IV employees as desired by the Committee in its meeting held on 3rd February 1988. As per the statement of the Board there is adequate shortfall on the following posts —	The 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
1 Havildar/Daftri/Record lifter	Daftri	The restructuring of Class IV posts in HPGCL is yet to be carried out
2 Store Mate/Store Attendant	Peon	do
3 Bill Distributor	The restructuring of Class IV posts in HPGCL is yet to be carried out	
4 Mali/Gardner		
5 Peon		
6 Truck Cleaner/Cleaner/Oiler/Greaser		
7 Asstt Pump Driver		

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

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

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

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 21,427 categories of posts representation in 2,653 categories of posts is very low. Some of such categories of posts are mentioned in the succeeding paragraphs together with the recommendation/observation of the Committee. As per the latest written reply of the Board, out of 32,929 sanctioned posts of Class III as on 31st March 1987, 30,706 posts were filled up. The quota meant for Scheduled Castes comes to 6,121 whereas only 2,905 posts had been filled up from amongst the Scheduled Castes candidates. Thus there was a shortfall of 22,16 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.	The Nigam has already stated to the Committee that the backlog of Scheduled Castes & Backward Classes in direct recruitment has already been sent to the Haryana Staff Selection Commission for its recruitment of various categories of Class III posts (Technical and Non-technical). But while sending the selection lists of Class III posts of Tech and Non-Technical the Commission has intimated that the Eligible Scheduled Castes and Backward Classes candidates are not available of Class III posts. Therefore, the required posts meant for Scheduled Castes and Backward Classes could not be filled up by the Commission during the year 2010-2011. Backlog is mostly existing in promotional categories of Class III of Technical and Non-technical categories because the suitable eligible candidates are not available in the initial cadre of post for promotion. As and when the suitable candidates are available in the initial cadre post of Class III of various categories, the backlog of promotional	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.

categories of Class III Technical and Non technical categories will be then completed accordingly

The position regarding latest backlog of Scheduled Castes & Backward Classes of the Nigam desired by the Committee in its observations/recommendations as contained in the 35th Report is placed at Annexure A

UD 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

It is stated that as per recruitment and Promotion Policy of the HVPN 75% posts of UDCs are filled up by way of promotion from amongst the lower Division Clerks who qualify the Departmental Accounts Exam of Ministerial Establishment and 25% posts by Direct Recruitment from open market. At present no qualified Scheduled Caste employee is available in the Cadre of LDC for promotion to the post of UDC. Poor performance in the Departmental exam by the Scheduled Castes Employees is resulting in the backlog in the Nigam.

The HSSC while sending the selection lists of UDC (HO) as well as UDC (Field) has informed that some posts of UDC have remained vacant due to non availability of candidates in this category.

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.

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.

The latest position of backlog with regard to Upper Division Clerks is available in Annexure A.

As per recruitment and promotion policy of the HVPNL 75% posts of LDCs are filled up by way of direct recruitment from the open market and only 25% posts of LDC are filled up by way of promotion from amongst the Class IV employees who fulfil the prescribed qualification. The backlog of LDC category exists in the Field Cadre of the Nigam.

The HSSC while sending the selection lists of LDC(HO) as well as LDC (Field) has informed that some posts of LDC have remained vacant due to non availability of Scheduled Castes candidates in this category.

The latest position of backlog with regard to Lower Division Clerks is available in Annexure A.

The Nigam has already informed to the Committee that the requisition of 80 No post Drivers including 15 due to backlog of Scheduled Castes candidates has been sent to the Haryana Staff Selection Commission for recruitment *vide* memo dated 8 7 2008 but the selection of the same was not supplied by the Commission.

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

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.

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.

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

In the meantime keeping in view the fact that some vehicles of the Nigam were likely to surveyed off in near future it was decided that 25 Drivers be recruited and accordingly a revised requisition for recruitment of 25 Drivers including 9 No due to backlog of SC Candidates was sent to the HSSC on dated 16 8 2010 As and when the selection list is supplied by the Commission the backlog of this category will be recouped

The latest position of backlog with regard to Drivers category is available in Annexure- A

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)

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

The Nigam has already stated in its earlier report that the backlog of reserved categories in Technical Post due to non availability of required numbers of SCs employees in the initial/lower cadre posts for promotion to the Upper/Higher cadre posts As per the Nigam recruitment and promotion policy all the lower cadre posts are to be filled up by way of direct recruitment i e Steno typist Jr Scale Stenographers SA ALM Carrier Attendants JDM and JEs etc and non availability of SC&BC category employees at initial level by direct recruitment results in the backlog in the posts to be filled up by promotion

1	2	3
(5) Drafts sub (6) Sub Stm Attendant (7) S S A (8) Shift Attendant and (9) Assistant Foreman	The HSSC while sending the selection lists of Steno typist and Jr Scale Stenographers as well as other Tech posts has informed that some posts have remained vacant due to non availability of Scheduled Castes candidates in these categories As desired by the Committee the latest position of backlog with regard to technical categories of Class III is available in at Annexure A	
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		
The Department/ Board supplied the required information in respect of Class IV employees as desired by the Committee in its meet	As already informed to the Committee that the Nigam has sent the requisition of 140 Nos vacancies including 40 nos backlog of	The Committee decided that H V P N L may take action for filling up the post meant

Class IV

1	2	3
ing 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	Schedule Caste category to the Haryana Group D Employees Selection Committee on dated 20 2 2009 & 9 7 2009 to be filled up by direct recruitment The interview was held on 1/2011 by the Employees Selection Committee of Group D but selection list is still awaited from the Haryana Group D Employees Selection Committee As and when the selection list is supplied by the Committee the backlog of this category will be recouped The latest position of backlog with regard to Peon category is available in Annexure A	for SC/BC to recoup the backlog under intimation to the Committee

STATEMENT SHOWING THE BACKLOG OF SCHEDULED CASTES & BACKWARD CLASSES ENDING 30 4 2011

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	8	9	10	11	12	
			SC	BC A	BC B	SC	BC A	BC B	SC	BC A	BC B	
Class III												
1	Assistant	156	31	-	-	19	-	-	10*	-	-	
2	Upper Division Clerk (75% by promotion 25% by direct)	428	86	8	7	40	8	7	17*	-	-	
3	Lower Division Clerk (75% by Direct 25% by promotion)	557	111	33	19	87	27	17	24*	6	2	
4	Jr Scale Steno (50% by direct 50% by promotion)	60	12	3	2	3	4	1	9*	-	-	
5	Sr Scale Steno	64	13	-	-	2	-	-	6*	-	-	
6	P A	42	08	-	-	3	-	-	2*	-	-	
7	JE I	470	94	-	-	88	-	-	6	-	-	
8	JE/Field/SS/Carrier/ Test (40% by direct 60% by promotion)	1098	219	86	37	159	84	36	60	2	1	

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.	---	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 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

Selection is under process in the Commission Office

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

1	2	3
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.	Selection is under process in the Commission Office	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
Drivers In its latest written reply the Board has stated that out of 538 sanctioned posts of Drivers as on 31st March 1987 484 posts were filled up out of which 97 posts were meant for Scheduled Castes candidates while only 27 posts were held by Scheduled Castes candidates resulting in a shortfall of 70 persons. The reasons of shortfall as stated by the Board were that the fresh recruitment was generally banned and the men from Scheduled Castes category were not available in the work charged/daily wages cadre from where these have been appointed. The Committee feel greatly distressed to find the shortfall in the posts of drivers while the Scheduled Castes candidates for posts of drivers are available in number with the Employment Exchanges. The Committee further desire to be informed regarding the steps taken by the Board to make up the deficiency.	The 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

1	2	3
Technical posts The Department/Board supplied the required information of Technical posts as desired by the Committee in its meeting held on 3rd February 1988 As per latest statement of the Board there is adequate shortfall on the following posts — (1) Junior Engineer (F) (2) Divisional Head Draftsman (3) Foreman G I (4) Junior Engineer (Civil) Junior Engineer (F) (Tech Asstt) (5) Drafts sub (6) Sub Stn Attendant (7) S S A (8) Shift Attendant and (9) Assistant Foreman The reasons for the shortfall as explained by the Department/Board in its latest written reply were as under --- (i) Qualified persons were not available in general for Technical posts at the time of recruitment (ii) In promotional cadre posts no Scheduled Castes employees were available in the lower rank The Committee while sharing the difficulty of the Board in this regard suggest that if candidates belonging to	ALM Selection is under process in the Commission Office SA All posts as requisitioned have been filled up through recruitment by HSSC except following due to non availability of eligible candidate ESM SC 3 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	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 do do

1

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

1	2	3
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.	All posts as requisitioned have been filled up through recruitment by HSSC except following due to non availability of eligible candidates LDC SC = 12	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
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	All posts as requisitioned have been filled up through recruitment by HSSC JE SC = 0 BC = 0 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	The Committee feels satisfied with the action taken by the department

1	2	3
(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	The backlog of the same if any will be taken care of at the time of recruitment	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
Technical posts at the time of recruitment		
(ii) In promotional cadre posts no Scheduled Castes employees were available in the lower rank		
The Committee while sharing the difficulty of the Board in this regard suggest that if candidates belonging to Scheduled Castes having the prescribed academic qualifications were recruited and made fit for the Technical posts reserved for them by giving them necessary training and restriction regarding experience was relaxed they would be able to avail of their legitimate chances of appointment		
Class IV		
The Department/ Board supplied the required information in respect of Class IV employees as desired by the Committee in its meeting held on 3rd February 1988. As per the statement of the Board there is adequate shortfall on the following posts —		
1 Havildar/Daftri/Record lifter		
2 Store Mate/Store Attendant		
3 Bill Distributor		

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

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

DAKSHIN HARYANA BIJLI VITRAN NIGAM

ANNEXURE-A

**STATEMENT SHOWING THE LATEST STATUS REGARDING SCHEDULED CASTES &
BACKWARD CLASSES AS ON 31 03 2012**

Class	Not Shortfall as on 31 3 2011	Post vacancies filled w e f 1 4 2011 to 31 3 2012 by Ex gratia appointment + 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 2012 (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	SC BC A BC B
I (Category wise)	- - -	-	- - -	- - -	- - -
II (Category wise)	- - -	-	- - -	- - -	- - -
III (Category wise)	92 0 22	865	154 0 18	133 0 19	113 - 21
IV (Category wise)	- 21 20	-	- - -	- - -	21 20

- Note** 1 There is no reservation in promotion under Class I cadre All the posts/vacancies in respect of Class I & II 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 1 Accountant Assistants 3 2 Jr Scale Stenographer 2 3 Steno typist 2 4 Accountant SAS 2	No reply has been received	The Committee has desired that the latest position be sent to the Committee at the earliest

POLICE DEPARTMENT (14th Report 1988 89)

Recommendations of the Committee		Action taken by the Government	Further observation of the Committee
1		2	3
Cadre wise strength/ representation of Scheduled Castes	The Department gave the following figures about the total number of employees as also about the total number of Scheduled Castes employees -		
Class	Total Number of Employees	Total Number of Scheduled Castes employees	
I	130	1	
II	27	2	
III	20 488	1 173	
IV	1 185	412	
		No reply has been received	The Committee has desired that the latest position be sent to Committee at the earliest

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

			1	2	3
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.	It is submitted that according to the service rules 1998 for the post of superintendent the experience of Deputy Superintendent has already been two year. According to latest syllabus the revision of qualification/departmental service rules are under consideration.	The Committee has desired that the latest position be sent to Committee at the earliest.

1

2

3

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	177
			138

Direct Promotion

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

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

1	2	3
(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	

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 S C	Promotion
	1	2	3	4
Group A				
1986 87	4		2	2
1987 88	1			1
1988 89	1			1

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Staff Position of year 2012

Sr No	Head Quarter Promotional	Sanction ed Posts	Filled Posts		Vaccant	S C Posts on filled up posts		B C on filled up posts		S C filled up posts		B C filled up posts		Shortfall of S C		Shortfall of B C		Remarks
			Regular	D C Date/ Guest		up posts	posts	posts	posts	posts	posts	posts	posts	SC	BC	SC	BC	
1	2	3	4	5	6	7	8	9	10	11	12	13						
	Class I	21	12	0	9	0	0	1	1	0	0							Due to amendment in service rules
	Class II	11	11	0	0	0	0	2	1	0	0							—
	Class III	110	100	0	10	17	0	21	0	0	0							Due to amendment in service rules
Head Quarter Direct Posts																		
	Assistant Director Class I	2	0	0	2	0	0	0	0	0	0							Due to amendment in service rules
	Assistant Director Class II	0	0	0	0	0	0	0	0	0	0							—
	Technical Assistant Class III	7	7	0	0	0	0	0	0	0	0							Demand has been send to Commission
	Computer Networking & Hardware Technician Class III	1	0	0	1	0	0	0	0	0	0							New created posts Rules are under consideration
	Computer Operator Class III	5	0	0	5	0	0	0	0	0	0							—do—
	Junior Programmer Class III	2	0	0	2	0	0	0	0	0	0							Demand has been send to Commission
	Clerk Class III	44	6	0	38	1	1	1	1	0	0							Demand has been send to Commission
	Peon Class IV	41	35	0	6	7	8	7	8	0	0							To filling up posts matter is under process

1	2	3	4	5	6	7	8	9	10	11	12	13
Direct Posts Field Offices												
Assistant Director/ Principal Class I	19		2	0	17	4	2	0	0	0	0	According to service rule 2003 Class I Principals 17 posts demand has been send HPSC including 4 for SC and 2 for BC Category
Assistant Director/ Principal Class II	42		42	0	0	8	4	4	3	0	0	Due to Vocational Education Scheme closed in this department 24 posts of Principals has been adjusted against the vacant posts When decision has been finalized than demand will be send to the commission
Group Instructor Class III	46		12	0	34	2	3	0	0	0	0	Vacant posts can not filled due to amendment in service rule
Storekeeper Class III	61		27	0	34	5	7	5	7	0	0	Demand has been send to the commission
Clerk Class III	187		128	0	59	25	33	25	33	0	0	Demand has been send to Commission
Class IV	877		679	0	198	175	237	242	175	0	0	To filled up Class IV posts Commission has been dismissed after decision case will be concedered

1	2	3	4	5	6	7	8	9	10	11	12	13
Promotional Posts Field Offices												
Assistant Director/ Principal Class I	19	12	0	7	0	0	0	0	0	0	0	Case of 7 posts are being filling up by promotion
Assistant Director/ Principal Class II	42	37	0	5	0	0	0	0	0	0	0	Promotional case has been put up to Higher Officers
Superintendent Class II	29	14	0	15	0	0	0	3	2	0	0	Due to Officers & seniority & qualification case under consideration
Deputy Superintendent Class III	23	23	0	0	4	0	0	8	10	0	0	—
Assistant	267	237	0	30	45	70	52	70	0	0	0	Promotion case is under consideration
Clerk	47	29	0	18	6	0	0	6	5	0	0	Promotion case is Class 4th Employees Seniority list is preparing and shortly vacant post will be filled by promotion
Group Instructor Class III	186	133	0	55	26	0	0	31	0	0	0	Vacant posts are being filling up by promotion
Principal TTC Class III	5	4	0	1	1	0	0	2	0	0	0	Due to amendment in service rule
Principal Govt Art School Rohtak Class III	1	1	0	0	0	0	0	0	0	0	0	—
Head Mistress Class III	44	38	0	0	7	0	0	2	0	5	0	Due to SC employees not fulfill experience

1	2	3	4	5	6	7	8	9	10	11	12	13
12	Computer	109	0	33	76	0	0	0	0	0	0	
13	Draftsman Civil	64	39	14	11	6	7	6	7	0	0	
14	Draftsman Mechanical	42	27	14	1	3	4	3	4	0	0	
15	Math	140	60	6	74	9	10	9	10	0	0	
16	Drawing	141	75	6	60	13	14	13	14	0	0	
17	Language Teacher Hindi	33	25	7	1	3	2	3	2	0	0	
18	Language Teacher English	28	18	7	3	3	4	3	4	0	0	
19	Millwright Mechanic	37	9	0	28	1	2	1	2	0	0	
20	Painter	46	6	26	14	2	2	2	2	0	0	
21	Machinist	84	24	40	20	5	6	5	6	0	0	
22	Plastic Processing Operator	14	4	8	2	0	0	0	0	0	0	
23	Motor Mechanic	44	21	22	1	3	4	3	4	0	0	
24	Diesel Mechanic	38	24	7	7	4	5	4	5	0	0	
25	Tractor Mechanic	42	24	16	2	7	7	7	7	0	0	
26	Carpenter	85	32	28	25	5	5	5	5	0	0	
27	COPA	128	0	104	24	0	0	0	0	0	0	
28	Radio & T V	44	17	21	6	3	4	3	4	0	0	
29	Computer Hardware	7	0	4	3	0	0	0	0	0	0	
30	Millwright Electronics	15	9	0	6	1	1	1	1	0	0	
31	Agriculture Mechanic	7	5	1	1	1	1	1	1	0	0	
32	I T E M S	2	0	2	0	0	0	0	0	0	0	
33	Turner	123	52	49	22	12	17	12	17	0	0	

1	2	3	4	5	6	7	8	9	10	11	12	13
34	Fitter	155	78	45	32	17	23	17	23	0	0	
35	Tool & Die	20	9	9	2	2	2	2	2	0	0	
36	Instrument Mechanic	13	4	5	4	1	0	1	0	0	0	
37	Sheetmetal	17	8	6	3	1	1	1	1	0	0	
38	Social Study	87	84	1	2	19	18	19	18	0	0	
39	Moulder	18	8	10	0	1	2	1	2	0	0	
40	Havy Motor Vehicle	3	2	1	0	0	0	0	0	0	0	
41	Light Motor Vehicle	2	0	2	0	0	0	0	0	0	0	
42	Hostel Supdt	1	1	0	0	0	0	0	0	0	0	
43	Electrical	150	66	59	25	13	17	13	17	0	0	
44	Electronics	62	28	20	14	6	7	6	7	0	0	
45	Ref & Air Condition	50	15	22	15	2	3	2	3	0	0	
46	Surveyor	4	1	2	1	0	0	0	0	0	0	
47	Steno Hindi	37	17	18	2	7	5	3	5	0	0	
48	Steno English	30	11	14	5	6	3	3	3	0	0	
49	Consumer Electronics	10	2	7	1	0	0	0	0	0	0	
50	Mechanic Communication Electronic Maintenance	5	0	5	0	0	0	0	0	0	0	
		2282	952	781	549	180	202	174	202	0	0	

Note — Some Instructors posts are lying vacant due to amendment in service rules

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 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 03 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 Since all the posts of Assistant Executive Engineers are vacant there is no backlog in the cadre of Assistant Executive Engineers	The Committee feels satisfied with the action taken by the department

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 alongwith the steps taken to recoup the shortfall groupwise services have been given in the Annexure C. The Department gave the following figures regarding the number of posts created and filled up in group A B C and D Services from 9th February 1979 to 31st March 1991 through direct recruitment by promotion and also with regard to the representation of Scheduled Castes employees	No reply has been received	The Committee has desired that the latest position be sent to the Committee at the earliest

1			2			3		
Group	No of posts created from 9 2 79 to 31 3 91	Total No of posts filled up from 9 2 79 to 31 3 1991	Representation Scheduled to Scheduled Castes					
			By direct recruitment	By promo tion	By direct recruitment	By promo tion		
1	2	3	4	5	6	7		
A	24	35	13	22	1			
B	40	60	18	42	1			
C	318	820	544	276	27	31		
D	173	276	276		6			
In addition the department gave the following figures as also the criteria of recruitment in group A & B as under								
Group A Cadre	%age	%age for pro motion	By for recruit ment	By for recruit ment	Remarks			
					depu tation			
Managing Director					100%			
Secretary					100%			

	1	2	3
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 re cruitment (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	50%	(i) By promotion or transfer or on deputation	
Malster			100%

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

	1	2	3
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

Promotional Avenues

The Committee have observed after perusing the Common Cadre Rules 1988 of the Haryana State Co operative 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

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

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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 the 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

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 be sent to the Committee at the earliest

Annexure 'A'

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

1			2	3
Distt Hissar & Fatehabad				
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 Panchkula				
	768	679	676	676
Distt Pampat				
Ist	5257	5257	5257	5257
IInd	1497	1497	1497	1497
IIInd	1545	1065	1065	1065 480
Distt Rewari				
Ist	2741	2741	2741	2741
IInd	2896	2896	2896	2896
IIInd	5094	4275	4275	4275
Distt Rohtak				
	22053	15531	15531	15531 6522

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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 be sent to the Committee at the earliest

3 A prima facie perusal of the figures of the three surveys in most of the districts have left us with an unmistakable impression that succeeding surveys were not conducted properly. For example, if 100 beneficiaries were identified in the survey conducted in the year 1972, 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 Scheduled Castes who have been denied the benefit of the Government policy or who have not

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

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 be sent to the Committee at the earliest

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

(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 be sent to the Committee at the earliest

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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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