

HARYANA VIDHAN SABHA

COMMITTEE

ON THE WELFARE OF

SCHEDULED CASTES,

SCHEDULED TRIBES AND

BACKWARD CLASSES

(2015-2016)

(THIRTEENTH VIDHAN SABHA)

THIRTY NINTH REPORT

ON

**Reservation/representation of Scheduled Castes,
Scheduled Tribes and Backward Classes in Public Health
Engineering Department, Public Works (B&R) Department,
Forests Department and Power Department and
action taken by the Government on the
recommendations contained in its
Thirty Eighth Report**



Presented to the Haryana Vidhan Sabha on ^{29th} 30 March 2016

HARYANA VIDHAN SABHA SECRETARIAT
CHANDIGARH
2016

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**COMPOSITION OF THE COMMITTEE ON
THE WELFARE OF SCHEDULED CASTES, SCHEDULED TRIBE
AND BACKWARD CLASSES FOR THE YEAR 2015 2016**

CHAIRPERSON

- | | | |
|---|--------------------------|-------------|
| 1 | Shri Balwant Singh M L A | Chairperson |
|---|--------------------------|-------------|

MEMBERS

- | | | |
|---|--------------------------------------|--------|
| 2 | Shri Pirthi Singh M L A | Member |
| 3 | Shri Jarveer Singh M L A | Member |
| 4 | Shri Bhagwan Dass Kabir Panthi M L A | Member |
| 5 | Smt Bimla Chaudhary M L A | Member |
| 6 | Shri Bishamber Singh Balmiki M L A | Member |
| 7 | Shri Kulwant Ram Bazigar M L A | Member |
| 8 | Shri Ram Chand Kamboj M L A | Member |
| 9 | Shri Balkaur Singh M L A | Member |

SECRETARIAT

- | | |
|---|-------------------------------------|
| 1 | Shri Sumit Kumar Principal Secetary |
| 2 | Shri Nitin Malik Deputy Secretary |

INTRODUCTION

I Balwant Singh 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 Public Health Engineering Department Public Work (B&R) Department Forests Department and Power Department and action taken by the Government on the recommendations as contained in its thirty eighth 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 Principal Secretary Secretary/Deputy Secretary and his staff

Dated Chandigarh the
8th March 2016

BALWANT SINGH
CHAIRPERSON

REPORT

The Committee on the Welfare of Scheduled Castes Scheduled Tribes and Backward Classes for the year 2015 2016 was constituted on 28th April 2016 by the Hon ble Speaker authorized by the House on a motion passed by the Haryana Vidhan Sabha in its sitting held on 18th March 2016 for nominating the Members of the Committee and also for appointing the Chairperson of the said Committee

Shri Balwant Singh M L A a Member of Committee was appointed as Chairperson of the Committee by the Hon ble Speaker

The Committee held 65 sittings till the date of finalization of the Report

The first meeting of the Committee held on 5th May 2015 was addressed by the Deputy 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 selected the following Department for examination during the Year 2015 2016 The Committee decided that material already received from the Department 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) Public Health Engineering Department
- (ii) Public Work (B&R) Department
- (iii) Forests Department
- (iv) Power Department

PUBLIC HEALTH ENGINEERING DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 4th June 2015 asked the 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 2012 2013 2013 2014 2014 2015 as its stood on 31st March 2015 within a fortnight in the prescribed performa

The Department supplied the reply vide letter dated 5th August 2015 and vide letter dated 7th August 2015 The Committee scrutinized the reply and orally examined the department representative on 12th August 2015

The Committee recommends that regular water supply be provided to Scheduled Castes dominated colonies and new tubewells/ R O System be installed for the proper supply of drinking water

The committee further recommends that short fall of Scheduled Castes & Backward Classes category employees may be filled up either by promotion or direct recruitment immediately so that backlog may be completed

PUBLIC WORKS (B&R) DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 4th June 2015 asked the Additional Chief Secretary to Government Haryana Public Works (B&R) Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Public Works (B&R) Department for the year 2012 2013 2013 2014 2014 2015 as its stood on 31st March 2015 within a fortnight in the prescribed performa

The Department supplied the reply vide letter dated 28th August 2015 13th January 2016 and vide letter dated 15th January 2016 The Committee scrutinized the reply and orally examined the department representative on 9th October 2015 and 15th January 2016

During the course of oral examination the committee observed that reply has not been submitted in proper form by the Department. The committee asked the department to supply its reply in proper form categorieswise about the filled up and vacant post The department agreed to supply the desired information at the earliest

The committee was sorry to note that the department failed to supply the required information till the finalization of this Report Thus, the committee decided that the department be asked to supply the desired information to the committee with in period of one month

FORESTS DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 4th June 2015 asked the Principal Secretary to Government Haryana Forests Department for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Forests Department for the year 2012 2013 2013 2014 2014 2015 as it stood on 31st March 2015 within a fortnight in the prescribed performa

The Department supplied the reply vide letter dated 10th August 2015 and vide letter dated 26th October 2015. The Committee scrutinized the reply and orally examined the department representative on 12th August 2015 and 18th November 2015.

The committee recommends that short fall of Scheduled Castes and Backward Classes category wise employees may be filled up either by promotion or direct recruitment immediately so that back log may be completed

POWER DEPARTMENT

The Haryana Vidhan Sabha Secretariat vide letter dated 4th June 2015 asked the Principal Secretary to Government Haryana Power Department (HVPNL UHBVNL DHBVNL & HPGCL) for supplying a statement showing the reservation/representation of Scheduled Castes Scheduled Tribes and Backward Classes in Haryana Power Department (HVPNL UHBVNL DHBVNL & HPGCL) for the year 2012 2013 2013 2014 2014 2015 as its stood on 31st March 2015 within a fortnight in the prescribed performa

The Department supplied the reply vide letter dated 7th August 2015 vide letter dated 27th August 2015 and vide letter dated 30th January 2016 The Committee scrutinized the reply

The committee could not make oral examination of the department, as the oral examination was postponed on the request made by Additional Chief Secretary to Government Haryana Power Department Vide D O No 8/01/PS/ACS (Power) dated 2-2 2016

GENERAL RECOMMENDATION

During the year 2015 2016 while examining the Departments Public Health Engineering Department Public Works (B&R) Department Forests Department and Power Department the Committee observed that Power Department (HVPNL UHBVNL DHBVNL & HPGCL) 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 RECOMMENDATION/OBSERVATIONS
AS CONTAINED IN THE 38TH 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 23^d 25th and 32^d 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 representative 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 Pratsahan 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	That earlier there were separate incentive schemes in the School Education Department for stationary uniform School bags etc From the year 2008 09 all these schemes have been merged into one single scheme namely Cash Award Scheme for Scheduled Castes to all Scheduled Castes Boys and Girls of classes Ist to 12th for purchase of School bags Uniform and Stationary Articles Geometry Box Colour Pencils etc and the following rates — <table><tr><td>Class I</td><td>Rs 740/</td></tr><tr><td>Class II</td><td>Rs 750/</td></tr><tr><td>Class III</td><td>Rs 960/</td></tr><tr><td>Class IV</td><td>Rs 970/</td></tr><tr><td>Class V</td><td>Rs 980/</td></tr><tr><td>Class VI to VIII</td><td>Rs 1250/</td></tr><tr><td>Class IX XII</td><td>Rs 1450/</td></tr></table> In the year 2013 14 the department has issued sanction of this scheme vide Memo No 12/7 2013 Exam (1) dated 01 05 2013/ 21 05 2013 In the year 2014 15 the department has issued sanction vide Memo No 12/11 2014 Exam (1) dated 30 04 2014/	Class I	Rs 740/	Class II	Rs 750/	Class III	Rs 960/	Class IV	Rs 970/	Class V	Rs 980/	Class VI to VIII	Rs 1250/	Class IX XII	Rs 1450/	The Committee has desired that the latest position be sent to the Committee at the earliest
Class I	Rs 740/															
Class II	Rs 750/															
Class III	Rs 960/															
Class IV	Rs 970/															
Class V	Rs 980/															
Class VI to VIII	Rs 1250/															
Class IX XII	Rs 1450/															

05 05 2014 and the actual benefits were credited to the individual bank accounts of the students

In compliance of the observations/ recommendations of the committee the department further will make all out efforts to ensure that the benefits of this and other incentive schemes are given to the students in the beginning of the financial year. The department will also constitute a committee consisting officers of the Education Department and the Social Welfare Department Haryana for the timely implementation of the schemes and utilization of funds

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 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.	No reply has been received.	The Committee has desired that the latest position be sent to Committee at the earliest.
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The Committee was assured during the course of oral examination of the representative of the Government and Board that sincere efforts would be made to wipe off the backlog against existing vacancies as and when the ban on recruitment would be lifted.

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

1	2	3
UDCs The Board has stated in its latest written reply that 1796 posts of UDCs are in position The quota meant for Scheduled Castes candidates comes to 359 whereas only 92 posts have been filled up from amongst the Scheduled Castes Candidates The reasons for the shortfall as stated by the Department/Board were that there is general ban on fresh recruitment and also qualified persons were not available in required strength The Committee is unhappy to note the low representation of Scheduled Castes employees on these posts and recommend that some positive steps be taken by the Board to ensure due representation of Scheduled Castes on the posts	No reply has been received	The Committee has desired that the latest position be sent to Committee at the earliest
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	—do—	The Committee has desired that the latest position be sent to Committee at the earliest

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

1	2	3
LDCs The Department/Board has stated in its latest written reply that 2353 posts of LDCs are in position. The quota meant for Scheduled Castes candidates comes to 469 whereas only 231 posts have been filled up from amongst the Scheduled Castes candidates. The reasons for the shortfall of 238 posts as stated by the Department/Board were that there is ban on fresh recruitment for the last seven years and shortfall can only be removed after the ban is lifted. The Committee observe that the period to carry forward the reserved vacancies should be allowed to continue as long as the post remain vacant.	No reply has been received	The Committee has desired that the latest position be sent to Committee at the earliest
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	—do—	The Committee has desired that the latest position be sent to Committee at the earliest

1	2	3
Employment Exchanges The Committee further desire to be informed regarding the steps taken by the Board to make up the deficiency	The Department/Board supplied the required information of Technical posts as desired by the Committee in its meeting held on 3rd February 1988	The Committee has desired that the latest position be sent to Committee at the earliest
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	No reply has been received	

1	2	3
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(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 Februray 1988 As per the statement of the Board there is adequate shortfall on the following posts —

- 1 Havildar/Daftm/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

No reply has been received

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

1

2

3

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

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 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.

No reply has been received

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

1	2	3
UDCs The Board has stated in its latest written reply that 1796 posts of U D Cs are in position The quota meant for Scheduled Castes candidates comes to 359 whereas only 92 posts have been filled up from amongst the Scheduled Castes candidates The reasons for the shortfall as stated by the Department/Board were that there is general ban on fresh recruitment and also qualified persons were not available in required strength	No reply has been received	The Committee has desired that the latest position be sent to Committee at the earliest

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

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

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

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

—do—

1	2	3
Drivers In its latest written reply the Board has stated that out of 538 sanctioned posts of Drivers as on 31st March 1987 484 posts were filled up out of which 97 posts were meant for Scheduled Castes candidates while only 27 posts were held by Scheduled Castes candidates resulting in a shortfall of 70 persons. The reasons of shortfall as stated by the Board were that the fresh recruitment was generally banned and the men from Scheduled Castes category were not available in the work charged/daily wages cadre from where these have been appointed The Committee feel greatly distressed to find the shortfall in the posts of drivers while the Scheduled Castes candidates for posts of drivers are available in number with the Employment Exchanges. The Committee further desire to be informed regarding the steps taken by the Board to make up the deficiency	No reply has been received	The Committee has desired that the latest position be sent to Committee at the earliest
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	—do—	The Committee has desired that the latest position be sent to Committee at the earliest

1	2	3
(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 be able to avail of their legitimate chances of appointment

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 has desired that the latest position be sent to Committee at the earliest
1 Havildar/Daftri/Record lifter	2 Store Mate/Store Attendant	No reply has been received
3 Bill Distributor	4 Mali/Gardner	
5 Peon	6 Truck Cleaner/Cleaner/Oiler/Greaser	
7 Asstt Pump Driver		

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

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

HARYANA STATE ELECTRICITY BOARD (13th Report 1987 88)
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 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.		No reply has been received	The Committee has desired that the latest position be sent to the Committee at the earliest

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.

1	2	3
UDCs The Board has stated in its latest written reply that 1796 posts of U D Cs are in position The quota meant for Scheduled Castes Candidates comes to 359 whereas only 92 posts have been filled up from amongst the Scheduled Castes Candidates The reasons for the shortfall as stated by the Department/Board were that there is general ban on fresh recruitment and also qualified persons were not available in required strength The Committee is unhappy to note the low representation of Scheduled Castes employees on these posts and recommend that some positive steps be taken by the Board to ensure due representation of Scheduled Castes on the posts	The matter is under process	The Committee has desired that the lastest position be sent to the Committee at the earliest
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	—do—	—do—

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

The matter is under process

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

The post of driver is to be filled up from amongst the serving class IV employee 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 as desired by the Committee in its meeting held on 3rd February 1988	The Department/Board supplied the required information of Technical posts ALM Selection is under process in the commission office	The Committee has desired that the latest position be sent to the Committee at the earliest
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	SA Selection is under process in the commission office 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 in UHBVN
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		

1	2	3
Scheduled Castes having the prescribed academic qualifications were recruited and made fit for the Technical posts reserved for them by giving them necessary training and restriction regarding experience was relaxed they would be able to avail of their legitimate chances of appointment	Presently Class IV posts have not been filled up by direct recruitment. The backlog if any will be filled up at the time of recruitment	The Committee has desired that the latest position be sent to the Committee at the earliest
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

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

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.

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.

No reply has been received

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

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

No reply has been received

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

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 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	No reply has been received	The Committee has desired that the latest position be sent to the Committee at the earliest
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
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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 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 (Home) DEPARTMENT (14th Report 1988 89)

Recommendations of the Committee			Further observation of the Committee
1	2	3	
Cadre wise strength/ representation of Scheduled Castes The Department gave the following figures about the total number of employees as also about the total number of Scheduled Castes employees —	No reply has been received	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

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.	Class 1 & 2 Service Rules are under consideration and the latest Staff position of all categories are as on Flag A	The Committee has desired that the latest position be sent to Committee at the earliest

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
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

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

													1			2			3		
													1			2			3		
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													1			2					

Staff Position of year 2013

Sr No	Head Quarter Promotional	Sanctioned Posts	Filled Posts		Vacant	S C Posts on filled up posts	B C Posts on filled up posts	S C Posts filled up posts	B C Posts filled up posts	Shortfall of		Remarks	Flag - A
			Regular	D C Date/Guest						S C	B C		
1	2	3	4	5	6	7	8	9	10	11	12	13	
	Class I	20	13	0	7	0	0	1	0	0	0	Due to amendment in service rules	
	Class II	11	11	0	0	2	0	2	0	0	0	—	
	Class III	98	93	0	5	16	0	19	0	0	0	Promotion case is under process	
	Class IV	5	4	0	1	0	0	2	0	0	0	—	
	Head Quarter Direct Posts												
	Assistant Director Class I	3	0	0	3	0	0	0	0	0	0	Due to amendment in service rules	
	Technical Assistant Class III	7	6	0	1	1	1	2	2	0	0	—	
	Computer Networking & Hardware Technician Class III	1	0	0	1	0	0	0	0	0	0	New created posts Demand has been send to Commission	
	Computer Operator Class III	5	0	0	5	0	0	0	0	0	0	—do—	
	Junior Programmer	2	0	0	2	0	0	0	0	0	0	To filling up posts matter is under process	
	Class III												
	Junior Scale Stenographer	7	2	0	5	0	0	0	0	0	0	Demand has been send to Commission	
	Driver	9	4	5	0	0	0	0	0	0	0	Demand has been send to Commission	

1	2	3	4	5	6	7	8	9	10	11	12	13
Steno	12	8	0	4	1	1	1	3	2	0	0	Demand has been send to Commission
Clerk Class III	45	5	0	40	1	0	0	1	1	0	0	Demand has been send to Commission
Peon Class IV	35	27	0	8	5	8	7	8	8	0	0	Demand has been send to Chief Secretary General Services
Direct Posts Field Offices												
Assistant Director/	23	18	0	5	4	2	4	4	2	0	0	Class I service rules are under consideration
Principal Class I												
Assistant Director/	62	35	0	27	7	3	4	4	3	0	0	Class II service rules are under consideration
Principal Class II												
Group Instructor	70	6	0	64	1	1	1	1	1	0	0	Demand has been send to Commission
Class III												
Junior Apprentices & Placement Officer	14	0	0	14	0	0	0	0	0	0	0	Demand has been send to Commission
Principal Class III	1	0	0	1	0	0	0	0	0	0	0	To upgrade this post from class 3 to class 2 case is under consideration
Group Instructor (W) Class III	11	0	0	11	0	0	0	0	0	0	0	Demand has been send to Commission
Storekeeper Class III	79	6	0	73	1	1	1	1	1	0	0	Demand has been send to the Commission
Clerk Class III	264	42	0	222	8	9	9	8	9	0	0	Demand has been send to Commission
Class IV	813	600	0	213	120	162	180	170	170	0	0	Demand has been send to Chief Secretary General Services

1	2	3	4	5	6	7	8	9	10	11	12	13
Promotional Posts Field Offices												
Assistant Director/ Principal Class I	23	22	0	1	0	0	0	0	0	0	0	Promotional case is under consideration
Assistant Director/ Principal Class II	62	6	0	56	0	0	0	0	0	0	0	After finalized of seniority list Pro motion Case will be consideration
Superintendent Class II	40	16	0	24	0	0	0	0	0	0	0	Promotional Case is under process
Deputy Superintendent Class III	38	38	0	0	6	0	0	6	0	0	0	
Assistant	273	252	0	21	52	0	0	52	0	0	0	Promotion case is under consideration
Clerk	66	56	0	10	12	0	0	12	5	0	0	Promotion case is under consideration
Group Instructor Class III	210	208	0	2	43	0	0	43	0	0	0	Seniority list is preparing after preparing the list vacant posts will be filled up by promotion
Junior Apprentices & Placement Officer	40	40	0	0	8	0	0	8	0	0	0	Demand has been send to Commission
Group Instructor (W) Class III	34	32	0	2	6	8	3	3	4	3	4	Due to lack of Promotional Qualified Staff Posts are vacant
Principal T/C Class III	4	0	0	4	0	0	0	1	0	0	0	To upgrade these posts from class III to class II case is under consideration

1	2	3	4	5	6	7	8	9	10	11	12	13
	Principal Govt Art School Rohtak Class III	1	1	0	0	0	0	0	0	0	0	—
Direct Posts Field Offices (Instructors Staff Class III)												
	Craft Instructor (W)	243	29	164	50	5	5	3	2	0	1	145 Posts demand has been sent to commission & due to decision pending of SLP case 69 posts demand could not be sent to the commission
	Language Teacher Hindi Art School Rohtak	1	1	0	0	0	0	0	0	0	0	—
	Computer Master Art School Rohtak	1	1	0	0	0	0	0	0	0	0	—
	Art Master Art School Rohtak	3	3	0	0	0	0	0	0	0	0	—
	Clay Master Art School Rohtak	1	1	0	0	0	0	0	0	0	0	—
Government Industrial Training Institute Instructors Posts Class III												
1	Apprenticeship	38	35	2	1	7	9	7	9	0	0	
2	Book Binder	3	1	1	1	0	0	0	0	0	0	
3	Plumber	72	6	32	34	1	1	1	1	0	0	
4	Letho Offset Machine Vinder	4	1	2	1	0	0	0	0	0	0	

1	2	3	4	5	6	7	8	9	10	11	12	13
5	Pattern Maker	3	3	0	0	0	0	0	0	0	0	0
6	Mechinist Grinder	11	5	4	2	1	0	1	0	0	0	0
7	Wiremen	101	23	30	48	5	6	5	6	0	0	0
8	Welder	161	42	69	50	8	11	8	11	0	0	0
9	Forger & Heat Treater	1	1	0	0	0	0	0	0	0	0	0
10	Computer	110	0	50	60	0	0	0	0	0	0	0
11	Draftsman Civil	88	29	26	33	6	8	6	8	0	0	0
12	Draftsman Mechanical	57	22	21	14	4	6	4	6	0	0	0
13	Math	183	59	43	81	13	18	13	18	0	0	0
14	Drawing	163	59	42	62	10	14	10	14	0	0	0
15	Language Teacher Hindi	37	24	9	4	5	6	5	4	0	0	0
16	Language Teacher English	33	18	10	5	3	4	3	4	0	0	0
17	Millwright Mechanic	80	7	0	73	1	2	1	2	0	0	0
18	Painter	46	5	31	10	1	1	1	1	0	0	0
19	Machinist	108	30	62	16	6	8	6	8	0	0	0
20	Plastic Processing Operator	14	4	8	2	0	1	0	1	0	0	0
21	Motor Mechanic/Light Motor Vehicle	44	13	19	12	3	4	3	4	0	0	0
22	Diesel Mechanic	38	25	13	0	5	7	5	7	0	0	0
23	Tractor Mechanic	42	22	13	7	4	6	4	6	0	0	0
24	Carpenter	85	32	21	32	6	9	6	9	0	0	0
25	COPA	151	0	130	21	0	0	0	0	0	0	0
26	MCOECS Radio & T V	43	16	26	1	3	4	3	4	0	0	0
27	Computer Hardware	8	0	4	4	0	0	0	0	0	0	0
28	Agriculture Mechanic	9	5	1	3	1	1	1	1	0	0	0

	1	2	3	4	5	6	7	8	9	10	11	12	13
29 ITESM			1	0	1	0	0	0	0	0	0	0	
30 Turner			132	49	56	27	10	13	10	13	0	0	
31 Fitter			185	64	62	59	12	17	12	17	0	0	
32 Tool & Die			22	11	10	1	2	3	2	3	0	0	
33 Instrument Mechanic			13	4	6	3	0	1	0	1	0	0	
34 Sheetmetal Worker			19	5	9	5	1	1	1	1	0	0	
35 Social Study			92	73	1	18	15	19	18	19	0	0	
36 Moulder			18	8	6	4	1	2	1	2	0	0	
37 Heavy Motor Vehicle			5	1	0	4	0	0	0	0	0	0	
38 Electrician			192	66	74	52	13	18	13	18	0	0	
39 Electronics Mech			68	23	18	27	4	6	4	6	0	0	
40 Ref & Air Condition			66	12	28	26	2	3	2	3	0	0	
41 Surveyor			4	1	2	1	0	0	0	0	0	0	
42 Steno Hindi			37	8	18	11	3	3	3	3	0	0	
43 Steno English			35	9	19	7	2	3	2	3	0	0	
44 Mechanic Communication Electronic			5	0	5	0	0	0	0	0	0	0	
45 Architectural Asstt			9	0	2	7	0	0	0	0	0	0	
46 Senior Instructor Hospitality			3	0	0	3	0	0	0	0	0	0	
47 Instructor Food Production			3	0	1	2	0	0	0	0	0	0	
48 Food Production/Food & Beverage Services			3	0	1	2	0	0	0	0	0	0	
49 Lab Attendant (Food & Beverage Service) (Food Production)			3	0	1	2	0	0	0	0	0	0	
			2648	821	989	838	158	215	161	213	0	0	

Note — All vacant posts of Instructor demand has been send to the commission

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	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 has desired that the latest position be sent to the Committee at the 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 Em ployees/ Representation of Scheduled Caste 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 re presentation 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
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Group	No of posts created from 9 2 79 to 31 3 91	Total No of posts filled up from 9 2 79 to 31 3 1991	Representation Scheduled to Scheduled Castes

	By direct recruit ment	By promo tion	By direct recruit ment	By promo tion		
1	2	3	4	5	6	7
A	24	35	13	22	1	
B	40	60	18	42		1
C	318	826	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	Remarks for 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	4
Cost Accounts Officer	100%			
Mkg Dev Officer	100%			
Mkg Expert	100%			
General Manager				
Establishment Officer	100%			
Asstt Distt Attorney	100%			
Asstt Secretary				
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

No reply has been received

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

—do—

—do—

1	2	3
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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 recruitee. The Committee may also be informed about the action taken in this regard.

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

No reply has been received

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

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 of 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'

District wise Number of Eligible person	District wise plots allotted in Three Surveys registration has been done	District wise number of plots in which	Possession given	Districtwise number of persons who as not allotted plots	
1	2	3	4	5	6
Distt Yamunanagar					
Ist 3398	3398	3398	3398		
IInd 113	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 Hisar & Fatehabad				
Ist	11356	11356	11356	11356
IInd	1758	1758	1758	1758
IIIrd	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
IIIrd	3396	3396	2046	1998
Distt Gurgaon				
Ist	6465	6465	6465	6465
IInd	2925	2925	2925	2925
IIIrd	1608	1608	1608	1608
Distt Panckula				
	768	679	676	676
Distt Panipat				
Ist	5257	5257	5257	5257
IInd	1497	1497	1497	1497
IIIrd	1545	1065	1065	1065
Distt Rewari				
Ist	2741	2741	2741	2741
IInd	2896	2896	2896	2896
IIIrd	5094	4275	4275	4275
Distt Rohtak				
	22053	15531	15531	15531
				6522

1	2	3
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	No reply has been received	The Committee has desired that the latest position be sent to the Committee at the earliest

1	2	3
3 A prima facie perusal of the figures of the three surveys in most of the districts have left us with an unmistakable impression that succeeding surveys were not conducted properly. For example if 100 beneficiaries were identified in the survey conducted in the year 1972 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.	The Committee has desired that the latest position be sent to the Committee at the earliest.
Hence we make the following interim recommendations — (i) In order to ameliorate the conditions of members of Scheduled Castes particularly in villages where no shariat land is available the State Government should allocate separate funds and proceed to acquire land for purposes of allocation to those members of the Scheduled Castes who have been denied the benefit of the Government policy or who have not	No reply has been received	

1	2	3
been allotted plots after three surveys on account of the fact that shamlat land in the vicinity of the existing abadi was not available and The State Government should consider carving separate corpus for this purpose known as MAHATAMA GANDHI HARIJAN AWAS YOJNA	No reply has been received	The Committee has desired that the latest position be sent to the Committee at the earliest
(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	No reply has been received	—do—
(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		

1

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

2

No reply has been received

—do—

3

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

—do—

3

2

1

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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