

Report of the Committee

**constituted
for examining the backwardness and Inadequacy of
representation of Scheduled Castes in promotions in
State Government Services**

(Addendum)



GOVERNMENT OF HARYANA

October 2014

INDEX

Sr. No.	Title	Page No.
1.	Executive Summary	i -iii
2.	Chapter-I Introduction	1-5
3.	Chapter-II Reservation Policy of the Haryana Government in Public Services.	6-8
4	Chapter-III Status of Backwardness of Scheduled Castes in Haryana.	9-15
5	Chapter-IV Inadequacy of representation of SCs in Haryana Government Services.	16-18
6	Chapter-V Effect of reservation on administrative efficiency.	19-22
7	Chapter-VI Conclusion	23-24
8	Annexure - I to XVII	25-110

ACKNOWLEDGEMENTS

At the outset I would like to offer my deep gratitude to the Chief Secretary to Government, Haryana for giving me and my colleagues a rare opportunity to work on the vital issues relating to reservation in promotions in public employment.

I am equally grateful to my colleagues Dr. Avtar Singh, Sh. Ajay Singhal, Dr. Amarinder Kaur, for their constant support and guidance. It would not be an exaggeration to state that without the rare insight provided by them on this complex task, it would not have been possible to complete the work. Together we followed the path of consensus and appreciated each others view points, concerns and did our best to address them.

I convey my thanks to Sh. A. Sreenivas, former Director, Welfare of Scheduled Castes and Backward Classes Department, Haryana for his cooperation in collecting data from various departments as the Member-Secretary of the Committee which enabled this Committee to bring out this report.

I would specially like to place on record my appreciation for the excellent work and suggestions rendered by Smt. Amneet P. Kumar, Director, Welfare of Scheduled Castes and Backward Classes Department, Haryana.

I also wish to thank all the departmental and PSU heads who readily responded to our request for providing relevant data, whose analysis helped us in reaching our conclusions. I also would like to place on record my thanks to the ESA & his team for cross-checking the data and suitably correcting discrepancies, wherever noticed.

Thanks are also due to various Scheduled Castes and Non-Scheduled Castes employees' Unions/Associations that met us in large numbers and provided us with their valuable suggestions regarding policy of reservations.

I would like to convey my appreciation to Sh. Anil Kumar, Statistical Officer and his team of the Welfare of SC & BC Department in preparing this report. Last but not the least, thanks are also due to Sh. Bishan Singh, ARO, Sh. Dila Ram, Statistical Assistant, Sh. Sandeep Kumar, Statistical Assistant for analyzing the data meticulously and Ms. Sarita, Data Entry Operator for typing this report.

Chandigarh, Dated

(P. Raghavendra Rao)

23rd December, 2013

EXECUTIVE SUMMARY

Hon'ble Supreme Court of India in Indra Sawhney Vs Union of India case held that Article 16(4) does not permit reservation in promotion. Consequently, the Parliament passed 77th and 85th Constitutional amendments. The validity of both these amendments were challenged in C.W.P No. 61 of 2002- M. Nagaraj Vs Union of India and others on the ground that these hit the basic structure of the Constitution. The Hon'ble Apex Court's five judges Constitutional Bench headed by Hon'ble Chief Justice Y.K. Sabharwal upheld the Constitutional validity of the both the amendments and ruled that if the State wishes to provide for reservation in promotion for SCs/STs, then it has to collect quantifiable data showing backwardness of the class and inadequacy of representation of that class in public employment. Thus, it was held that the State will have to show in each case the existence of compelling reasons, namely, backwardness, inadequacy of representation and overall administrative efficiency before making provision for reservation. It was also made clear that the State will have to see that its reservation provision does not lead to excessiveness so as to breach the ceiling-limit of 50 percent or obliterate the creamy layer or extend the reservation indefinitely.

The Hon'ble Punjab & Haryana High Court, vide order dated 7.8.2012 in CWP No 17280 of 2011 titled Prem Kumar Verma and others Vs State of Haryana, quashed the instructions dated 16.03.2006 issued by the Haryana Government providing for accelerated seniority to Scheduled Castes Employees, as a consequence of promotion under reservation policy, on the ground that the mandatory exercise, as laid down in M. Nagaraj case, has not been followed. In compliance of these orders, the State Government informed, vide its letter dated 20.2.2013, all concerned about the orders of the Hon'ble Court. The State Government also constituted a Committee, vide orders dated 19.2.2013, to assess/examine the backwardness and inadequacy of

representation of Scheduled Castes in promotion in the State Government Services keeping in view the directions given by the Apex Court in case of M. Nagaraj & others Vs Union of India. Subsequently, the Committee was also mandated to assess the impact, if any, of quotas in promotions on the overall administrative efficiency, vide order dated 29.5.2013.

The Committee requested various State Government Departments and Public Sector Undertakings to provide requisite data pertaining to the representation of Scheduled Castes in direct recruitment as well as in promotion in services and analysed the data so received. Subsequently, the information was cross-checked with the assistance of officers of the Economic and Statistical Analysis Department, Haryana. Relevant information from the Revenue Department regarding land holdings; from the Urban Local Bodies and Rural Development Departments regarding poverty surveys and from the School Education Department regarding dropout rates, etc. was also collected and analysed.

The data revealed that in Group-A services, Scheduled Castes representation, on the basis of sanctioned strength, is a mere 3.66 percent, while for Group-B services, it is just 10.81 percent, compared to the fact that SCs constitute 20 percent of the population of the State. Even for Group-C posts, the representation is only 13.25 percent for direct recruitment posts and 11.22 percent for promotional posts. Thus, almost 50 percent of the posts meant for Scheduled Castes in promotion categories in Group C posts were lying vacant, as on 31.3.2013. In Group-D services, the representation of Scheduled Castes is better, at 18.29 percent, for direct recruitment but low at 11.54 percent, for promotional posts.

In case of public sector undertakings, the position is not much different. The representation of Scheduled Castes in equivalent Group A & B level posts is mere 2.84 percent and 7.03 percent, respectively, whereas, for Group C & D level equivalent posts, their representation in direct recruitment is 8.38 percent

and 13.71 percent respectively. In promotional quota posts, it is 11.01 percent and 17.22 percent, respectively.

This reflects the inadequate level of representation of Scheduled Castes in direct as well as in promotional posts, at all levels and in both direct recruitment as well in promotional categories of Government Departments and PSUs (Other than contractual employment, as per government directions).

An analysis of the representation of SCs, in promotional posts, based on filled strength, also revealed under representation, except for Group-D equivalent posts in PSUs. For Government Departments, in Group C & D posts, the SCs representation is 13.13 percent and 17.33 percent respectively while for equivalent posts in Public Sector Undertakings, it is 15.98 percent and 26.87 percent, respectively.

Based on the analysis of the quantifiable data made available to the Committee by various government departments PSUs and relevant information collected from other sources like census, department survey etc., the following conclusions emerge:

(a) There is inadequate representation of Scheduled Castes, in comparison to their proportional representation in the total population of the State, in most of the promotional grades posts, at all most all levels, and in most of the Departments and Public Sector Undertakings of the State.

(b) As per data analysis, the higher proportion amongst the poor, lower levels of literacy, higher dropout rates, meagre share in landholdings, etc., the Scheduled Castes continue to be backward in the State.

(c) As the required standards of promotion are the same for general as well as for reserved communities, the administrative efficiency is not expected to be adversely affected, by extending reservation in promotion to the Scheduled Castes in public services.

CHAPTER– I INTRODUCTION

Reservation has been envisaged in the Constitution of India as an affirmative action/intervention to deal with historical societal marginalization of Scheduled Castes and Tribes in India.

Hon'ble Supreme Court of India in Indra Sawhney Vs Union of India case decided on 16.11.1992 that Article 16(4) does not permit reservation in promotion. To do away with the effect of this judgment, the Government of India introduced the 77th Constitutional amendment which was passed by the Parliament and came into force from 17.6.1995, by which Article 16(4 A) was added to provide for reservation in promotion in favour of SCs/STs.

In the R.K. Sabharwal Vs. State of Punjab case, decided on 10.2.1995, the Hon'ble Supreme Court held that once roster points were all filled, then members of the reserved classes could claim promotional posts only if promotional posts already filled by the reserved candidates fall vacant. However, the judgment was to take only prospective effect.

In the judgments delivered by the Hon'ble Supreme Court in Ajit Singh Janjua I & II Vs State of Punjab dated 1.3.1996 and 16.9.1999, it was held by the Apex Court that Article 16 (4A) is only to provide adequate representation to the members of Scheduled Castes in the services and not to determine their seniority. To nullify the effect of these judgments, the Government of India introduced the 85th Constitutional amendment, which was passed by the Parliament on 4.1.2002, with the deemed implementation from 17.6.95 when the 77th amendment come into force. In Article 16 (4A) of the Constitution, for the words "in matters of promotion to any class", the words "in matters of promotion, with consequential seniority, to any class" were substituted.

Thus Article 16(4A) now reads as under:

“(4A) Nothing in this article shall prevent the State from making any provision for reservation in matters of promotion, with consequential seniority, to any class or classes of posts in the services under the State in favour of the

Scheduled Castes and the Scheduled Tribes which in the opinion of the State are not adequately represented in the services under the State.”

Based upon these Constitutional amendments, many State Governments came out with their schemes providing for reservation promotion for Scheduled Castes, along with consequential seniority. Many of these orders were challenged as being unconstitutional through several writ petitions. All these cases were clubbed together and heard by the Supreme Court in M. Nagaraj Vs UOI & Ors. The Apex Court, while ruling that the 77th & 85th Constitutional amendments were constitutionally valid, further ruled that these are enabling provisions and the States will have to make out a case for providing reservations in promotion based on quantifiable data and satisfy the court that such reservation became necessary on account of inadequacy of representation of Scheduled Castes in a particular class or classes of posts without affecting the general efficiency of service as mandated under Article 335 of the Constitution.

The operative part of the judgment is reproduced below:

“However, in this case, as stated, the main issue concerns the “extent of reservation”. In this regard the concerned State will have to show in each case the existence of the compelling reasons, namely, backwardness, inadequacy of representation and overall administrative efficiency before making provision for reservation. As stated above, the impugned provision is an enabling provision. The State is not bound to make reservation for SC/ST in matter of promotions. However if they wish to exercise their discretion and make such provision, the State has to collect quantifiable data showing backwardness of the class and inadequacy of representation of that class in public employment in addition to compliance of Article 335. It is made clear that even if the State has compelling reasons, as stated above, the State will have to see that its reservation provision does not lead to excessiveness so as to breach the

ceiling limit of 50% or obliterate the creamy layer or extend the reservation indefinitely”.

Hon'ble Punjab and Haryana High Court, on 07.08.2012, in CWP No. 17280 of 2011 titled as Prem Kumar Verma & Others Vs State of Haryana quashed the instructions dated 16.03.2006, issued by the State Government providing for accelerated seniority in reservation for SCs in promotion under the reservation policy. The Hon'ble Court observed as under:

“In LPA No. 1749 of 2011 titled as State of Haryana and others Vs Kiran Bala and another, decided on 26.09.2011, this Court while deciding the appeal preferred by the State of Haryana against the judgment dated 28.04.2011 passed by the learned Single Judge in CWP No. 8318 of 2010 wherein the orders denying the benefit of stepping up of their pay at par with the juniors belonging to the reserved category who were promoted earlier to them on account of accelerated promotion were set aside on the ground that the respondents were unable to justify their action of granting the benefit of 85th Amendment Act of 2009 vide instructions dated 16.03.2006 being contrary to the judgment of the Supreme Court in the cases of Ajit Singh Janjua (supra) and M. Nagaraj (supra). The Division Bench of this Court has also observed in its order dated 26.09.2011 that in pursuance to the judgment passed by the Supreme Court in M. Nagaraj's case (supra), State of Haryana did not carry out any exercise for ascertaining the factors noticed by the Hon'ble Supreme Court for grant of accelerated seniority and promotion pursuant to the 85th Constitutional Amendment to the reserved categories.

In view of the above, this Court has no option and hesitation to hold that the decision of the Government of Haryana, as circulated through its instructions dated 16.03.2006, granting accelerated seniority under the Scheduled Caste employees as a consequence of promotion under the reservation policy, is ultra vires as the same runs counter to the dictum in M. Nagaraj's case (supra) and, therefore, deserves to be quashed.

In view of the above, this writ petition is allowed. Instructions dated 16.03.2006 are hereby quashed.”

As a consequence of this Judgment, instructions dated 20.02.2013 were issued by the State Government to all the Government Departments intimating that the instructions dated 16.03.2006 (**Annex-1**) have been quashed by the Hon’ble Court (**Annex-2**).

To implement the order of the Hon’ble Court in M. Nagaraj Vs Union of India & Others, the Government of Haryana constituted a Committee, vide order No. 22132/2008-IGSIII dated 19.02.2013 (**Annex-3**) to assess/examine the backwardness and inadequacy in the representation in promotion of Scheduled Castes employees in State services, keeping in view the directions given by the Apex Court in case of M. Nagaraj and others Vs. Union of India and others. Further, the Government vide order dated 29.5.2013 (**Annex-4**), clarified that the issue of overall administrative efficiency is also to be considered by the Committee.

The Committee held its first meeting on 14.3.2013 followed by several meetings held on 15.4.2013, 25.7.2013, 24.9.2013, 22.10.2013 and 28.11.2013 (**Annex-5**). The Committee during its meeting held on April 15th 2013 designed a proforma to collect the data to assess/examine the backwardness and inadequacy in the representation in promotion of Scheduled Castes employees in govt. services. The Welfare of Scheduled Castes & Backward Classes Department Haryana, Chandigarh collected the data for Group A, B, C and D posts in respect of direct as well as promotional posts, in Government Departments and Public Sector Undertakings of the State.

A public hearing of various Government employees registered Unions/Associations seeking their opinions and suggestions regarding reservation in promotion was conducted by the Committee on 22.10.2013 at

Kisan Bhawan, Sector-14, Panchkula after giving public notice (**Annex-6**). Broadly, the employees Unions/Associations representing the reserved category emphasised upon the following issues:

1. Reservation should be given in promotion to the SCs, including Group A & Group B posts.
2. As and when selection list is received by the departments, roster point seniority must be given to the SC candidates at the time of joining.
3. The posts of Group D sweepers may not be counted for assessing backlog, as mostly SCs work on such posts.
4. Relaxation in conditions of promotion to SC candidates in selection and promotion must be given to overcome the backlog.

The non-SC employees unions which appeared before the Committee pleaded that reservations should not be given in promotions to the SC employees. The list of Union/Association that appeared before the Committee on 22.10.2013 and the details of demands/suggestions given by them are at **Annex 7 & 8** respectively.

CHAPTER-II

Reservation policy of the Haryana Government in Public Services

The current policy of reservation was adopted in Haryana State vide letter No 38/20/78-2GSI, dated 9.2.1979. The quantum of reservation for SCs in State Government services provided is as under:-

By Direct Recruitment: 20% in class I, II, III and IV posts.

By Promotion: 20% in class III and IV posts

(Govt. instructions dated 9.2.79, 20.7.95
and 28.2.2013 are at **Annex 9, 10 & 11**)

The State government initially decided, vide instruction dated 9.11.1994, that for the purpose of reservation in services, the Scheduled Castes in Haryana will be put in two categories i.e. Block 'A' and Block 'B'. Block 'B' consists of Chamars, Jatia Chamars, Rahgars, Raigars, Ramdasias or Ravidasias. Block 'A' consists of the remaining 36 Scheduled Castes. These instructions were, however, withdrawn vide letter dated 7.6.2007, subject to the final decision of the Hon'ble Supreme Court in the SLPs filed by the Govt. Consequently, presently there is no categorization of the Scheduled Castes into A and B blocks.

The State Government, keeping in view the decision of Hon'ble Supreme Court in the cases of R.K. Sabharwal and Ajit Singh, has decided that:

"In sum, the principle of operation of roster decided in the R.K. Sabharwal will be applicable from 10.02.1995 and the principle of accelerated seniority decided in Ajit Singh will be applicable from 01.03.1996. In other words, from the date of the two judgments no employee belonging to the reserved categories of Scheduled Castes or Backward Classes should be allowed the benefit of accelerated seniority over his/her senior belonging to General

Category on account of his/her accelerated promotion from the feeder service under the policy of reservation.”

[Letter No. 22/73/92 3GS III, dated 14.10.1999]

In the wake of 85th Constitutional amendment and the enabling provision, the State Government issued instructions dated 16.03.2006 that the Scheduled Castes employee will be entitled to “accelerated seniority” as a consequence of promotions under the reservation policy.

[C.S. Letter No. 22/10/2002-3GS-III, dated 16.03.06]

In CWP No.17280 of 2011, Prem Kumar Verma & other Vs Haryana State and others, the Hon’ble Punjab and Haryana High Court, vide its order dated 07.08.2012, struck down the instructions dated 16.03.2006 issued by the Govt. of Haryana for the grant of accelerated seniority to the employees belonging to Scheduled Castes. In compliance of this decision, the Govt. of Haryana issued the instructions dated 20.02.2013 to all Govt. Departments/ Boards/ Corporations.

The State Government recently reconsidered its reservation policy and decided to give reservation in direct recruitment under Government/ Government Undertakings and Local Bodies for the newly created Special Backward Classes and Economically Backward Persons in general castes categories. The quantum of reservation for various categories has been redefined, on 28.2.2013, as follows:-

Sr. No.	Category	Quantum of Reservation
1.	Scheduled Castes	Direct Recruitment 20% in class I, II, III & IV posts. By Promotion 20% in class III & IV posts.
2.	Backward Classes	Direct Recruitment 10% in class I & II posts. 27% in class-III & IV posts.

		(16% for Block 'A' & 11% for Block 'B')
3.	Ex-Servicemen	5% Reservation in class I & II posts. 14% Horizontal Reservation in class III & IV posts. (7% General, 2% SC, 2% B`C Block 'A' & 3% BC Block 'B')
4.	Outstanding Sports Persons	3% Horizontal Reservation (1% General, 1% SC & 1% BC from each Block by rotation) in class III & IV posts.
5.	Physically Handicapped	3% horizontal (1% for each i.e. P-H blind & deaf and dumb) in class I, II, III and IV posts.
6.	Special Backward Classes	Direct Recruitment 4% in class I & II posts. 10% in class-III & IV posts.
7.	Economically Backward Persons	Direct Recruitment 4% in class I & II posts 10% in class-III & IV posts.

CHAPTER-III

Status of Backwardness of Scheduled Castes in Haryana

A constitution Bench of the Supreme Court in E.V. Chinnaiah Vs. State of Andhra Pradesh and others (2005-1 SCC 294) in Para 93 at page 430 observed as under:

“Scheduled Castes, however, is not a caste in terms of its definition as contained in Article 366(24) of the Constitution. They are brought within the purview of the said category by reason of their abysmal backwardness. Scheduled Castes consists of not only the people who belong to some backward caste but also race or tribe or part of groups within castes, races or tribes. They are not merely backward but the backward most”.

As per constitutional provision provided for affirmative action, Article 15, Article 16, Article 46, Article 243-D, Article 243-T, Article 243-Z, Article 330, Article 332, Article 335 and Article 338 recognised the backwardness of Scheduled Castes.

In Indra Sawhney Vs Union of India (1992-Suppl. 3 SCC 217), the Hon'ble Apex Court observed that:

“The Scheduled Tribes and Scheduled Castes are without a doubt backward for the purpose of the clause; no one has suggested that they should satisfy the test of social and educational backwardness.” (Para 788)

“It is not correct to say that the backward class contemplated by Article 16(4) is limited to the socially and educationally backward classes referred to in Article 15(4) and Article 340. It is much wider. The test of requirement of social and educational backwardness cannot be applied to Scheduled Castes and Scheduled Tribes, which indubitably falls within the expression backward class of citizens. (Para 796-97)

“Lowlier the occupation, lowlier the social standing of the class in the graded hierarchy. In rural India, occupation and caste nexus is true even today. A few members may have gone to cities or even abroad but when they return they too, barring a few exceptions, go into the same fold again. It does not matter if he has earned money. He may not follow the particular occupation but still the label remains. His identity is not changed for the purpose of marriage, death and all other social functions. It is his social class that is still relevant”. (Para 779)

‘A Study, Report on Reservation Promotion’ prepared by the National Commission for Scheduled Castes stated as under:

“The recent surveys undertaken by the Govt., NSS and other agencies have brought out clearly that majority of the poor or people below poverty line belong to Scheduled Castes. The economic reforms implemented by successive governments have widened the gap between the SCs and others not only in economic terms, but even in subtle forms of discrimination in modern sectors of employment. Therefore, the backwardness of the Scheduled Castes in India has remained not only in relative terms but is an absolute fact of life today as before.

The survey was also reported in Times of India on 12.04.2011 and stated as follows:

- a) 50% of India’s poor belongs to SC/STs.
- b) 75% of SC population is under BPL.
- c) SCs/STs are not just poor but also score high on Kachcha Housing, Homelessness and Landlessness with agricultural wages as the main source of income.
- d) There is 10.69 % literacy gap between the SCs and the others castes.
- e) The level of malnutrition amongst SCs is still very high.” (Page 9)

“The mere fact that the SCs/STs are notified by the President of India under Article 341 and 342 of the Constitution implies “backwardness” as observed by the Hon’ble Supreme Court in the Indra Sawhney case.”

As per Census 2011 the population of Scheduled Castes (SC) of Haryana stands at 5113615, constituting 20.17% of the total population (25351462) of the State.

As many as thirty-seven (37) castes constituted the category of Scheduled Castes in Haryana. As per Census 2011, the overall sex ratio of the SCs population in Haryana is 887 per 1000 males, higher than the overall sex ratio of the State of 879.

Amongst the 21 districts of the State, Fatehabad (30.19%), Sirsa (29.91%), Ambala (26.25%) and Yamuna Nagar (25.26%) have the highest shares of SC population. Mewat (6.91%) has the lowest share. The district-wise share of SC population in Haryana, as per Census, 2011, is at **Annex 12.**

As per the poverty surveys carried out during 2007 to 2009, the SCs constitute a significant percentage of the BPL population, in the State, as clear from the following table.

Table No-1

Rural and Urban SC and total BPL Households

Year	Rural/ Urban	SC BPL Households	Total BPL Households	Total BPL Population	Percentage of SC BPL households to total BPL households	Poverty line 2001-2002 (Rupees monthly per capita)
1	2	3	4	5	6	7
2007-08	Rural	430905	858389	3958771	50.2	369.69
2009	Urban	167840	547344	2398167	30.7	443.21

(Source: State Urban Development Society – Haryana, BPL Survey-2009 & Rural Development Department, BPL Survey 2007 Haryana)

This indicates that over 50 percent of the rural BPL households are Scheduled Castes in the State. Similarly, over 30 percent of total BPL families in urban areas are from Scheduled Castes.

Literacy rate amongst the Scheduled Castes of Haryana State are also low compared to the general population. The overall literacy rate of male SCs is nearly 20 percent less than the State average, while for females, it is over 30 percent less, as can be seen from the data Table No: 2 below. This shows clearly the backwardness of SCs in educational attainments.

Table No-2

Literacy rate as per census 2011

	Literacy rate	Literacy rate of Scheduled Castes
Males	84.05	64.54
Females	65.94	35.46

(Source: Directorate of Census Operations, Haryana)

Even in dropout rates from class I to VIII, the Scheduled Castes have significantly higher rates in the State, as made out from the following table.

Table No-3

SCHOOL DROP OUT RATES (2010-11)

	Classes I-VIII		
	Boys	Girls	Total
All Categories	5.3	3.9	4.6
SC Category	15.3	10.4	13.0

(Source: Statistics of School Education, 2010-2011, Ministry of Human Resource Development Bureau of Planning, Monitoring and Statistics)

Table No-4**Area and size of agriculture land holdings in Haryana (2010-11).**

Size group (in Hectares)	Belonging to SC only		All holdings		%age of No. & area of SC holding	
	No.	Area	No.	Area	No.	Area
1	2	3	4	5	6	7
Below 0.5	8700	2541	483415	136901	1.8	1.9
0.5-1.0	6526	4824	294727	223573	2.2	2.2
1.0-2.0	6798	10059	314118	462703	2.2	2.2
2.0-3.0	3219	7792	174959	437349	1.8	1.8
3.0-4.0	1966	6697	108869	377124	1.8	1.8
4.0-5.0	757	3367	70796	319595	1.1	1.1
5.0-7.5	629	3909	83247	513873	0.8	0.8
7.5-10.0	294	2592	40651	351967	0.7	0.7
10.0-20.0	121	1535	37088	508686	0.0	0.3
20.0 and above	5	109	8741	313833	0.1	0.03
Total	29015	43425	1617311	3645605	0.02	1.2

(Source: Director, ESA, Haryana)

As per the above table, holdings held by SCs is a mere 0.02%, covering area of only 43,425 hectares. Maximum numbers of SC families are having lowest area for agriculture holdings, in comparison to other agriculture holders. Only 5 SC families have 20 hectares or more of agriculture holdings each compared to 8741 families overall that have such larger holdings, in 2010-2011.

A significant portion of SC families in the State are still dependent of Kerosene as the main source of lighting, as revealed from the following table.

Table No-5**SC Households by main source of lighting****(Rural)**

Sr No	State/ India	Main source of lighting				No. lighting	Total no. of households
		Electricity	Kerosene	Solar energy	Other		
1.	Haryana (%of households by source of lighting)	584519 (80.74)	122917 (16.98)	1201 (0.17)	9220 (1.27)	6053 (0.84)	723910 (100.0)
2.	India (% of household by source of lighting)	16282275 (49.46)	16136903 (49.02)	148455 (0.45)	155196 (0.47)	196836 (0.60)	32919665 (100.0)

*(Source: Census of India, 2011)***Table No-6****SC Households by main source of lighting****(Urban)**

Sr. No	State/India	Main source of lighting				No. lighting	Total no. of households
		Electricity	Kerosene	Solar energy	Other		
1.	Haryana (% of household by source of lighting)	298054 (91.13)	20787 (6.35)	393 (0.12)	4707 (1.44)	3134 (0.96)	327075 (100.0)
2.	India (% of household by source of lighting)	9822321 (86.87)	1327104 (11.74)	29836 (0.26)	54698 (0.48)	73293 (0.65)	11307252 (100)

(Source: Census of India, 2011)

It is also interesting to note that only 58% of SC families are availing banking facilities while only 2% have telephone/mobile facilities in rural areas of the State.

Table No-7

Scheduled Castes households availing banking services and having telephones/mobiles in Haryana.

(Rural)

Sr. No.	State/India	Total no. of households	Households availing banking services		Households having telephones/mobiles	
			Number	%	Number	%
1.	Haryana	723910	422101	58	13449	2
2.	India	32919665	16206655	49	577297	2

(Source: Census of India, 2011)

The above analysis clearly shows that, the members of Scheduled Castes continue to be backward in the State as a block or community, keeping in view the relevant Apex Court judgements, Constitutional provisions as well as the available statistics.

CHAPTER-IV

Inadequacy of representation of Scheduled Castes in various Govt. Services

The Government of Haryana has been extending reservation to the Scheduled Caste communities in the staffing of various Departments, at various levels, for several decades. These policies have been designed to ensure adequate representation of Scheduled Castes in Govt. Services.

Data pertaining to representation of Scheduled Castes in various Government Departments and Public Sector Undertakings under the State Government, as on 31.3.2013, was collected and analysed. The list of Departments and PSUs which have submitted the data in the requisite proforma is at **Annex 13**. The representation of Scheduled Castes in Departments, PSUs and the offices of Commissioners/Deputy Commissioners, in terms of sanctioned strength and filled strength is at **Annex 14(A) and 14(B)**.

It is observed from the data that in Group-A services of Government Departments, Scheduled Castes representation, on the basis of sanctioned strength, is merely 3.66 percent and while in Group-B services, it is only 10.81 percent, which is lower than the 20 percent representation of Scheduled Castes in the total population of the State. Similarly, in Group-C posts, there is only 13.25 percent representation for Scheduled Castes, in direct recruitment and 11.22 percent in the promotional quota of Scheduled Castes. Thus, almost 50 percent of the posts meant for Scheduled Castes in promotional quota are lying vacant. In Group-D services, the representation of Scheduled Castes is 18.29 percent and 11.54 percent, in direct and promotional categories, respectively.

In case of public sector undertakings, the representation of Scheduled Castes, in equivalent Group A & B posts, is only 2.84 percent and 7.03 percent, respectively. For equivalent Group C & D posts, in direct recruitment,

the representation is again only 8.38 percent and 13.71 percent respectively, while in promotional quota posts, it is 11.01 percent and 17.22 percent, respectively. This reflects the low level of representation of Scheduled Castes in direct as well as in promotional posts. Similar position has been observed in the offices of Divisional Commissioners and Deputy Commissioners with 14.29 percent and 8.33 percent representation for Scheduled Castes in Group C and D promotional posts.

The data for filled up posts was also collected and analysed. In Government Departments, for Group C & D posts the promotional percentage of Scheduled Castes is 13.13 percent and 17.33 percent, respectively, while for public sector undertakings, it is 15.98 percent and 26.87 percent, respectively.

On the analysis of the quantifiable data available and collected from different Departments, PSUs of the State and other sources, the following conclusions emerge:-

There is inadequate representation of Scheduled Castes, in comparison to their share in the total population of the State, in most of the promotional grades posts, at all most all levels, and in most of the Departments and PSUs of the Government of Haryana. In some of the departments, the representation is as low as 3 percent, at certain levels. It is also evident that the even the present level of representation of SCs in the Group 'C' posts is mainly the result of reservation in promotion policy that was followed in Haryana during the last several years.

The Committee would like to take appreciative note of the recent directives given by the Government to all the Departments for clearing the backlog vacancies meant for SCs. It is hoped that with sincere implementation of these directives, the representation of SCs in Government Departments, at various levels, would significantly improve, under direct recruitment categories. This would, consequently and hopefully, lead to improvement in

representation of SCs in promotional categories also, over a period of time, as more and more eligible officers would become available for consideration.

Keeping in view the data provided by various departments and PSUs regarding the representation of SCs at various levels, the Committee is of the opinion that there is inadequacy of representation of Scheduled Castes in promotion in the State Government services.

CHAPTER-V

Effect of Reservation on Administrative Efficiency

The National Commission of Scheduled Castes in its study report on reservation in promotion, referred to the issues of effect of reservation on administrative efficiency, as under:

“Hon'ble Supreme Court in M. Nagaraj case has interpreted the following Article 335 and stipulated this as one of the condition before the benefit of reservation in promotion as available to the members of the Scheduled Castes in the Indian Constitution, could actually be passed on them:-

335. Claims of Scheduled Castes and Scheduled Tribes to services and posts:- The claims of the members of the Scheduled Castes and the Scheduled Tribes shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making of appointments to services and posts in connection with the affairs of the Union or of a State:

*Provided that nothing in this Article shall prevent in making of any provision in favour of the members of the Scheduled Castes and the Scheduled Tribes for relaxation in qualifying marks in any examination or lowering the standards of evaluation, for reservation in matters of promotion to any class or classes of services or posts in connection with the affairs of the Union or of a State.

*Inserted by the Constitution (82nd Amendment) Act, 2000, Section 2 (w.e.f.08.09.2000)

Title of Article 335 is “Claims of SC/ST to services and posts” is the real essence of the matter and the phrase “consistently with the maintenance of efficiency and administration” is just supportive and explanatory provision.

Scope of Article 335 is not unlimited and cannot be applied universally in individual and specific cases. This relates to fixing of overall policy

parameters. It is just to avoid the possibility of appointing anyone without any merit or qualification because the vacancies are available. The proviso added to Article 335 w.e.f. 8.9.2000 stipulates minimum qualifying standard and relaxation in those qualifying standard was provided for members of scheduled castes. When the provisions are being followed in letter and spirit, there is hardly any scope left for judicial intervention in such matters. And it is very strange to link this issue of reservation in promotion to those members of scheduled castes who are already in service and are promoted on the basis of their past performance or merit and only those are promoted who are otherwise found fit.”

The Hon’ble Apex Court in K.C. Vasanth Kumar vs. State of Karnataka [1985 (Supp.) SCC 714 at 738-740] observed as under:

“Efficiency is very much on the lips of the privileged whenever reservation is mentioned. Efficiency, it seems, will be impaired if the total reservation exceed 50%; efficiency, it seems, will suffer if the ‘carry forward’ rule is adopted; efficiency, it seems, will be injured if the rule of reservation is extended to promotional posts. From the protests against reservation exceeding 50% or extending to promotional posts and against the carry forward rule, one would think that the civil service is a Heavenly Paradise into which only the archangels, the chosen elite, the very best may enter and may be allowed to go higher up the ladder. But the truth is otherwise. The truth is that the civil service is no paradise and the upper echelons belonging to the chosen classes are not necessarily models of efficiency. The underlying assumption that those belonging to the upper-castes and classes, who are appointed to the non-reserved posts will, because of their presumed merit, ‘naturally’ perform better than those who have been appointed to the reserved posts and that the clear stream of efficiency will be polluted by the infiltration of the latter into the sacred precincts is a vicious assumption, typical of the superior approach of the elitists classes.

There is neither statistical basis nor expert evidence to support these assumptions that efficiency will necessarily be impaired if reservation exceeds 50%, if reservation is carried forward or if reservation is extended to promotional posts. Arguments are advanced and opinions are expressed entirely on an ad-hoc presumptive basis. The age long contempt with which the 'superior' or 'forward' castes have treated the 'inferior' or 'backward' castes is now transforming and crystallising itself into an unfair prejudice, conscious and subconscious, ever since the 'inferior' castes and classes started claiming their legitimate share of the cake, which naturally means, for the 'superior' castes, parting with a bit of it.

Although in actual practice their virtual monopoly on elite occupations and post is hardly threatened, the forward castes are nevertheless increasingly afraid that they might lose this monopoly in the higher ranks of government service and the profession.”

.....

“Prior to promotion of a person, it is not possible to adjudge/assume that his promotion will affect the administrative efficiency. After entering services, reservation in promotion of an existing officer is provided only if he is found fit for promotion. They are usually kept on probation for a certain period of time after which, like others, they can be reverted back if his work is not found satisfactory. Unfit persons cannot be promoted in the existing system. Even after this position of rules, these people are asked to prove their efficiency before they are actually appointed. Administrative efficiency is adjudged on the basis of service record. The reserved category candidates are in no way to be adjudged differently.”

In Haryana, the existing system does not allow inefficient official to get promoted even through reservations. The State Government has, vide instructions dated 9 May 1985 (**Annex 15**), decided that “only such officials/officers(s) who have obtained at least 70% or more reports of “good”

or better categories during the last 10 years should be considered eligible for promotion to a higher post. However, as before greater weightage shall be given to the reports earned on the higher post from which further promotion is being considered.” There is no relaxation in the criteria/standards for the reserved categories, while considering them for promotion.

Administrative efficiency would be affected if inefficient persons are promoted by giving relaxation in the minimum conditions/standards laid down for promotion. The Committee has noted that while considering the claims of employees belonging to SC category for promotion, no relaxation in the prescribed conditions is permitted, as per Government instructions. Thus, the same level of standards and criteria are adopted for all employees falling in the zone of consideration, irrespective of the fact whether they are from general category or from the reserved community. At the most, it could be the case of affecting the morale of a senior general category employee when his junior belonging to a reserved category gets faster promotion.

Moreover, reservation has been in operation in the State since long and there is no report to support the view that administrative efficiency has been affected because of reservations. Efficiency of an employee is adjudged on the basis of his/her service record. The reserved category candidates are in no way to be adjudged differently while considering their claim for promotion or confirmation.

CHAPTER-VI

Conclusions

The Hon'ble Supreme Court has viewed Article 16 (4A) as constitutionally valid but mandates the Governments to satisfy the necessary conditions of inadequate representation, backwardness and maintenance of administrative efficiency before providing reservation to SCs in promotion, along with consequential seniority.

Reservations are envisaged in the Constitution of India as an affirmative action/ intervention to deal with historical societal marginalization of Scheduled Castes in India, with the intent of enabling them to secure their legitimate share in emerging opportunities, at various levels.

Given the subjugation experienced and relative backwardness of Scheduled Castes in the contemporary society in the State, there is a need for continuing affirmative action by the State. The current levels of representation of SCs, particularly in the promotional grades of most Government departments, are grossly inadequate.

SCs have a relatively disadvantaged economic and educational status compared to other social groups, manifested in terms of higher incidence of poverty, landlessness, lower levels of literacy, higher dropout rates, etc.

As the State Government has not lowered the standards of eligibility for promotion of reserved categories in public services, providing for reservation in promotions is not expected to have any direct adverse effect on the overall administrative efficiency of the departments.

On the basis of quantifiable data made available and collected from different Departments of Haryana State and other sources on the aforesaid conditions, it is found that all the necessary conditions are being met in

allowing the reservation in promotions for Scheduled Castes in all categories of posts.

There is inadequate representation of Scheduled Castes in most of the promotional grades, at all most all levels and in all most all services of Government of Haryana. The Scheduled Castes are undeniably backward-socially, economically and educationally. As the standards and criteria for promotions are the same for general and reserved categories, there may not be any direct impact on administrative efficiency if reservation policy is followed in promotions in A, B, C and D groups.

The process of compilation of this report also suggests the need for substantial strengthening and capacity building of the Welfare of Scheduled Castes and Backward Classes Department to enable it to collect relevant data on a regular basis from various departments and agencies, compile, examine and analyse such data and use the same for policy making for the welfare and development of Scheduled Castes.

(Dr. Amarinder Kaur)

(Dr. Avtar Singh)

(Ajay Singhal)

(Amneet P. Kumar)

(P. Raghavendra Rao)

Annex - 1

No. 22/10/2002-3GSIII

From

The Chief Secretary to Government Haryana

To

1. All the Heads of Departments, Commissioners, Ambala, Rohtak, Gurgaon & Hisar Divisions.
2. The Registrar,
Punjab & Haryana High Court,
Chandigarh.
3. All the Deputy Commissioners & Sub-Divisional Officers (Civil) in Haryana State.

Dated Chandigarh, 16-3-2006

Subject:- Reservation of posts for Scheduled Castes, Backward Classes under the services of Haryana State.

Sir,

I am directed to refer the instructions issued by the Government *vide* letter No. 22/73/92-3GSIII, dated the 14th October, 1999 on the subject noted above whereby the departments were conveyed the operative parts of the law laid down by the Hon.ble Supreme Court of India in its judgement dated 16.9.1999 in the case of Ajit Singh Janjua Versus State of Punjab and directed that from the date of two judgments *i.e.* R. K. Sabharwal (Decision dated 10.2.95) and Ajit Singh Janjua (Decision dated 1.3.96) no employee belonging to the reserved categories of scheduled castes or backward classes should be allowed the benefit of accelerated seniority over his/her senior belonging to General Category on account of his/her accelerated promotion from the feeder services under the policy of reservation. Accordingly, the departments were further directed to implement the law laid down by the Apex Court, keeping in view the principle of prospectively of R.K. Sabharwal and Ajit Singh as decided in the aforementioned judgment dated 16.9.1999.

2. The Government of India has notified the Constitution (Eighty Fifth) Amendment Act, 2001 on 4.1.2002 amending Article 16(4-A), which now reads as under:-

“Nothing in this article shall prevent the State from making any provision for reservation in matter of promotion with consequential seniority, to any class or classes of posts in the services under the State in favour of the Scheduled Castes and Scheduled Tribes which, in the opinion of the State are not adequately represented in the services under the State.”

3. In the wake of the above enabling provision, after careful consideration of the matter, it has been decided by the State Government that the Scheduled Castes employees will be entitled to accelerated seniority as a consequence of promotions under the reservation policy.

4. This decision shall come into force with immediate effect and shall have prospective effect only.

These instructions should be brought to the notice of all concerned for being adhered to strictly.

Yours faithfully

Sd/-

Deputy Secretary General Administration,
for Chief Secretary to Government Haryana

A copy is forwarded to all the Financial. Commissioners and Principal Secretaries/ Commissioners and Secretaries to Government Haryana for information and necessary action

Sd/-

Deputy Secretary General Administration,
for Chief Secretary to Government Haryana

To

All the Financial Commissioners and Principal Secretaries Commissioners & Secretaries to Govt. Haryana.

U.O. No. 22/10/2002-3GS-III

Dated Chandigarh the .March 16, 2006.

Endst. No. 22/10/2002-3GS-III

Dated Chandigarh, the March 16, 2006.

A copy is forwarded to the Member Secretary, Haryana Bureau of Public Enterprises, Chandigarh with the request to bring these instructions to the notice of all the Boards/Corporations and Public Undertakings for information/necessary action and strict compliance.

Sd/-

Deputy Secretary General Administration,
for Chief Secretary to Government Haryana.

Annex - 2

No. 22/132/2008-1GS-III

From The Chief Secretary to Government Haryana.

To

1. All the Additional Chief Secretaries & Principal Secretaries to Government Haryana.
2. All Heads of Departments in the State.
3. The Commissioners, Ambala, Hisar, Gurgaon and Rohtak Divisions.
4. The Registrar,
Punjab & Haryana High Court, Chandigarh
5. All CAs/MDs of Boards/Corporations/Public Sector Undertakings.
6. All the Deputy Commissioners of the State.
7. The Registrar of all the Universities of the State of Haryana

Dated Chandigarh, the 20.02.2013

Subject:- Reservation of posts for Scheduled Castes / Backward Classes under the services of Haryana State.

Sir,

I am directed to refer to Haryana Govt. letter No. 22/10/2002-3GS-III dated 16.3.2006 on the subject noted above vide which it was decided that as a consequence of promotion under the reservation policy, Scheduled Castes employees will be entitled to 'accelerated seniority'. It is intimated that Hon'ble Punjab & Haryana High Court on 7.8.2012 in CWP No. 17280/2011 titled as Prem Kumar Verma & others Vs. Haryana State has quashed the instructions dated 16.03.2006 referred to above. A copy of the judgment dated 07.08.2012 may be downloaded from Government website i.e. www.csharyana.gov.in and www.haryana.gov.in for detailed information and necessary action.

Yours faithfully

sd/
Under Secretary General Administration
for Chief Secretary to Government Haryana.

Endst. No. 22/132/2008-3GS-III

Dated Chandigarh, the 20.02.2013

✓ A copy is forwarded to State Informatics Officer (NIC) Haryana Civil Secretariat, Chandigarh for hosting on the website of the State Government.

Subhash Arora
Under Secretary General Administration
for Chief Secretary to Government Haryana.

MS
20/2/2013

Annex - 3

Haryana Government General Administration Department

Order

The Governor of Haryana is pleased to constitute a Committee consisting of the following officers under the chairmanship of Sh. P. Raghavendra Rao, IAS, Principal Secretary:-

- | | | |
|----|----------------------------------------------------------------------|---------------------|
| 1. | Dr. Avtar Singh, IAS, Principal Secretary,
Environment Department | Member |
| 2. | Sh. Ajay Singhal, IPS
IG/CID Haryana | Member |
| 3 | Dr. Amarinder Kaur, IFS,
Addl. PCCF, Forest Department | Member |
| 4. | Director, Welfare of SCs & BCs Department, | Member
Secretary |

2. The Committee will assess/ examine the backwardness and inadequacy of representation of Scheduled Castes in promotion in the State Government Services keeping in view the directions given by the Apex Court in case of M. Nagaraj & Others Vs. Union of India & others and send its report to the General Administration Department.

P.K. Chaudhery
Chief Secretary to Govt. Haryana.

Dated Chandigarh, the 19.2.2013

No. 22/132/2008-1GSIII

dated Chandigarh, the 20.2.2013

A copy is forwarded to the following for information and necessary action in the matter:-

1. Shri P. Raghavendra Rao, IAS, Principal Secretary to Govt. Haryana, Urban Local Bodies Department
2. Dr. Avtar Singh, IAS, Principal Secretary, Environment Department

3. Shri Ajay Singhal, IPS
IG/CID Haryana
4. Dr. Amarinder Kaur, IFS, Addl. PCCF,
Forest Department
5. Director, Welfare of Scheduled Castes & Backward Classes
Department Haryana, Chandigarh.

-sd-

**Superintendent General Services-III
for Chief Secretary to Government Haryana**

Endst. No. 22/132/2008-1GSIII Dated Chandigarh, the 20.02.2013

A copy is forwarded to the Director, Welfare of SCs & BCs Deptt. Haryana Chandigarh. He is requested to provide the quantifiable data with regard to promotional quota posts showing the backwardness of Scheduled Castes and inadequacy of representations of Scheduled Castes in public employment to the above said committee under intimation to this department.

-sd-

**Superintendent General Services-III
for Chief Secretary to Government Haryana**

Annex - 4

From

The Chief Secretary to Govt. Haryana.

To

The Director,
Welfare of SC & BC Department, Haryana.

Memo no. 22/132/2008

Dated: 29.05.2013

Subject: To assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion in the State Government Services keeping in view the directions given by the Apex Court in case of M. Nagaraj & others Vs Union of India & Others.

Reference your letter no. ARO (EC)/2013/6096 dated 08-5-2013 on the subject noted above.

2. After thorough examination of the issues raised vide your letter under reference, Point wise remarks of General Administration Department are furnished below :-

Sr. No.	Issue on which clarification is sought	Remarks of General Administration Department
1	Should the Committee so formed also look into the issue of overall administrative efficiency as one of the compelling reasons, as the order issued by the General Administration Department mandated the Committee that the Apex Court judgment should be kept in view in sending its respect to the Government.	The issue of overall administrative efficiency is also to be considered by the Committee.
2	Whether persons employed in departments/undertakings on contract/outsourcing basis come under "public employment" or not as vide order, quantifiable data regarding	The persons employed in the department/undertakings on contract/outsourcing cannot be included in the public employment.

	backwardness and inadequacy of representation of SCs in promotion in public employment is to be collected by the Director, Welfare of SC/BC.	
--	----------------------------------------------------------------------------------------------------------------------------------------------	--

Superintendent, General Services-III
for Chief Secy. to Govt. of Haryana

Annex - 5

Subject: Minutes of the meeting of the Committee constituted by the Government to assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion in the State Government Services keeping in view the directions given by the Apex Court in case of M. Nagaraj & others Vs Union of India & Others under the Chairmanship of Sh. P. Raghavendra Rao, IAS, Principal Secretary, Urban Local Bodies held on 14-03-2013.

The following officers participated in the meeting:-

- | | |
|-----------------------------------------------------------------------------------------|------------------|
| 1. Dr. Avtar Singh, IAS, Principal Secretary,
Animal Husbandry & Dairying Department | Member |
| 2. Sh. Ajay Singhal, IPS
IG/CID Haryana | Member |
| 3. Dr. Amarinder Kaur, IFS
Additional PCCF, Forest Department. | Member |
| 4. Director, Welfare of SCs & BCs Department. | Member Secretary |

At the outset, the Director, Welfare of Scheduled Castes and Backward Classes Department has briefed the Committee about the directions given by the Apex Court in the case of M. Nagaraj and others Vs Union of India and others. In brief, the Hon'ble Apex Court constitutional Bench while upholding the constitutional validity of the constitution (Seventy-Seventh Amendment) Act, 1995, the constitution (Eighty-First Amendment) Act, 2000, the constitution (Eighty-Second amendment) Act, 2000, and the constitution (Eighty-Fifth Amendment) Act, 2001, has stated that the State will have to show in each case the existence of the compelling reasons, namely, backwardness, inadequacy of representation and overall administrative efficiency before making provision for reservation in promotion.

The Member Secretary also appraised the Committee regarding the instructions dated 16-03-2006 issued by Haryana Government. These instructions have now been quashed by Hon'ble Punjab & Haryana High Court vide order dated 7-8-2012 in CWP No. 17280/2011 titled as Prem Kumar & others Vs State of Haryana in which the Hon'ble High Court was of the opinion that the State of Haryana did not carry out any exercise for ascertaining the factors noticed by the Hon'ble Supreme Court in M. Nagaraj case for grant of accelerated seniority and promotion pursuant to the 85th Constitutional Amendment to the reserved categories. In respect of the above orders, Government of Haryana has circulated instructions dated 20-02-2013 to all Government functionaries for necessary actions.

The mandate of the Committee to assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion in the State Government Services keeping in view the directions given by the Apex Court in case of M. Nagaraj & others Vs Union of India & Others and send its report to the General Administration Department.

The office of Director, Welfare of Scheduled Castes and Backward Classes vide letter No.ARO (EC)/2013/1517-1716 dated 28-02-2013 requested all the departments to send the data regarding promotion quota posts (Group C & D) and as on 13-03-2013, 30 departments have sent the data and it was put-up before the Committee for information.

ISSUES DISCUSSED

- **Scope of the Committee:**

The Chairman of the Committee was of the opinion that the mandated set for the Committee by the Government was different from the issues raised in the case of M. Nagaraj and others. The mandate of the Committee is to assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion whereas the Apex Court Judgements also talks about overall administrative efficiency, as one of the three compelling

reasons which the State has to assess before providing reservation to Scheduled Castes in matter of promotion. He requested the members to give their opinion whether clarification is required to be taken from the General Administration Department in this regard.

Dr. Avtar Singh was of the opinion that the backwardness of the Scheduled Castes is an established fact under the Constitution and cannot be determined by the Committee. The Committee should look into the "Inadequacy of representation in Government Services" and no clarification is required to be taken from General Administration Department. Similar views were expressed by Dr. Amarinder Kaur.

Shri Ajay Singhal was of the opinion that since the Apex Court judgement talks of looking into all three compelling reasons, this Committee should look into all these areas and necessary clarification may be taken from the General Administration Department.

The Chairman has decided that the Committee would decide in the next meeting whether clarification regarding its mandate to be taken from the Government or not.

Collection of Data

The Committee was of the opinion that the data collected was not adequate keeping in view the Judgement of the Apex Court. The Committee suggested that the data right from the stage of direct recruitment (class-wise and cadre-wise) may be collected and design a format accordingly.

Minutes of the Meeting Dated 15-4-2013

At the outset, Sh. Ajay Singhal requested the Chairman to amend the minutes of the last meeting in so far as his opinion regarding seeking clarification from General Administration Department is concerned. He reiterated that in the last meeting he did not want to seek clarification regarding the mandate of the committee and the minutes be accordingly amended. The Chairman agreed to make amendments accordingly.

ISSUES DISCUSSED:

- **Collection of Data:**

The Committee, after due deliberation, designed a format (at Annexure-A) to get the quantifiable data with regard to promotional quota posts to ascertain the representation of Scheduled Castes in public employment. The Committee was of the opinion that the said information should be collected for all classes of posts i.e. for Group A, B, C & D. The Chairman directed the Director, Welfare of Scheduled Castes and Backward Classes Department that the information should be collected from all Organisations/ Departments /Boards/ Corporations/ Autonomous Bodies/ Hon'ble Punjab & Haryana High Court/FCR's Organisation, Secretariat Establishment etc. authenticated by the officer not below the rank of the Head of Department, in excel format in hard and soft copies by 27th of May, 2013.

Sh. Avtar Singh opined that the data regarding appointments made under contractual/out-sourcing policy of the Government should also to be collected, as these also come under the purview of "public employment".

Sh. Ajay Singhal differed with the view, saying that the appointments made under contractual/ out-sourcing policy do not fall under "public employment" and that the data so collected would be variable and adequacy

and inadequacy of representation of Scheduled Castes cannot be determined exactly. Dr. Amarinder Kaur also agreed with Sh. Singhal.

After due deliberations, the Committee was of the opinion that necessary clarifications may be taken from General Administration Department as to whether the people employed in Government Departments/ Public Sector Undertakings under contractual/outsourcing policy come under the “public employment” or not, and only after such clarification is received the data would be collected.

Clarification regarding compelling reasons:

The Committee taking forward the discussion from the last meeting regarding the mandated given to the Committee, the Chairman of the Committee opined that the mandated set for the Committee by the Government was different from the issues raised in the case of M. Nagaraj and others. The mandate of the Committee is to assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion in the State Government Services whereas, the Apex Court judgement talks about overall Administrative efficiency, as one of the three compelling reasons which the State has to assess before providing reservation to Scheduled Castes in matter of promotion.

After due discussion, Committee agreed that necessary clarification may be taken from General Administration Department before proceeding for collection of quantifiable data with regard to promotional quota posts.

Minutes of the Meeting Dated 25-7-2013

At the outset, the Director, Welfare of Scheduled Castes and Backward Classes Department has apprised the Committee regarding the clarification given by the General Administration Department to the issues raised by the Committee in its last meeting. The General Administration Department clarified that the Committee shall look into the issue of overall “administrative efficiency” as one of the compelling reasons for making provision for reservation as directed by the Hon’ble Apex Court in case of M. Nagaraj & others Vs Union of India & others. The General Administration Department also clarified that the persons employed in the Departments/Public Sector Undertakings on contract/outsourcing cannot be included in the public employment.

ISSUES DISCUSSED:

- **Collection of Data:**

The Director, Welfare of Scheduled Castes and Backward Classes Department has apprised the Committee that the information regarding backlog

from 52 Departments and 41 Public Sector Undertakings have been received as on 25-07-2013 which is place before the Committee for perusal. The Chairman of the Committee opined that many more Departments/Public Sector Undertaking are yet to provide the requisite information and that D.O. letter may be written to all the Head of Departments to provide information immediately.

Ascertaining the ‘Backwardness’ of Scheduled Castes :

The Hon'ble Apex Court judgment clearly states that the States should ascertain the 'backwardness' of Scheduled Castes to determine the extent of reservation in promotion. This issue was debated at length by the members of the Committee and their views are as under :

Dr. Avtar Singh opined that the issue of 'backwardness' can be ascertained only after studying the social indicators like land, education, income etc. as per Census 2011, the National Sample Survey Organization data, National Family Health Survey etc. He has requested the Director, Welfare of Scheduled Castes & Backward Classes to make available this data to the Committee in its next meeting so that an evaluative study can be taken up.

Sh. Ajay Singhal has stated that the 'backwardness' of Scheduled Castes is an established fact. He referred to the judgment of Hon'ble Apex Court and stated that the 'backwardness' of Scheduled Castes employees in their individual capacity will have to be ascertained for providing promotion in reservation and criteria will have to be developed for providing such reservation. Sh. Avtar Singh did not agree with the views of Sh. Ajay Singhal.

Sh. P. Raghavendra Rao, Chairman of the Committee opined that the clarification may be sought from the General Administration Department whether the backwardness of Scheduled Castes as a category is to be ascertained or "individual capacity" of an employee on a case to case basis.

Administrative Efficiency:

The Hon'ble Apex Court in its judgment has mentioned "overall administrative efficiency" as one of the compelling reasons in determining the extent of reservation. Since it has been clarified by the General Administration Department that this Committee will also look into the issue of overall efficiency and this issue needs to be studied by the Committee before sending its report to the Government.

Sh. Ajay Singhal opined that the Annual Confidential Reports of the employees, educational qualification, training courses attended, rewards and certification etc. should be the criteria to determine the administrative efficiency of any individual employee to consider for their promotion out of turn.

Sh. Avtar Singh agreed with Mr. Singhal and requested the Chairman that the detailed criteria will have to be framed for determining administrative efficiency of the employees and that the discussion may after to the next meeting, for which the Chairman has agreed.

Representations received from various Organizations :

The Director, Welfare of Scheduled Castes & Backward Classes informed the Committee that there are many representations which have been received by the Chairman of the Committee and the Department of Welfare of Scheduled Castes & Backward Classes requesting for an opportunity of being heard to put their views before the Committee. After detailed deliberations, the Committee decided that these representations may be kept pending for the time being and the decision to give these organizations an opportunity to explain their views will be taken in due course of time. In the meanwhile, the Chairman of the Committee has directed the Member Secretary to learn the procedure adopted by other such State Committees where these have been set up.

Minutes of the Meeting Dated 24-9-2013

At the outset, the Director, Welfare of Scheduled Castes and Backward Classes Department has briefed the committee about the progress of the collection of quantifiable data collected so far by the Department. The data collected from the various department and public sector undertaking was presented before the committee. After going through the position of Backlog in promotional quota post it was realized that merely Backlog data is not sufficient to address the position of inadequacy in the representation of Scheduled Castes in Government Services.

Sh. Avtar Singh opined that the data pertaining to the representation of Scheduled Castes in Public Sector Employment, Literacy Rate, Educational Enrolment, Land Holding, Banking Awareness and Electricity Connection from various sources such as NSSO, SECC may also be obtained and depicted for comparison.

While, taking forward the discussion the Chairman, ordered the Director, to collect the data from the remaining department whose information is yet to receive. He also suggested that a D.O. letter or personal interaction be made from such department to have the information at an early date, and the Director, assured the Chairman, that the information will be collected before the next meeting.

The Chairman of the committee asked about the clarification sought from General Administration Department regarding the backwardness of Scheduled Castes as a category or individual capacity, the Director, informed that the clarification is still awaited from GAD. The Chairman also reiterated that the other States has also got assessed the backwardness of Scheduled Castes through the similar committee. The procedure adopted by such committee may be considered, while, measuring the backwardness of Scheduled Castes.

The Director, Welfare of Scheduled Castes and Backward Classes Department raised the issue of representations received by the Chairman of the Committee and the Department of Welfare of Scheduled Castes and Backward Classes requesting for an opportunity of being heard to put their views before the committee. The Chairman decided that the representationist (Regd. Union/Association of the employees) may be given an opportunity of hearing and the date be fixed for 22-10-2013 at Kisan Bhawan, Sector-14, Panchkula. The Chairman also directed the Member Secretary to issue a public notice in leading newspapers for information to all concern.

Minutes of the Meeting Dated 22-10-2013

At the outset, the Director, Welfare of Scheduled Castes and Backward Classes Department has appraised the committee regarding the data pertaining to Scheduled Castes Backlog in Government Services as well as the comparative data taken from NSSO, SECC and ESA Department of Haryana. After due deliberations, the Chairman of the committee was of the opinion that comparative data regarding General Category and Backward Class may also be taken into consideration for determining the backwardness and inadequacy of Scheduled Castes Employees in Government Services.

Hearing of Stake Holders:

After discussion Scheduled Castes/Non Scheduled Castes Government Employees registered Union/Association were heard by the committee. The opinion/suggestion and objections were entertained by the committee. Following issues were raised by the Union/Association:-

1. Provision of reservation in promotion in Class I and II posts be made.
2. As and when selection list is prepared by the department, roster point must be fixed for the SC candidates at the time of joining.
3. The posts of class IV sweeper may not be included for backlog. Since, 100% SC work on this post and no other Category.
4. Relaxation must be given in conditions of the promotion to SC candidates in selection and promotion to overcome the backlog.
5. Non-SC employees union was of the opinion that no relaxation other than reservation must be given. Reservation should not be increased in any case in promotion to the SC employees.

The constituted committee with full bench listened all the opinions/suggestions of the Union/Association in a very cordial atmosphere. Sufficient time was given to all the members of the Union/Association. Important papers given by the Union/Association on the day of hearing were circulated to all the Committee members. The committee decided that the suggestions, opinion and complaint of the Union/Association will be discussed in detail in the next meeting probably scheduled to be held in the month of November 2013.

Annex - 6

Public Notice

ifcyd ukVI

,rn}kjk I fpr fd;k tkrk gSfd ekuuh; I okPp; U;k;ky; }kjk ,e-
 ukxjkt cuke vu; ds ds ea fn, x, vkns'kka ds vu#i gfj; k.kk I jdkj
 }kjk Jh ih- jk?kohnk jko vkbZ,-,I- iz'kku I fpo gfj; k.kk I jdkj dh
 v/; {krk ea vuq fpr tkfr I sl cfi/kr de'pkfj; ka dh ink'bufr ds ekeys ea
 , d de'vh xfbR dh xbZ gSA mDr de'vh }kjk gfj; k.kk jkT; ds foHkUu
 oxkZ ds de'pkfj; ka dh i at hdir ; fu; u vkj ekU; rk i klr I xBuka dks bl
 ekeys ea ; fn dkbZ I q-ko nsus g@; k dkbZ vki fRr gS rks ml dh I qokbZ dk
 ek'k fn;k tkrk gS vr% I cfi/kr dks I fpr fd;k tkrk gS fd bPNd
 I q-kodrk@vki fRr drkZ tks vi us fopkj nsuk pkgrs gS oks fnuka 22-10-
 2013 dks I e; ikr% 10%00 cts I snki gj 1-00 cts rd de'vh ds I e{k
 fdl ku Hkou I DVj&14 i pdyk ea vki fRr ntZ djok I drsga ; k vi uh
 vki fRr funs'kd vuq fpr tkfr; ka ,oafi NMs oxZ dY; k.k foHkx] gfj; k.kk
 , I-I h-vksu@ 42&44 I DVj&17,] pMhx<+ea fnuka 21-10-2013 rd I k; a
 4-00 cts rd ntZ djok I drsga A

**I nL; I fpo ,oafuns'kd
 vuq fpr tkfr; ka ,oafi NMs oxZ
 dY; k.k foHkx] gfj; k.kk**

I a 14063

Annex - 7

List of Unions/Associations that appeared before the Committee:

Sr. No.	Name of Employee Union Association	Name of the President/Secretary (Sh)
1.	Haryana power corporation SC/BC Employees Union. Regd.no-417	Des Raj Saroy (President)
2.	Sevastambh Akhil Bartiya Anusuchit Jati/anusuchit jan Jati, pichada varg and alap sankhayak karmchari kalyan association. New Delhi Regd. No.4177/69-70.	S.L Dahiya
3.	Confederation of SC/ST/BC organizations, Haryana. Ref. No-Ch-156/COSO/2013-14.	Karamvir Singh
4.	Haryana Pardesh Chamar Mahasabha	Ram Gopal Podiya (Gen. Secretary)
5.	Haryana Anusuchit Jati Rajkiya Adyapak Sangh(388)	Chander Mohan
6.	Roadways S.C. Employees Sangarsh Samiti of Haryana (Regd. No. 353)	Parhlad Singh (President)
7.	Scheduled Caste Officers & Employees Federation, Haryana regd. No.3053/2012	Mani Ram Behlan
8.	All Haryana PWD SC/ST/BC Employees Association Regd. No-63	Rajpal Insa
9.	Haryana Master Varg Association Regd. No. 1725	Ramesh Malik
10.	Jan Sahara Samiti, Haryana, Sonapat Regd. No. 1568	Rajesh Kumar Shastri
11.	Patwar Nehar Sangathan	Ashok Kumar (Distt. President)
12.	Shri Guru Ravidass Sabha Regd. No. 152	D.P Punia
13.	Finance Commissioner, Revenue Secretariat, SC Official/Officers Welfare Association, Chandigarh.	S.S Tondwal
14.	Akhil Bhartiya Ambedkar Vichar Manch Chandigarh.	Mukesh Narayan

Sr. No.	Name of Employee Union Association	Name of the President/Secretary (Sh)
15	Dr. B.R. Ambedkar Sabha, Hisar Regd. No. 121	Uday Bhan Chopra
16.	Sant Shiromani Shree Guru Ravidas Maha Sabha Hisar Regd. No. 540	Indraj Bharti
17.	Scheduled Caste Employees Welfare Association. Regd. No.174/2011-12	Khushi Ram
18.	Haryana Agriculture Officers (SC) Association Regd. No.306/2011	Dr. Subhash Chander
19.	SC/ST Employees Association Regd. No. 1352	Rajesh Grewal
20	Haryana Anusuchit Jati Sinchai karamchari Sangh	Sube Singh (Gen. Secretary)
21.	North India Dr. B.R Ambedkar Forum Regd. No. 65/2002/03	T.D Jogpal
22.	Bhart Ratan Dr. B.R Ambedkar Maha Sabha Regd. No. 1058	Murari Lal (Gen. Secretary)
23.	Haryana State Cooperative Agriculture and Rural Development Bank Ministerial Staff Regd. No. 1868	Panchkula
24.	SC/BC Employees Welfare Association Regd. No. 00350	Rajinder Singh

Annex - 8

Detail demands/suggestions of the Scheduled Castes Employees Union/Associations.

1. Haryana Power Corporation SC/BC Employees unions

- i. Union was of the opinion that inadequacy of representation in respect of class I & II may also be determined as in class III & IV posts.
- ii. Roster points are not being followed as per reservation policy.
- iii. The complete judgement of R.K Sabharwal and Ajit Singh Janjua has not been circulated by the Government.
- iv. The 85th amendment of the constitutions may be executed from 17-6-1995.
- v. The report of Bhatnagar Committee Govt. of Rajasthan may taken into consideration.

2. Sewastambh Akhil Bhartiya SC/ST/BC Minorities Employees Welfare Associations.

- i. The president of the organization Sh. S.L. Dahiya appeal to the Committee that representation of SC in Government service is inadequate.
- ii. As per decision of Indra Swahney, backwardness need not to be identified in case of Scheduled Castes.
- iii. The 85th amendment of the constitutions may be executed from 17-06-1995.
- iv. Reservation in Promotion also to be given in Class I & II posts.
- v. Relaxation in experience, Education etc. may be given for promotion.
- vi. Safai Karamcharis may not be included to work out backlog.

3. Confederation of SC/ST/BC organizations, Haryana.

- i. Due representation in every cadre.
- ii. Chief Secretary GS-III not working as per policy of reservation.

4. Haryana Pardesh Chamar Mahasabha:-

- i. The president of the organization Sh. S.L. Dahiya appeal to the Committee that representation of SC in Government service is inadequate.
- ii. As per decision of Indra Swahney, backwardness need not to be identified in case of Scheduled Castes.
- iii. The 85th amendment of the constitutions may be executed from 17-06 1995.
- iv. Reservation in Promotion also to be given in Class I & II posts.
- v. Relaxation in experience, education etc. may be given for promotion.
- vi. Safai Karamcharis may not be included to work out the backlog.

5. Haryana SC Govt. Teachers organization:-

- i. Adequate representation is not complete in the department of education on the posts of lecturer, Principal, Deputy Director, DEO & DEEO.
- ii. As per decision of Indra Swahney, backwardness need not to be identified in case of Scheduled Castes.
- iii. There is need of reservation in Class I & II posts.
- iv. Reservation on the basis of population @ 20%.
- v. Seniority may be fixed on roster points.

6. Roadways S.C. Employees Sangarsh Samiti of Haryana:-

- i. Backlog must be manipulated as per roster register w.e.f 17-6-1995.

7. Scheduled Caste Officers & Employees Federation, Haryana:-

- i. Representation of SC must be completed as per reservation @ 20%.

- ii. Seniority as per roster points must be given.
- iii. SC should not be given at the tail.

8. All Haryana PWD SC/ST/BC Employees Association:-

- i. Roster points are not been followed.
- ii. Seniority is not being given by roster points.
- iii. Promotions are not being made as per reservation policy.
- iv. Seniority to SC candidates in promotion.

9. Haryana Master Varg Association (Non SC)

- i. Junior SC employees have been promoted against senior general category employees.
- ii. There is no need for reservation in promotion to SC employees.
- iii. There is need of employment but not of reservation.

10. Jan. Sahara Samiti Haryana:-

- i. Reservation policy is not being followed by any department @ 20%.
- ii. Roster points are not being followed.

11. Patwar Nehar Sangathan (Non SC)

- i. Reservation from 16-3-2006 may be adopted.

12. Shri Guru Ravidas Sabha:-

- i. In the judgment of M. Nagaraj case SC need not be identified for their backwardness.
- ii. If roster point followed it will solve the constraints of backlog.

13. Financial Commissioner, Revenue Secretariat, SC Official/Officers Welfare Association, Chandigarh:-

- i. In M. Nagaraj case decided on 19-10-2006, the reservation quota of SC employees w.e.f 17-6-95 the state govt. has not taken any steps to full fill the backlog of SC employees.
- ii. The state govt. should frame a new reservation policy in the light of M. Nagaraj case and till than effect of instructions dated 16-3-2006 should remain intact so that the SC employees may not suffer and their seniority should not be disturbed.
- iii. Efficiency for promotion for both SC & General employees must be kept in view with regard to 70% ACR's.

14. Akhil Bhartiya Ambedkar Vichar Manch:-

- i. We appreciate such ventures and expect that these activities will lead to good governance leading to welfare of people of India.
- ii. The concept of efficiency, backwardness, inadequacy of representation are required to be identified and measured.

15. Dr. B.R. Ambedkar Sabha, Hisar:-

- i. Committee is requested to get generalise the Hon'ble High Court's judgement dated 13-2-2013 and get implemented the same w.e.f. 17-6-1995 to arrive at a correct conclusion. The 85th constitutional Amendment may kindly be got implemented w.e.f. 17-6-1995.
- ii. The backlog position of vacancies may be more than the present position of data.
- iii. The recruitment are not being made every year and the SC posts which become vacant remained un-filled whereas the promotion of general category employees are being made in 'BULK'.
- iv. Total SC percentage (class-wise) is less than 20%.

- v. The Haryana Govt. vide worthy C.S memo No. 22/33/2012-1/GS-III dated 24-9-2013 has admitted that there is huge backlog of the posts meant for SC & BC categories.

16. Sant Shiromani Shri Guru Ravidas Maha Sabha Hisar:-

- i. Committee is requested to implement the 85th constitutional Amendment w.e.f. 17-6-95.
- ii. There is no reservation of SC in proportion to the total SC population.
- iii. Total SC percentage (class-wise) is less than 20%.
- iv. The Haryana Govt. vide worthy C.S memo No. 22/33/2012-1/GS-III dated 24-9-2013 has admitted that there is huge backlog of the posts meant for SC & BC categories.

17. Scheduled Caste Employees Welfare Association:-

- i. There is no relaxation in promotion for SC employees.
- ii. Roster points must be maintained.
- iii. Non-compliance of state govt. instructions on reservation.
- iv. Misinterpretation of state govt. instructions on reservation.
- v. Post reserved for SC stand filled with non-Scheduled caste persons.
- vi. Partial attitude of state govt. in compliance of Court judgments.

18. Haryana Agriculture Officers (SC) Association:-

- i. Committee is requested to implement the 85th constitutional Amendment w.e.f. 17-6-95.
- ii. Decision of M. Nagaraj, decided on 19-10-2006 was not implemented.
- iii. Class wise representation is very less than it has to be.
- iv. The neighbouring states like Rajasthan, Himachal Pradesh & Uttarakhand, the interest of the SC employees has not been saved in Haryana state.
- v. At the time of recruitment, the SC candidates are listed at the tail. rather than reservation policy as per roster points.

19. SC/ST Employees Association:-

- i. Backwardness and inadequate representation of SC in services.
- ii. State govt. has admitted that huge backlog SC category posts is pending even than action has not been taken even after Court direction.

20. Haryana Anusuchit Jati Sinchai karamchari Sangh:-

- i. In the decision of M. Nagaraj Vs union of India 20% reservation may be given to the SC employees in promotion.
- ii. In the 85th Constitutional amendment the implementation of the amendment must be from 17-6-95.
- iii. Every appointment should be in accordance with rosters points.
- iv. SC backlog may be filled up soon.

21. North India Dr. B.R Ambedkar Forum:-

The Hon'ble Supreme Court of India in the M.Nagaraj Vs unions of India has required that State should consider three issues i.e Backwardness, Inadequacy in representation and efficiency.

i. Backwardness

If the state concerned fails to identify and measure the same, the provision for reservation would be invalid. Backwardness has already been identified based on certain parameters, such as, untouchability, occupation, social status, education and Economic etc.

ii. Inadequacy of representation

Haryana Valmiki Maha Sabha had collected data under RTI as on 01-01-2007 which reveals that maximum representation of SC's in the Govt. services was only 9% this position has not substantially changed even now.

iii. Merit of Efficiency:-

Every state has its over policy of reservation in promotion. Out of the last 10 ACRs, atleast 70% "Good" or "Above Good" are required to qualify

for promotion. If SC candidates fulfill these conditions only then he is considered fit for promotion, therefore, efficiency in administration is not at all allowed to be jeopardised.

Hence, issue of “Backwardness”, “Inadequacy” and “Efficiency” raised in the M.Nagaraj case because per incurion and therefore, the exercise to identify and collect quantifiable data showing “Backwardness”, “Inadequacy” and “Efficiency” need not be undertaken.

22. Bharat Ratna Dr.B.R.Ambedkar Maha Sabha (Regd.)

- i. Maha Sabha has requested to implement the 85th constitutional Amendment Act from 17-6-1995 instead from 16-3-2006 allowing “Right of Seniority” in accelerated promotion to the SC in Class III&IV posts.
- ii. Sh. M.Nagaraj decided on 19-10-2006 was not implemented w.e.f 19-10-2006 to 6-8-2012 in view of quantifiable data regarding “Backwardness”, Inadequacy of representation of SC in Govt. services was to be collected.
- iii. Less representation of SC in all classes A, B, C and D services.
- iv. All neighbouring states have taken “Affirmative Actions” to safeguard the interest of the Scheduled Castes employees.

23. Haryana State Cooperative Agriculture And Rural Development Bank Ministerial Staff Association/Union.

- i. 85th Constitutional Amendment was implemented by the Govt. of India w.e.f from 17-6-1995 and the same was implemented the Govt of Haryana w.e.f from 16-3-2006 instead of 17-6-1995. It is great injustice with the SC employees.
- ii. In the case of M.Nagaraj VS Union of India judgement Dt 19-10-2006 upheld the constitutional validity of 85th Amendment with certain conditions that the state has to collect quantifiable data showing

“Backwardness” Inadequacy of representation of SC in Public employment.

Representation of SC employees is very less in all categories i.e A,B,C and D classes.

- iii All neighbouring states have taken “Affirmative Actions” to safeguard the interest of the Scheduled Castes employees.
- iv The subsequent directions of the Hon’ble High Court in CWP No. 12133of 2007, the benefit of accelerated seniority under 85th Constitutional Amendment given to the reserve categories employees, hence there is no reason of reconsideration of this decision.

24. SC/BC Employees Welfare Association

- i. 81st and 85th Constitutional Amendment be implemented in the state.
- ii. Reservation, system of carry forward and roster system be adhered.
- iii. Relaxation in case of falling vacant posts of SCs/BCs for promotion.
- iv. Reservation in promotion for the posts of Class I & II also.

Annex - 9

No. 38/20/78-2GSI

From

The Chief Secretary to Govt., Haryana

To

1. All Heads of Departments, Commissioners, Ambala & Hissar Divisions.
All Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana State.
2. The Registrar,
Punjab and Haryana High Court,
Chandigarh

Dated, Chandigarh, the 9th February, 1979.

Subject: Reservation of posts for Scheduled Castes, Backward Classes and Ex-servicemen under the services of Haryana State.

Sir,

In supersession of Haryana Government instructions issued *vide* letter No. 2812-2GS-I- 76/11578, dated the 5th May, 1976, letter No. 5074-2GSI- 76/21898, dated the 17th August, 1976, and subsequent letter No. 38/48/78-GS-I, dated the 14th September, 1978 on the subject noted above, I am directed to say that the State Government has further reviewed on the existing policy of reservation of post for Scheduled Castes, Backward Classes and Ex-servicemen in the services of Haryana and have decided as follows :.

- (1) (i) The quantum of reservation will be as under :.

By Direct Recruitment

- | | |
|----------------------------|------------------------------------------------------------------------|
| (a) For Scheduled Castes | 20% (in classes I, II, III and IV posts). |
| (b) For Backward Classes . | 5% (-do-) |
| (c) For Ex-servicemen | (i) 5% (in class I & II posts)
(ii) 25% (in class III and IV posts) |

By promotion

- | | |
|---------------------------|-------------------------------------------------|
| (a) For Scheduled Castes. | 20% (in class III and IV posts) on the basis of |
|---------------------------|-------------------------------------------------|

Seniority-cum-merit. There will be no reservation in class I & II posts)

(b) For Backward Classes 5% (-do-)

(c) For Ex-servicemen Nil

(ii) Henceforth with, in a block of 100 posts in each cadre, the following posts should be reserved for persons belonging to Scheduled Castes and Backward Classes and for Ex-servicemen:

(a) *For persons belonging to Scheduled Castes (for direct recruitment to all classes of posts i.e. Class I , II, III and IV and for promotion to class III and Class IV posts on the basis of selection from a slab of 3 officials).*

4 – 8 – 14 – 18 – 24 – 28 – 34 – 38 – 42 – 50 – 54 – 58 – 64 – 68 – 74 – 78 – 84 – 88 - 92 and 100.

(b) *For persons belonging to Backward Classes (for direct recruitment to all classes of posts and for promotion to class III and IV posts on the basis of selection from a slab of 3 officials).*

16 – 32 – 46 - 70 and 94.

(c) *For Ex-servicemen (for direct recruitment to class I and II posts)*

12 – 36 – 52 - 72 and 96.

(For direct recruitment to class III and IV posts.)

2 – 6 – 10 – 12 – 20 – 22 – 26 – 30 – 36 – 40 – 44 – 48 – 52 – 56 – 60 – 62 – 66 – 72 – 76 – 80 – 82 – 86 – 90 - 94 and 98.

It is clarified that a single roster of 100 posts both for direct recruitment and promotion will be pre-pared as referred to above. This roster will continue from year to year till it is exhausted and thereafter a new roster will be prepared.

The aforesaid benefit of reservation will be given till such time as the number of employees belonging to reserved categories in each cadre/grade does not come upto the prescribed percentage.

(2) When a requisition for the reserved posts, in accordance with sub-para (i) (ii) above, is sent to the Haryana Public Service Commission/Subordinate Services Selection

Board, it shall advertise the same. If as a result of this advertisement, suitable candidates for the reserved, posts are not available, then these posts shall be re-advertised immediately by the Haryana Public Service Commission/ Subordinate Services Selection Board, as the case may be, without awaiting a further reference from the concerned Department. If suitable candidates are not available even on the basis of the second advertisement then the Commission/Board shall immediately re-advertise the posts for the third time indicating therein that if candidates belonging to the- reserved categories are not available, the posts shall be filled by candidates belonging to the general category. This process shall be completed by the Commission/Board within the shortest possible time so that the reserved posts may not remain vacant for an unnecessarily long period. In respect of the posts on which candidates having technical and specialised qualifications are to be appointed, if suitable candidates are not available on the basis of the first advertisement, the Commission/Board shall re-advertise the posts immediately for the second time indicating therein that, if candidates belonging to reserved categories are not available, the posts shall be filled by candidates belonging to the general category. The Commission/Board shall keep the concerned Department informed of these advertisements.

(3) Reserved posts not filled by the candidates belonging to reserved categories should be carried forward for two recruitment years. The recruitment year shall mean a calendar year and the two years limit for carry-forward, of reserved posts shall start from the year in which recruitments is actually made. The carry-forward would mean that if a sufficient number of suitable candidates eligible for reserved posts are not available from the appropriate classes in any year of recruitment, such posts should be treated as un-reserved and filled in as un-reserved posts but should be carried forward to subsequent years of recruitment so that posts then occurring may be filled in by the persons belonging to reserved categories. For example, if a requisition for filling up of five posts of clerks, is sent to the Subordinate Services Selection Board in the month of January, 1977 and the recommendations of the Board are received in March, 1978 but the Board could not recommend any candidate against the reserved post, then the reserved posts would be carried forward for a period of two years *viz* 1979 and 1980. In this connection,

it is further clarified that, in future the carried forward reserved posts would be available together with the current posts for utilisation even when the total number of such reserved posts exceeds 50% of the posts filled in that year provided that the overall representation of Scheduled Castes/Backward Classes in the total strength of the concerned cadre does not exceed the prescribed percentage of reservation.

(4) In case a single post arises in the initial recruitment year and it falls at a reserved point in the roster, it has to be treated as un-reserved and filled accordingly in that year but the reservation would be carried forward to subsequent years. In the first subsequent year if again a single posts occurs then it should be treated as reserved against the reservation carried forward from the initial recruitment year and a candidate from the reserved category should be appointed against that post inspite of the fact that the post happens to be the only post in that recruitment year. In the event of a candidate belonging to reserved categories not being available to fill the reserved post in the subsequent year also, the reservation should be carried forward further to the subsequent year. When also a single post, if any, arises in that year it should be treated as reserved against the carried forward reservation whereafter the reservation will lapse *e.g.* a single vacancy occurs in any cadre of a particular department of the State which falls at a reserved point, that single post shall not be treated as reserved. But the single subsequent vacancy shall be treated as reserved and in case a candidate (belonging to Scheduled Castes) for the reserved seat is not available the post shall be treated as reserved for the next two years under the carry-forward formula. The year in which no post arises is to be ignored for the purpose of counting the effective year towards the period of carry forward.

(5) At present the reservation is given against posts and not against vacancies. It has been decided that the reservation should be given both against the new posts whether permanent or temporary, as well as vacancies which may occur as a result of death, retirement, resignation, removal or dismissal.

(6) In the case of posts to be filled up by way of promotion the benefit of reservation should be given where the basis of promotion is seniority-cum-merit and the benefit of reservation should not be made available where promotion is to be given on the basis of seniority-cum-fitness.

2. These instructions should be brought to the notice of all concerned working under you for strict compliance.

3. Receipt of this communication may kindly be acknowledged.

Sd/-
Deputy Secretary General
Administration,
for Chief Secretary to Government
Haryana.

A copy is forwarded to:

1. Financial Commissioner, Haryana;
2. All Administrative Secretaries to Govt., Haryana;

for information and necessary action.

Sd/-
Deputy Secretary General
Administration,
for Chief Secretary to Government
Haryana.

To

1. Financial Commissioner, Haryana.
2. All the Administrative Secretaries to Govt., Haryana.

U.O. No. 38/20/78-2GSI, dated, Chandigarh, the 9th February, 1979.

.....

Annex - 10

No. 22/36/95-3GS-III

From

The Chief Secretary to Govt. Haryana.

To

- (i) All Heads of Departments.
- (ii) Commissioners Ambala/Hisar/Rohtak & Gurgaon Division.
- (iii) All Deputy Commissioners & Sub Divisional Officers (Civil) in Haryana.
- (iv) The Registrar, Punjab & Haryana High Court.

Dated Chandigarh, the 20th July, 1995.

Subject:- Reservation for Scheduled Castes, Backward Classes (Block .A. & Block .B.) Ex-servicemen & Physically Handicapped persons in direct recruitment to Class-III and Class-IV Govt. Jobs.

Sir,

Margin

No. 38/20/78-2GSI, dated 9.2.79,
No. 4/12/79-GSIII, dated 18.9.79
No. 24/17/80-3GS III, dated
16.12.80, No. 22/20/83-3GSIII,
dated 26.11.85, No. 24/1/90-3GSIII,
dated 20.2.90 & No. 22/36/90-
3GSIII dated 24.1.91.

I am directed to invite your attention to Haryana Govt. letters as indicated in the margin on the subject noted above and to say that in view of the directions given by Hon.ble Supreme Court of India in writ petition (Civil) No. 930 of 1990, Indra Sawhney & others Vs Union of India and on the recommendations of the Second Backward Classes Commission set up by the Haryana Govt., the State

Govt. has further reviewed the existing policy of reservation of posts for SC, BC, ESM, and Physically Handicapped in Govt. jobs in the State of Haryana and have decided to enhance the reservation for Backward Classes from 10% to 27% in respect of direct recruitment to Class-III and Class-IV posts.

2. It has further been decided to create two blocks i.e. Block .A. and .B. within the Backward Classes for the purpose of the above mentioned reservation as per list enclosed.

3. Henceforth the quantum of reservation for various categories in direct recruitment to Class III& IV posts will be as under:-

- | | | |
|------|----------------|-----|
| (i) | SC | 20% |
| (ii) | BC (Block .A.) | 16% |

(iii)	BC (Block .B.)	11%
(iv)	ESM/Dependents of ESM	10%
(v)	Physically handicapped (orthopaedically handicapped, Deaf & Dumb and Blind).	3%

The posts reserved for Block .A. of Backward Classes would be filled up from candidates belonging to castes of Block .A. only. Similarly posts reserved for Block .B. would be filled up from members of the castes comprising Block .B. of Backward Classes.

4. The reservations for ESM and Physically Handicapped will be horizontal reservation under Article 16(1) of the Constitution of India in respect of Class III & Class IV direct recruitment quota posts.

5. Horizontal reservation of 10% for ESM would be adjusted as below .:

3% in Block 'A' of Backward Classes.

3% in Block 'B' of Backward Classes &

4% in General Category.

Horizontal reservation of 3% for physically handicapped persons would be adjusted as below .:

1% in Block .A. of Backward Classes.

1% in Block .B. of Backward Classes &

1% in General Category.

6. In the light of the revised quantum of reservation in respect of Class-III and Class-IV direct recruitment quota posts, the roster points for reservations for direct categories in a block of 100 posts in each Cadre would now be as follows :-

Scheduled Castes :

5-10-15-20-25-30-35-40-45-50-55-60-65-70-75-80-85-90-95-100.

Backward Classes

Block .A.

6-12-19-(ESM)-26-32-38-44 (ESM)-49-56-62 (PH)-68-74 (ESM)-79-86-92-99

Block .B.

9-18-27 (ESM) -36-46-54 (ESM)-63-72-81- (ESM)-89 (PH)-98.

ESM (Ex-servicemen)

8 against General Category, 19 against BC (Block .A.)

27 against (B.C. Block .B.) 37 against General Category,

44 against B.C. (Block .A., 54 against B.C. (Block .B.),

64 against General Category, 74 against BC (Block .A.)

81 against BC (Block .B.) 91 against General Category

Physically Handicapped :

33 against General Category, 62 against B.C. (Block 'A') & 89 against B.C. (Block 'B').

General Category :

1-2-3-4-7-8 (ESM)-11-13-14-16-17-21-22-23-24-28-29-31-33 (PH)-34-37
(ESM)-39-41-42-43-47-48-51-52-53-57-58-59-61-64(ESM)-66-67-69-71-73-76-77-78-
82-83-84-87-88-91 (ESM)-93-94-96 & 97.

7. The position of reservation in respect of Class I & II posts will remain undisturbed, Roster points already prescribed with regard to Class I & II posts will, therefore, remain the same.

8. Similarly in respect of Class III & Class IV promotion quota posts the existing Quantum of reservation will continue and therefore, the existing roster points will continue to remain in force.

9. The categorisation of Backward Classes into Block .A. and Block .B. will apply only in respect of direct recruitment to Class III & IV posts. All the Backward Classes notified as eligible for reservation benefit by Social Welfare Departments from time to time will be treated as one category for the purpose of reservation benefit in respect of direct recruitment in Class I & II posts and promotion in Class III & IV posts.

10. Henceforth there would be no division of reservation meant for physically handicapped into orthopaedically handicapped, deaf & dumb and blind categories in case of direct recruitment to Class III & IV posts. For this purpose, all physically handicapped persons will be treated as one category.

11. As regards carry forward/deservation if the posts reserved for various category, the existing instruction would continue in force.

12. Instructions issued by vide letter No. 1170-SW (I)-95 dated 7-6-95 by the Welfare of Scheduled Castes and Backward Classes Department regarding exclusion of socially advanced persons/sections (Creamy Layer) should be kept in view while extending the benefit of reservation to Backward Classes.

13. These instructions may kindly be brought to the notice of all concerned working under you for strict compliance.

Receipt of this communication may be acknowledged.

Yours faithfully,
Sd/-
Joint Secretary, General Admn.,
for Chief Secretary to Govt.
Haryana.

Annex - 11

Government of Haryana
General Administration Department
General Services-III Branch

No. 22/10/2013-1GSIII

Dated Chandigarh, the 28.02.2013

To

1. All the Additional Chief Secretaries/Administrative Secretaries to Government Haryana.
2. All Heads of Departments in the State.
3. The Commissioners, Ambala, Hisar, Rohtak & Gurgaon Division.
4. All the CAs/MDs of all Boards/Corporations/Public Sector Undertakings.
5. The Registrar of Punjab & Haryana High Court, Chandigarh.
6. All the Deputy Commissioners & Sub Divisional Officers (Civil).
7. The Registrars of all the Universities in the State of Haryana.

Subject: Grant of reservation in Jobs under Government/ Government Undertakings & Local Bodies as well as in admission in Government/ Government aided educational/ technical/ Professional institutions.

Sir/Madam,

Margin	
No. 38/20/78-2GS-I,	dated 09.2.1979
No. 4/12/1979-GS-III,	dated 18.9.1979
No. 24/17/80-3GS-III,	dated 16.12.1980
No. 22/20/83-3GS-III	dated 26.11.1985
No. 22/28/89-3GS-III,	dated 07.09.1989
No. 24/1/90-3GS-III,	dated 20.02.1990
No. 22/36/90-3GS-III,	dated 24.01.1991
No. 22/36/95-3GS-III,	dated 20.07.1995
No. 22/19/99-3GS-III,	dated 14.07.2000
No. 22/15/92-3GS-III,	dated 26.07.2001
No. 22/27/2004-2GS-III,	dated 20.10.2005
No. 22/70/2011-1GS-III,	dated 1.5.2012 &
No. 22/27/2004-2GS-III,	dated 29.08.2012

I am directed to invite your attention to the Government instructions indicated in the margin on the subject noted above and in supersession of these instructions, it is intimated that the State Government has reconsidered its reservation policy and has decided to give reservation in direct recruitment under Government/ Government Undertakings & Local Bodies and in admission in Government/ Government aided

educational/ technical/ Professional institutions as well for Special Backward Classes and Economically Backward Persons in General Castes Category in exclusion to the reservation already being provided to the Backward Classes.

Henceforth the quantum of reservation for various categories in direct recruitment will be as under:-

In case of direct recruitment in Class I & II Posts

Sr. No	Category	Quantum of reservation	Roster points
(a)	Scheduled Castes	20%	4-8-14-18-24-28-34-38-42-50-54-58-64-68-74-78-84-88-94 and 100.
(b)	Backward Classes	10%	10-16-22-32-46-56-70-76-86 and 96.
(c)	Special Backward Classes	4%	25-49-75 and 99.
(d)	Economically Backward Persons in the General Castes Category	4%	23-47-73 and 97.

(e)	Ex-servicemen	5%	12-36-48-72 and 98.
(f)	Freedom fighters and their children/grand children.	2%	This reservation will be available only if quota reserved for Ex-servicemen or Backward Classes remains unfilled to that extent due to non-availability of suitable Ex-servicemen or their dependents or non-availability of suitable candidates from Backward Classes. Over all reservation either from the unfilled vacancies of Ex-servicemen or from the Backward Classes for Freedom Fighters/ their children/ grand children will remain limited to 2 % only. This benefit will be available to all grand children i.e. sons and daughters of sons and daughters (paternal as well as maternal) of the Freedom Fighters.

In case of direct recruitment in Class III & IV Posts

Sr. No	Category	Quantum of reservation	Roster points
(a)	Scheduled Castes	20%	5-10-15-20-25-30-35-40-45-50-55-60-65-70-75-80-85-90-95 and 100.
(b)	Backward Classes (A)	16%	6-12-19-26-32-38-44-49-56-62-68-74-79-86-92 and 99.
(c)	Backward Classes (B)	11%	9-18-27-36-46-54-63-72-81-89 and 98.
(d)	Special Backward Classes	10%	7-17-29-39-48-59-69-78-88 and 97.
(e)	Economically Backward Persons in the General Castes Category	10%	4-14-24-34-43-53-66-76-83 and 94.

In case of promotion in Class III & IV Posts

Sr. No	Category	Quantum of reservation	Roster points
(a)	Scheduled Castes	20%	4-8-14-18-24-28-34-38-42-50-54-58-64-68-74-78-84-88-92 and 100.

It is clarified that a single roster of 100 posts both for direct recruitment and promotion will be prepared as referred to above. This roster will continue from year to year till it is exhausted and thereafter a new roster will be prepared. The aforesaid benefit of reservation will be given till such time as the number of employees belonging to reserved categories in each cadre/grade does not come upto the prescribed percentage.

Where candidates belonging to Scheduled Castes/Scheduled Tribes are not available to fill up the vacancies reserved for them in direct recruitment, inspite of required number of advertisements i.e. two/three advertisements, the vacancies shall not be filled up by candidates other than belonging to these communities. This would mean that there will be no dereservation of vacancies meant for Scheduled Castes/Scheduled Tribes to be filled in by direct recruitment. This decision will be applicable on the vacancies

meant for Scheduled Castes/Scheduled Tribes existing on and arising after 01.04.1989. In case of direct recruitment to the vacancies meant for Scheduled Castes and Scheduled Tribes in Class-I services in rare and exceptional cases whereafter the non availability of suitable Scheduled Castes/Scheduled Tribes Candidates, the posts can not be allowed to remain vacant in public interest, the Administrative Department will put up a proposal with full justification for dereservation before the Committee of Secretaries of the State Government, comprising of Chief Secretary, Finance Secretary and concerned Administrative Secretary. Only after obtaining the approval of this Committee, the vacancy(s) may be filled up by the candidates not belonging to the Scheduled Castes and Scheduled Tribes Candidates.

Reserved posts not filled by the candidates belonging to reserved categories should be carried forward for two recruitment years. The recruitment year shall mean a calendar year and the two years limit for carry-forward, of reserved posts shall start from the year in which recruitments is actually made. The carry-forward would mean that if a sufficient number of suitable candidates eligible for reserved posts are not available from the appropriate classes in any year of recruitment, such posts should be treated as un-reserved and filled in as un-reserved posts but should be carried forward to subsequent years of recruitment so that posts then occurring may be filled in by the persons belonging to reserved categories. For example, if a requisition for filling up of five posts of clerks, is sent to the Haryana Staff Selection Commission in the month of January, 1977 and the recommendations of the Board are received in March, 1978 but the Commission could not recommend any candidate against the reserved post, then the reserved posts would be carried forward for a period of two years viz 1979 and 1980. In this connection, it is further clarified that, in future the carried forward reserved posts would be available together with the current posts for utilization even when the total number of such reserved posts exceeds 50% of the posts filled in that year provided that the overall representation of Scheduled Castes/Backward Classes in the total strength of the concerned cadre does not exceed the prescribed percentage of reservation.

In case a single post arises in the initial recruitment year and it falls at a reserved point in the roster, it has to be treated as un-reserved and filled accordingly in that year but the reservation would be carried forward to subsequent years. In the first subsequent year if again a single posts occurs then it should be treated as reserved against the reservation carried forward from the initial recruitment year and a candidate from the reserved category should be appointed against that post inspite of the fact that the post happens to be the only post in that recruitment year. In the event of a candidate belonging to reserved categories not being available to fill the reserved post in the subsequent year also, the reservation should be carried forward further to the

subsequent year. When also a single post, if any, arises in that year it should be treated as reserved against the carried forward reservation whereafter the reservation will lapse e.g. a single vacancy occurs in any cadre of a particular department of the State which falls at a reserved point, that single post shall not be treated as reserved. But the single subsequent vacancy shall be treated as reserved and in case a candidate (belonging to Scheduled Castes) for the reserved seat is not available the post shall be treated as reserved for the next two years under the carry-forward formula. The year in which no post arises is to be ignored for the purpose of counting the effective year towards the period of carry forward.

In the case of posts to be filled up by way of promotion the benefit of reservation should be given where the basis of promotion is seniority-cum-merit and the benefit of reservation should not be made available where promotion is to be given on the basis of seniority-cum-fitness.

Instructions issued by the Welfare of Scheduled Castes & Backward Classes Department issued vide its letter No. 213-SW(1)-2010 dated 31.08.2010 regarding exclusion of Socially advanced persons/sections (Creamy Layer) should be kept in view while extending the benefit of reservation to Backward Classes.

For providing the benefit of reservation to Special Backward Classes, the criteria shall be same as is applicable to Backward Classes in the State and other instructions issued by the Government from time to time. It is also clarified that once a member of a family of Special Backward Classes gets benefit of reservation, his descendants will not get benefit of reservation. The criteria for exclusion of creamy layer for Special Backward Classes will be same as applicable for the reservation in Backward Classes.

The criteria for consideration as Economically Backward Persons in the General Castes category will be as under:-

- i. 'Family' for the purpose of the applicant seeking reservation as 'Economically Backward' is defined as follows:-
 - (a) Head of Family and his/her spouse;
 - (b) Dependant children and their spouses;
 - (c) Unmarried dependant brothers and sisters.
- ii. The total annual income of the family of the applicant should not cumulatively exceed Rs. 2,50,000/- per annum from all sources including agricultural income.
- iii. In case any person in the family, as described in (i) above, is income-tax/wealth tax payee, benefit of reservation shall not be extended.
- iv. Applicant or family as described in (i) above should not be in Class-I/ Class-II services of Government of India or State Government level or equivalent or hold any equivalent post in any statutory board/ corporation/ university/ society/ trust or an equivalent position in any public/private limited company or in any International organization.

Family shall be deemed to be in service as mentioned above when a person in family has superannuated and /or has sought voluntary retirement or has been dismissed/terminated/compulsory retired from such service.

- v. In case, family as described in (i) above, is engaged in a profession as doctor, lawyer, chartered accountant, income-tax consultant, financial or management consultant, engineer, architect, computer specialist, film/TV artist, play write, author, model, media personnel or holds any elected/appointed office either under the Constitution or in terms of any statute out of which emolument/salary is paid, criteria of income as described in (ii) above shall be applicable.
- vi. Family, as described above, should not be employed in any Military or para-Military services with Union of India in the rank of Second Lieutenant or above in the Army or any equivalent rank in other forces or para-Military forces.
- vii. The person who claims benefit of reservation under other categories shall not be entitled to claim benefit of reservation in this category.

In addition there will be horizontal reservation for Ex-Servicemen/ Freedom Fighters/ Outstanding Sports Persons as under:-

In case of direct recruitment in Class III & IV Posts

Sr. No	Category	Quantum of reservation	Roster points
(a)	Ex-servicemen (SC)	2%	20 and 60.
(b)	Ex-servicemen (BC 'A')	2%	19 and 44.
(c)	Ex-servicemen (BC 'B')	3%	27-54 and 81.
(d)	Ex-servicemen (General)	7%	8-16-37-52-64-73 and 84.
(e)	Outstanding Sports Persons (SC)	1%	25.
(f)	Outstanding Sports Persons (BC 'A' & 'B')	1%	32 in the first Block of 100 posts and 63 in the next Block of 100 posts.
(g)	Outstanding Sports Persons (General)	1%	91.
(h)	Freedom fighters and their children/grand children.	2%	This reservation will be available only if quota reserved for Ex-servicemen or Backward Classes remains unfilled to that extent due to non-availability of suitable Ex-servicemen or their dependents or non-availability of suitable candidates from Backward Classes. Over all reservation either from the unfilled vacancies of Ex-servicemen or from the Backward Classes for Freedom Fighters/ their children/ grand children will remain limited to 2 % only. This benefit will be available to all grand children i.e. sons and daughters of sons and daughters (paternal as well as maternal) of the Freedom Fighters.

Annex - 12

Districts-wise share of Scheduled Castes in total population.

Total Population				Scheduled Castes Population			S.C. as %age to total Population
District	Persons	Males	Females	Persons	Males	Females	
Panchkula	561293	299679	261614	101830	53868	47962	18.14
Ambala	1128350	598703	529647	296246	156874	139372	26.25
Yamuna-nagar	1214205	646718	567487	306743	163200	143543	25.26
Kurukshetra	964655	510976	453679	215128	113311	101817	22.30
Kaithal	1074304	571003	503301	247513	131486	116027	23.04
Karnal	1505324	797712	707612	339604	179681	159923	22.56
Panipat	1205437	646857	558580	206213	109695	96518	17.11
Sonipat	1450001	781299	668702	269935	144516	125419	18.62
Jind	1334152	713006	621146	282351	150940	131411	21.16
Fatehabad	942011	495360	446651	284357	149111	135246	30.19
Sirsa	1295189	682582	612607	387381	202430	184951	29.91
Hisar	1743931	931562	812369	408785	217338	191447	23.44
Bhiwani	1634445	866672	767773	341162	181475	159687	20.87
Rohtak	1061204	568479	492725	216889	115573	101316	20.44
Jhajjar	958405	514667	443738	170448	90856	79592	17.78
Mahendra-garh	922088	486665	435423	156314	82420	73894	16.95
Rewari	900332	474335	425997	182606	95571	87035	20.28
Gurgaon	1514432	816690	697742	197937	104332	93605	13.07
Mewat	1089263	571162	518101	75251	39743	35508	6.91
Faridabad	1809733	966110	843623	223799	119495	104304	12.36
Palwal	1042708	554497	488211	203123	107741	95382	19.48
Haryana	25351462	13494734	11856728	5113615	2709656	2403959	20.17

(Source: Census, 2011)

Annex - 13

Departments/PSUs who have submitted the data in the requisite proforma

Sr. No.	Name of the Boards/ Corporations	Name of the Department
1	Bhagat Phool Singh Mahila Vishwavidyalaya	Administrator General and Official Trustee and Treasurer
2	Agricultural Marketing Board	Advocate General
3	Board of Ayurvedic and Unani	Agriculture
4	CADA	Animal Husbandry & Dairy
5	CCSHAU	Archaeology and Museums
6	Central Co-op Bank Faridabad	Archives
7	Central Co-op Bank Ltd Rewari	Chief Architect, Haryana
8	Central Co-operative Bank Ambala	Chief Electoral Officer
9	Central Co-operative Bank Bhiwani	Chief Engineer Panchayati Raj, Public Works
10	Central Co-operative Bank Fatehabad	Civil Aviation
11	Central Cooperative Bank Gurgaon	Consolidation
12	Central Co-operative Bank Hisar	Development and Panchayats
13	Central Co-operative Bank Jind	Economics and Statistical
14	Central Co-operative Bank Kaithal	Employment Department
15	Central Co-operative bank Karnal	Environment Department
16	Central Co-operative Bank Kurukshetra	ESI
17	Central Co-operative Bank Ltd Sirsa	Excise and Taxation
18	Central Co-operative bank Ltd. Mahendergarh	Fisheries
19	Central Co-operative bank Panipat	Food and Supplies
20	Central Co-operative Bank Rohtak	Forest

Sr. No.	Name of the Boards/ Corporations	Name of the Department
21	Central Co-operative Bank Sonapat	Haryana Civil Secretariat
22	Central Co-operative Bank Yamuna Nagar	Haryana Institute of Public Administration
23	Ch. Devi Lal Cooperative Sugar Mills Gohana	Haryana Public Service Commission
24	Chaudhary Devi Lal University	Haryana Tourism
25	CONFED	Health Services
26	Deenbaandhu Chotu Ram University of Science & Technology Murthal	Higher Education
27	Forest Development Board	Home Guards and Director General Civil Defence
28	GJU Hisar	Horticulture
29	HARTRON	Hospitality Organisation
30	Haryana Board of School Education	IFCC
31	Haryana Backward Classes and Economically Weaker Sections Kalyan Nigam	Industrial training
32	Haryana Dairy Development Cooperative Fed.	Industries and Commerce
33	Haryana Financial Corporation	Labour Department
34	Haryana Land Reclamation and Development Corporation	Land Records
35	Haryana Police Housing Corporation	Law and Legislative
36	Haryana Sahitya Academy	Mines and Geology
37	Haryana Scheduled Caste Finance and Development Corporation	Printing and Stationery Department
38	Haryana seeds Certification agency.	Prisons Haryana
39	Haryana seeds Development Corporation	Prosecution
40	Haryana State Co-op Agriculture and rural dvpt bank ltd	Renewable Energy Department

Sr. No.	Name of the Boards/ Corporations	Name of the Department
41	Haryana State Co-operative Development Federation Ltd.	Revenue and Disaster Management (Rehabilitation branch)
42	Haryana State Co-operative Housing Federation Ltd	Rural Development
43	Haryana State Cooperative Labour and Construction Fed.	SC and BC
44	Haryana State Co-operative Supply and Marketing Federation	Science and Technology
45	Haryana State Federation of Consumers Co-operative Wholesale Stores Ltd.	Secondary Education,
46	Haryana State Federation of Co-operative Sugar Mills Ltd.	Secretary to Governor
47	Haryana State Industrial and Infrastructure Development Corporation Ltd.	Small Savings
48	Haryana State Pollution Control Board	Social Justice & Empowerment
49	Haryana State Warehousing Corporation	Sports and Youth Affairs
50	Haryana Tourism Corporation	State transport Haryana
51	Haryana Urban Development Authority	Supplies and Disposal
52	Haryana Vidyut Prasaran Nigam	Town and Country Planning
53	Housing Board Haryana	Treasury & Accounts
54	HPGCL	Urban Local Bodies
55	Jind Co-operative Sugar Mills	Police Department
56	Kaithal Co-op. Suger Mill	Public Health Engineering
57	Karnal Co-operative Sugar Mill	Irrigation and water Resources Deptt.
58	Khadi and Village Industries Board	Ayush
59	Kurukshetra Development Board	

60	Kurukshetra University
61	Meham Co-operative Sugar Mill
62	Palwal Co-operative Sugar Mills
63	Panchkula Central Co-operative Bank
64	Shahabad Co-op Sugar Mill
65	Social Welfare Board Chandigarh
66	State Co-operative Development Federation Ltd.
67	U.H.B.V.N
68	Women Development Corporation Ltd.

Note: All the 4 Divisional Commissioners and 21 Deputy Commissioners submitted the related data in the requisite proforma.

Annex - 14(A)

Table showing the representation of Scheduled Castes in Direct as well as in promotion based on sanctioned strength, as on 31.03.2013.

Departments/PS Us /DCs		No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy		Present representation of SC (with %age) (based on sanctioned strength)	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
Department (58)	A	777	218	559	117	403	35	0	8 (3.66)	0
	B	11570	8604	2966	5837	2361	1714	0	930 (10.81)	0
	C	114686	69399	45287	47758	38684	13876	9052	9197 (13.25)	5080 (11.22)
	D	20891	20553	338	10462	225	4106	62	3759 (18.29)	39 (11.54)
PSUs (68)	A	947	634	313	253	584	117	0	18 (2.84)	0
	B	2853	1707	1146	669	904	340	0	120 (7.03)	0
	C	43310	24772	18538	8815	12770	4898	3694	2077 (8.38)	2041 (11.01)
	D	10723	10055	668	5861	428	2002	132	1379 (13.71)	115 (17.22)
Commissioner / Deputy Commissioner (25)	A	8	6	2	6	2	0	0	0	0
	B	9	5	4	3	0	0	0	0	0
	C	3346	2044	1302	1241	1048	406	255	210 (10.27)	186 (14.29)
	D	2009	1961	48	1088	15	389	6	333 (16.98)	4 (8.33)

(Source: Data as supplied by the various Departments/PSUs.)

Annex - 14(B)

Table showing the representation of Scheduled Castes in Direct as well as in promotion based on filled strength, as on 31.03.2103.

Departments/ PSUs/ DCs		No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy		Present representation of SC (with %age) (based on filled up posts)	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
Department (58)	A	777	218	559	117	403	35	0	8 (6.83)	5
	B	11570	8604	2966	5837	2361	1714	0	930 (15.93)	0
	C	114686	69399	45287	47758	38684	13876	9052	9197 (19.26)	5080 (13.13)
	D	20891	20553	338	10462	225	4106	62	3759 (35.93)	39 (17.33)
PSUs (68)	A	947	634	313	253	584	117	0	18 (7.11)	0
	B	2853	1707	1146	669	904	340	0	120 (17.94)	0
	C	43310	24772	18538	8815	12770	4898	3694	2077 (23.56)	2041 (15.98)
	D	10723	10055	668	5861	428	2002	132	1379 (23.53)	115 (26.87)
Commissioner/ Deputy Commissioner (25)	A	8	6	2	6	2	0	0	0	0
	B	9	5	4	3	0	0	0	0	0
	C	3346	2044	1302	1241	1048	406	255	210 (16.92)	186 (17.75)
	D	2009	1961	48	1088	15	389	6	333 (30.61)	4 (26.66)

(Source: Data is supplied by the various Departments/PSUs.)

Annex - 15

No.2/10/85-5-GS-I

From

The Chief Secretary to Government, Haryana.

To

All the Heads of Departments, Commissioners Ambala and Hissar Divisions.

All Deputy Commissioners and SDO's (Civil) in Haryana.

Registrar, Punjab and Haryana High Court and All District and Sessions Judges in Haryana.

Dated, Chandigarh the 9th May, 1985.

Subject: Policy regarding promotion of officials to the higher posts Raising of criteria from 50% to 70% of goof reports.

Sir,

I am directed to invite your attention to the instructions contained in Haryana Govt. letter No. 931-IGSI-72/10308, dated 13.1.1972 on the subject noted above. Wherein it was provided inter alia that the officials who have earned 50% or more good or better than average/reports during the last ten years of service should alone be considered eligible for promotion to a higher post.

2. The matter has been considered further by the State Government and it has been decided that in further only such officials/officer(s) who have obtained at least 70% or more reports of "good" or better categories during the last 10 years should be considered eligible for promotion to a higher post. However, as before greater weightage shall be given to the reports earned on the higher post from which further promotion is being considered.

These instructions may please be noted for careful compliance and brought to the notice of all concerned.

Kindly acknowledge receipt of this letter.

Yours faithfully.

Sd/-

Joint Secretary, General Administration.
for Chief Secretary to Govt. Haryana

Annex -16

CONSTITUTIONAL PROVISIONS RELATING TO PROVIDING RESERVATION FOR SCHEDULED CASTES

Article 15(4)

Nothing in the article or in clause (2) of article 29 shall prevent the State from making any special provision for the advancement of any socially and educationally backward classes of citizens or for the Scheduled Castes and the Scheduled Tribes.

Article 15(5)

Nothing in the article or in sub clause (g) of clause (1) of Article 19 shall prevent the State from making any special provision, by law, for the advancement of any socially and educationally backward classes of citizens or for the Scheduled Castes and the in so far as special provisions relate to their admission to educational institutions including private educational institutions, whether aided or unaided by the State, other than the minority educational institutions referred to in clause(1) of Article 30.

Article 16(4)

Nothing in this article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of citizens which, in the opinion of the State, is not adequately represented in the service under the State.

Article 16(4A)

Nothing in this article shall prevent the State from making any provision for reservation in matters of promotion, with consequential seniority, to any class or classes of posts in the services under the State in favour of the Scheduled

Castes and the which, in the opinion of the State, are not adequately represented in the services under the State.

Article 16 (4 B)

Nothing in this article shall prevent the State from considering any unfilled vacancies of a year which are reserved for being filled up in that year in accordance with any provision for reservation made under clause (4) or clause (4A) as a separate class of vacancies to be filled up in any succeeding year or years and such class of vacancies shall not be considered together with the vacancies of the year in which they are being filled up for determining the ceiling of fifty per cent reservation on total number of vacancies of that year.

The claims of the members of the Scheduled Castes and the shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making of appointments to services and posts in connection with the affairs of the Union or of a State:

Article 335

“Claims of Scheduled Castes and Scheduled Tribes to services and posts:- The claims of the members of the Scheduled Castes and the Scheduled Tribes shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making of appointments to services and posts in connection with the affairs of the Union or of a State:

Provided that nothing in this article shall prevent in making of any provision in favour of the members of the Scheduled Castes and for the relaxation in qualifying marks in any examination or lowering the standards of evaluation, for reservation in matters of promotion to any class or classes of services or posts in connection with the affairs of the Union or of a State.”

Annex - 17

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: A

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Advocate General	-	-	-	-	-	-	-	-	-
2	Agriculture	65	23	42	18	26	4	N.A.	1	N.A.
3	Animal Husbandry & Dairy	-	-	-	-	-	-	-	-	-
4	Archaeology and Museums	1	-	1	-	1	-	-	-	-
5	Archives	1	1	-	1	-	-	-	-	-
6	Chief Architect, Haryana	1	-	1	-	1	-	-	-	-
7	Chief Electoral Officer	2	2	-	2	-	-	-	-	-
8	Chief Engineer Panchayati Raj, Public Works	-	-	-	-	-	-	-	-	-
9	Civil Aviation	10	10	-	6	-	-	-	-	-
10	Consolidations	2	2	-	1	-	-	-	-	-
11	Development and Panchayats	-	-	-	-	-	-	-	-	-
12	Economics and Statistical	15	-	15	-	12	-	N.A.	-	-
13	Employment Department	20	-	20	-	-	-	N.A.	-	-
14	Environment Department	9	7	2	6	-	1	-	-	-
15	ESI	40	10	30	-	16	2	N.A.	-	-
16	Excise and Taxation	-	-	-	-	-	-	-	-	-
17	Fisheries	10	2	8	1	6	-	N.A.	-	-
18	Food and Supplies	29	11	18	8	13	2	N.A.	1	-
19	Forest Department	-	-	-	-	-	-	-	-	-
20	Haryana Civil Secretariat	36	-	36	-	36	-	N.A.	-	2
21	Haryana Institute of Public Administration	16	16	-	6	-	3	-	-	-
22	Haryana Public Service Commission.	1	-	1	-	1	-	-	-	-

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
23	Haryana Tourism	2	1	1	-	-	-	-	-	-
24	Health Services	-	-	-	-	-	-	-	-	-
25	Higher Education	94	23	71	15	52	5	-	3	-
26	Home Guards and Director General Civil Defence	7	1	6	-	3	-	-	-	-
27	Horticulture	9	1	8	-	4	-	-	-	-
28	Hospitality	-	-	-	-	-	-	-	-	-
29	IFCC	-	-	-	-	-	-	-	-	-
30	Industrial Training	69	26	43	2	17	5	N.A.	-	1
31	Industries and commerce	48	10	38	-	22	2	N.A.	-	2
32	Labour Department	15	-	15	-	15	-	-	-	-
33	Land Records	2	-	2	-	1	-	-	-	-
34	Law and Legislative	12	2	10	-	10	-	N.A.	-	-
35	Mines and Geology	8	1	7	-	4	-	-	-	-
36	Printing and stationery	-	-	-	-	-	-	-	-	-
37	Prisons Haryana	21	-	21	-	19	-	-	-	-
38	Prosecution	55	11	44	9	36	2	-	2	-
39	Renewable Energy Department	2	-	2	-	1	-	-	-	-
40	Revenue and Disaster Management (Rehabilitation branch)	122	32	90	21	87	6	-	-	-
41	Rural Development	2	1	1	1	-	-	-	-	-
42	SC and BC	2	1	1	1	1	-	-	1	-
43	Science and Technology	1	-	1	-	1	-	-	-	-
44	Secondary Education	-	-	-	-	-	-	-	-	-
45	Secretary to Governor	-	-	-	-	-	-	-	-	-
46	Small Savings	-	-	-	-	-	-	-	-	-
47	Social Justice & Empowerment	-	-	-	-	-	-	-	-	-
48	Sports and Youth Affairs	10	4	6	4	5	-	N.A.	-	-
49	State transport Haryana	-	-	-	-	-	-	-	-	-
50	Supplies and Disposals	4	4	-	4	-	-	-	-	-

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
51	Town and Country Planning	-	-	-	-	-	-	-	-	-
52	Treasury & Accounts	2	-	2	-	2	-	-	-	-
53	Urban Local Bodies	-	-	-	-	-	-	-	-	-
54	Police Department	-	-	-	-	-	-	-	-	-
55	Public Health Engineering	-	-	-	-	-	-	-	-	-
56	Irrigation and water Resources Deptt.	-	-	-	-	-	-	-	-	-
57	Ayush	32	16	16	11	11	3	-	-	-
	Total	777	218	559	117	403	35	0	8	5

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: B

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Advocate General	10		10		10	-	-	-	-
2	Agriculture	1771	1379	392	1054	329	276	N.A.	182	
3	Animal Husbandry & Dairy	1021	1021	-	901	-	204	-	153	-
4	Archaeology and Museums	6	4	2		2	1	-	-	-
5	Archives	6	3	3	1	3	-	-	-	-
6	Chief Architect, Haryana	4	-	4	-	4	-	-	-	-
7	Chief Electoral Officer	14	5	9	2	8	1			
8	Chief Engineer Panchayati Raj, Public Works		-	-	-	-	-	-	-	-
9	Civil Aviation	4	3	1	3	1	-	-	-	-
10	Consolidations	13	1	12	1	2	-	-	-	-
11	Development and Panchayats	25	19	6	13	6	3	N.A.	3	2
12	Economics and Statistical	75	36	39	23	39	7	-	-	-
13	Employment Department	80	45	35	4	4	9	-	2	-
14	Environment Department	-	-	-	-	-	-	-	-	-
15	ESI	331	331	-	229	-	66	-	51	-
16	Excise and Taxation	1085	486	599	351	503	97	N.A.	1	-
17	Fisheries	40	18	22	7	18	4	-	-	-
18	Food and Supplies	53	11	42	5	28	2		2	2
19	Forest Department	54	18	36	12	36	4	-	4	-
20	Haryana Civil Secretariat	66	-	66	-	66	-	N.A.	-	11
21	Haryana Institute of Public Administration	28	22	6	12	6	4	-	-	-
22	Haryana Public Service Commission	7	-	7	-	7	-	-	-	-
23	Haryana Tourism	4	-	4	-	3	-	-	-	-
24	Health Services	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
25	Higher Education	3370	3320	50	2288	45	664	N.A.	281	-
26	Home Guards and Director General Civil Defence	23	5	18	1	3	1	N.A.	-	-
27	Horticulture	169	116	53	74	42	23	N.A.	13	-
28	Hospitality	1	-	1	-	-	-	N.A.	-	1
29	IFCC	-	-	-	-	-	-	-	-	-
30	Industrial Training	150	50	100	18	50	10	N.A.	-	10
31	Industries and Commerce	66	30	36	6	3	6	N.A.	-	-
32	Labour Department	81	51	30	39	30	10	-	7	-
33	Land Record	3	1	2	-	2	-	-	-	-
34	Law And Legislative	19	6	13	4	11	1	-	2	1
35	Mines and Geology	24	9	15	6	11	2	N.A.	1	2
36	Printing and Stationery	-	-	-	-	-	-	-	-	-
37	Prisons Haryana	53	13	40	4	39	2	N.A.	1	5
38	Prosecution	604	492	112	24	85	98	N.A.	68	-
39	Renewable Energy Department	29	18	11	13	10	4	-	3	-
40	Revenue and Disaster Management (Rehabilitation branch)	260	99	161	57	161	19	-	-	8
41	Rural Development	9	1	8	1	8	-	-	-	1
42	SC and BC	29	11	18	4	10	2	-	1	1
43	Science and Technology	4	2	2	1	1	-	-	-	-
44	Secondary Education	-	-	-	-	-	-	-	-	-
45	Secretary to Governor	-	-	-	-	-	-	-	-	-
46	Small Savings	-	-	-	-	-	-	-	-	-
47	Social Justice & Empowerment	-	-	-	-	-	-	-	-	-
48	Sports and Youth Affairs	399	1	398	1	257	-	-	-	-
49	State transport Haryana	86	33	53	19	35	6	N.A.	3	2
50	Supplies and Disposals	6	3	3	1	-	-	-	-	-
51	Town and Country Planning	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
52	Treasury & Accounts	8	-	8	-	6	-	N.A.	-	-
53	Urban Local Bodies	-	-	-	-	-	-	-	-	-
54	Police Department	243	66	177	54	140	13	N.A.	10	4
55	Public Health Engineering	180	90	90	65	90	18	-	17	-
56	Irrigation and water Resources Deptt.	459	208	251	77	236	42	-	27	-
57	Ayush	598	577	21	462	11	115	-	98	-
	Total	11570	8604	2966	5837	2361	1714	0	930	50

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: C

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Advocate General	141	52	89	21	67	10	18	-	-
2	Agriculture	1573	1220	353	560	350	244	71	107	75
3	Animal Husbandry & Dairy	3854	3485	369	2654	251	697	74	538	59
4	Archaeology and Museums	59	21	38	6	10	4	7	1	2
5	Archives	26	8	18	9	13	1	3	1	3
6	Chief Architect, Haryana	121	50	71	28	70	10	14	5	10
7	Chief Electoral Officer	187	104	83	74	79	21	16	8	19
8	Chief Engineer Panchayati Raj, Public Works	46	23	23	23	23	5	5	5	5
9	Civil Aviation	32	24	8	3	12	5	2	2	-
10	Consolidations	226	121	105	85	47	24	21	-	-
11	Development and Panchayats	4146	3380	766	2775	534	676	153	135	514
12	Economics and Statistical	373	184	189	60	173	37	38	17	36
13	Employment Department	375	212	163	114	127	42	32	39	25
14	Environment Department	45	13	32	11	25	3	6	2	5
15	ESI	1125	794	331	382	164	159	66	96	28
16	Excise and Taxation	1211	822	389	378	303	164	78	-	-
17	Fisheries	287	157	130	109	111	31	26	-	-
18	Food and Supplies	1304	739	565	390	492	148	113	89	31
19	Forest Department	2799	1793	1006	947	782	358	201	315	201
20	Haryana Civil Secretariat	443	-	443	-	443	-	88		105
21	Haryana Institute of Public Administration	159	98	61	48	27	20	12	-	-
22	Haryana Public Service Commission	95	29	66	20	35	6	13	3	11
23	Haryana Tourism	23	6	17	3	15	1	3	-	-

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
24	Health Services	2404	-	2404	-	1952	-	481	-	406
25	Higher Education	1930	1048	882	454	636	210	176	30	79
26	Home Guards and Director General Civil Defence	424	174	250	59	189	35	50	6	44
27	Horticulture	123	73	50	39	46	15	10	7	10
28	Hospitality	99	46	53	24	51	9	11	2	14
29	IFCC	-	-	-	-	-	-	-	-	-
30	Industrial Training	4474	3730	744	1286	609	746	149	272	80
31	Industries and Commerce	570	314	256	121	194	63	51	7	15
32	Labour Department	566	331	235	250	191	66	47	30	23
33	Land Records	31	16	15	6	16	3	3	2	3
34	Law And Legislative	47	13	34	8	24	2	7	1	7
35	Mines and Geology	126	58	68	30	43	11	13	8	7
36	Printing and Stationery	28	2	26	1	9	-	5	-	-
37	Prisons Haryana	3066	2677	389	1476	352	535	78	297	62
38	Prosecution	172	103	69	66	68	20	14	10	13
39	Renewable Energy Department	94	78	16	51	11	15	3	14	-
40	Revenue and Disaster Management (Rehabilitation branch)	513	174	339	59	279	35	68	14	57
41	Rural Development	29	13	16	11	13	3	3	2	4
42	SC and BC	444	281	163	180	116	56	32	31	22
43	Science and Technology	7	4	3	3	3	-	-	-	1
44	Secondary Education	324		324		324	-	65	-	-
45	Secretary to Governor	-	-	-	-	-	-	-	-	-
46	Small Savings		-	-	-	-	-	-	-	-
47	Social Justice & Empowerment	410	236	174	107	158	47	35	16	33
48	Sports and Youth Affairs	234	126	108	81	97	25	21	9	8

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
49	State transport Haryana	16343	178	16165	123	15926	37	3233	47	1067
50	Supplies and Disposals	51	26	25	11	23	5	5	-	-
51	Town and Country Planning	725	449	276	221	169	90	55	52	30
52	Treasury & Accounts	27	5	22	-	2	1	4	-	-
53	Urban Local Bodies	487	259	228	177	147	52	46	47	17
54	Police Department	53742	39622	14120	3110 3	10992	7924	2824	6393	1822
55	Public Health Engineering	1843	1114	729	647	616	223	146	120	46
56	Irrigation and water Resources Deptt.	6002	4267	1735	2021	1233	853	347	386	81
57	Ayush	701	647	54	443	42	129	10	31	-
	Total	114686	69399	45287	47758	38684	13876	9052	9197	5080

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: D

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Advocate General	69	66	3	59	3	13	-	-	-
2	Agriculture	1248	1247	1	835	1	249		194	-
3	Animal Husbandry & Dairy	5562	5562	-	80	-	1112	-	1187	-
4	Archaeology and Museums	32	32	-	17	-	6	-	7	-
5	Archives	12	10	2	6	1	2	-	1	-
6	Chief Architect, Haryana	25	24	1	24	1	5	-	7	-
7	Chief Electoral Officer	65	63	2	41	-	12	-	15	-
8	Chief Engineer Panchayati Raj, Public Works	-	-	-	-	-	-	-	-	-
9	Civil Aviation	19	19	-	8	1	4	-	-	-
10	Consolidation	59	22	37	1	2	4	7	-	-
11	Development and Panchayats	235	235	-	165	-	47	-	33	-
12	Economics and Statistical	93	93		70		18	-	-	-
13	Employment Department	209	208	1	73	1	41	-	33	-
14	Environment Department	24	24	-	15	-	5	-	8	-
15	ESI	625	625	-	-	-	125	-	132	-
16	Excise and Taxation	875	875	-	695	-	175	-	-	-
17	Fisheries	308	285	23	234	10	57	5	-	-
18	Food and Supplies	520	520	0	295	0	104	0	92	0
19	Forest	667	527	140	390	85	105	28	73	14
20	Haryana Civil Secretariat	-	-	-	-	-	-	-	-	-
21	Haryana Institute of Public Administration	19	19	-	8	-	4	-	-	-
22	Haryana Public Service Commission	24	15	9	3	8	3	2	2	-

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
23	Haryana Tourism	9	8	1	3	-	2	-	-	-
24	Health Services	16		16		16		-	3	
25	Higher Education	176	173	3	66	3	35		18	2
26	Home Guards and Director General Civil Defence	142	142	-	66	-	28	-	16	-
27	Horticulture	394	385	9	274	4	77	2	65	-
28	Hospitality Organisation	15	3	12	1	14	-	3	1	3
29	IFCC	-	-	-	-	-	-	-	-	-
30	Industrial training	448	445	3	378	3	89	-	127	1
31	Industries and Commerce	199	197	2	49	2	39	-	-	-
32	Labour Department	241	241	-	121	-	48	-	18	-
33	Land Records	6	6	-	4	-	1	-	1	-
34	Law and Legislative	23	18	5	12	3	4	1	1	1
35	Mines and Geology	135	135	-	112	-	27	-	28	-
36	Printing and Stationery Department	-	-	-	-	-	-	-	-	-
37	Prisons Haryana	344	342	2	202	1	68	-	170	-
38	Prosecution	95	95	-	95	-	19	-	20	-
39	Renewable Energy Department	26	26	-	20	-	5	-	4	-
40	Revenue and Disaster Management (Rehabilitation branch)	229	191	38	126	37	38	7	33	8
41	Rural Development	13	12	1	8	1	2	-	4	1
42	SC and BC	240	240	-	198	-	48	-	72	-
43	Science and Technology	4	4	-	4	-	1	-	2	-
44	Secondary Education,	-	-	-	-	-	-	-	-	-
45	Secretary to Governor	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
46	Small Savings	-	-	-	-	-	-	-	-	-
47	Social Justice & Empowerment	114	114	-	51	-	23	-	35	-
48	Sports and Youth Affairs	124	122	2	91	2	24	-	22	-
49	State transport Haryana	2062	2041	21	2041	21	408	4	463	9
50	Supplies and Disposal	15	15	-	4	1	3	-	-	-
51	Town and Country Planning	184	184	-	75	-	37	-	19	-
52	Treasury & Accounts	8	8	-	3	-	2	-	-	-
53	Urban Local Bodies	29	29	-	12	-	6	-	7	-
54	Police Department	2689	2689	-	2057	-	538	-	583	-
55	Public Health Engineering	32	28	4	16	4	6	-	-	-
56	Irrigation and water Resources Deptt.	2062	2062	-	1321	-	412	-	266	-
57	Ayush	127	127	-	33	-	25	-	-	-
	Total	20891	20553	338	10462	225	4106	62	3759	39

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: A

Sr. No.	Name of the Board/ Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Bhagat Phool Singh Mahila Vishwavidyalaya	87	87	-	72	-	17	-	5	-
2	Board of Ayurvedic and Unani	-	-	-	-	-	-	-	-	-
3	CADA	22	22	-	-	-	-	-	-	-
4	CCSHAU	252	252	-	50	383	50	-	-	8
5	Central Co-op bank Faridabad	-	-	-	-	-	-	-	-	-
6	Central Co-op Bank Ltd Rewari	-	-	-	-	-	-	-	-	-
7	Central Co-operative Bank Ambala	-	-	-	-	-	-	-	-	-
8	Central Co-operative Bank Bhiwani	-	-	-	-	-	-	-	-	-
9	Central Co-operative Bank Fatehabad	-	-	-	-	-	-	-	-	-
10	Central Cooperative Bank Gurgaon	-	-	-	-	-	-	-	-	-
11	Central Co-operative Bank Hisar	-	-	-	-	-	-	-	-	-
12	Central Co-operative Bank Jind	-	-	-	-	-	-	-	-	-
13	Central Co-operative Bank Kaithal	-	-	-	-	-	-	-	-	-
14	Central Co-operative bank Karnal	-	-	-	-	-	-	-	-	-
15	Central Co-operative Bank Kurukshetra	-	-	-	-	-	-	-	-	-
16	Central Co-operative Bank Ltd Sirsa	-	-	-	-	-	-	-	-	-
17	Central Co-operative bank Ltd.Mahendergarh	-	-	-	-	-	-	-	-	-
18	Central Co-operative Bank Rohtak	-	-	-	-	-	-	-	-	-
19	Central Co-operative Bank Sonapat	-	-	-	-	-	-	-	-	-
20	Central Co-operative Bank Yamuna Nagar	-	-	-	-	-	-	-	-	-
21	Ch. Devi Lal Cooperative Sugar Mills	6	1	5	1	3	-	-	-	-

Sr. No.	Name of the Board/ Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
	Gohana									
22	Chaudhary Devi Lal University	116	116	-	67	-	23	-	6	-
23	CONFED	22	8	14	4	3	2	N.A.	-	-
24	Deenbaandhu Chotu Ram University of Science & Technology Murthal	-	-	-	-	-	-	-	-	-
25	Forest Development Board									
26	GJU Hisar	31	23	8	6	16	4	-	2	-
27	HARTRON	23	5	18	-	20	1	-	-	-
28	Haryana Backward Classes and Economically Weaker Sections Kalyan Nigam	-	-	-	-	-	-	-	-	-
29	Haryana Board of School Education	44	16	28	5	28	3	N.A.	-	-
30	Haryana Dairy Development Cooperative	48	-	48	-	9	-	N.A.	-	-
31	Haryana Financial Corporation									
32	Haryana land Reclamation and Development Corporation	4	1	3		1	-	N.A.	-	-
33	Haryana Police Housing Corporation	10	2	8		7	-	N.A.	-	-
34	Haryana Sahitya Academy	1	1	-	1	-	-	-	-	-
35	Haryana Scheduled Caste Finance and Development Corporation	2	2	-	2	-	-	-	1	-
36	Haryana Seeds Development Corporation	9	8	1	1	-	-	-	-	-
37	Haryana State Co-op Agriculture and rural development bank ltd	15	-	15	-	2	-	-	-	-
38	Haryana State Co-operative Development Federation	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the Board/ Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
39	Haryana State Co-operative Housing Federation	-	-	-	-	-	-	-	-	-
40	Haryana State Cooperative Labour and Construction Federation	3	1	2	-	-	-	-	-	-
41	Haryana State Co-operative Supply and Marketing Federation	86	31	55	22	29	5	N.A.	4	2
42	Haryana State Federation of Consumers Co-operative Wholesale Stores Ltd.	22	8	14	4	3	2	N.A.	-	1
43	Haryana State Federation of Co-operative Sugar Mills Ltd.	6	6	-	4	-	1	N.A.	-	-
44	Haryana State Industrial and Infrastructure Development Corporation	-	-	-	-	-	-	-	-	-
45	Haryana State Pollution Control Board	22	5	17	1	15	1			
46	Haryana State Warehousing Corporation	8	1	7	2	3	-	-	-	-
47	Haryana Tourism Corporation	17	10	7	4	8	2	N.A.	-	-
48	Haryana Urban Development Authority	-	-	-	-	-	-	-	-	-
49	Haryana Vidyut Prasaran Nigam	1	1	-	-	-	-	-	-	-
50	Housing Board Haryana	15	5	10	1	7	1	N.A.	-	-
51	Jind Co-operative Sugar Mills	-	-	-	-	-	-	-	-	-
52	Kaithal Co-operative Sugar Mill	-	-	-	-	-	-	-	-	-
53	Palwal Co-operative Sugar Mills	-	-	-	-	-	-	-	-	-
54	Panchkula Central Co-operative Bank									

Sr. No.	Name of the Board/ Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
55	Shahabad Co-operative Sugar Mill	-	-	-	-	-	-	-	-	-
56	Social Welfare Board Chandigarh	1		1	-	-	-	-	-	-
57	State Co-operative Development Federation Ltd.	-	-	-	-	-	-	-	-	-
58	U.H.B.V.N	-	-	-	-	-	-	-	-	-
59	Women Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
60	Meham Co-operative Sugar Mill	-	-	-	-	-	-	-	-	-
61	HPGCL	-	-	-	-	-	-	-	-	-
62	Kurukshetra University	20	20	-	4	-	5	-	-	-
63	Agricultural Marketing Board	44	1	43	1	42	-	-	-	-
64	Karnal Co-operative Sugar Mill	4	-	4	-	-	-	-	-	-
65	Khadi and Village Industries Board	-	-	-	-	-	-	-	-	-
66	Central Co-operative bank Panipat	-	-	-	-	-	-	-	-	-
67	Kurukshetra Development Board	1	1	-	1	-	-	-	-	-
68	Haryana seeds Certification agency.	5	-	5	-	5	-	-	-	-
	Total	947	634	313	253	584	117	0	18	11

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: B

Sr. No.	Name of the Board/Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Bhagat Phool Singh Mahila Vishwavidyalaya	16	16	-	10	-	3	N.A.	1	-
2	Agricultural Marketing Board	202	56	146	18	146	11	-	3	13
3	Board of Ayurvedic and Unani	2	1	1	1	1	-	-	-	-
4	CADA	31	26	5	-	5	5	1	-	-
5	CCSHAU	791	791	-	172	-	158	-	15	-
6	Central Co-op Bank Ltd Rewari	-	-	-	-	-	-	-	-	-
7	Central Co-operative Bank Ambala	-	-	-	-	-	-	-	-	-
8	Central Co-operative Bank Bhiwani	-	-	-	-	-	-	-	-	-
9	Central Co-operative Bank Faridabad	-	-	-	-	-	-	-	-	-
10	Central Co-operative Bank Fatehabad	-	-	-	-	-	-	-	-	-
11	Central Co-operative Bank Gurgaon	-	-	-	-	-	-	-	-	-
12	Central Co-operative Bank Hisar	-	-	-	-	-	-	-	-	-
13	Central Co-operative Bank Jind	-	-	-	-	-	-	-	-	-
14	Central Co-operative Bank Kaithal.	-	-	-	-	-	-	-	-	-
15	Central Co-operative bank Karnal	-	-	-	-	-	-	-	-	-
16	Central Co-operative Bank Kurukshetra	-	-	-	-	-	-	-	-	-
17	Central Co-operative Bank Ltd Sirsa	-	-	-	-	-	-	-	-	-
18	Central Co-operative bank Ltd.Mahendergarh	-	-	-	-	-	-	-	-	-
19	Central Co-operative bank Panipat	-	-	-	-	-	-	-	-	-
20	Central Co-operative Bank Rohtak	-	-	-	-	-	-	-	-	-
21	Central Co-operative	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the Board/Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
	Bank Sonepat									
22	Central Co-operative Bank Yamuna Nagar	-	-	-	-	-	-	-	-	-
23	Ch. Devi Lal Co-operative Sugar Mills Gohana	3		3	1	-	-	-	-	-
24	Chaudhary Devi Lal University	31	18	13	15	11	2	-	-	-
25	CONFED	27	9	18	4	7	2	N.A.	2	-
26	Deenbaandhu Chotu Ram University of Science & Technology Murthal	-	-	-	-	-	-	-	-	-
27	Forest Development Board									
28	GJU Hisar	42	20	22	11	22	4	-	2	-
29	HARTRON	57	8	49	-	40	2	-	-	-
30	Haryana Backward Classes and economically Weaker Sections Kalyan Nigam	17	5	12	2	11	1	N.A.	-	1
31	Haryana Board of School Education	126	4	122	-	113	1	N.A.	-	20
32	Haryana Dairy Development Cooperative Fed. Ltd.	46	13	33	-	16	3	N.A.	-	2
33	Haryana Financial Corporation	67	-	67	-	50	-	N.A.		
34	Haryana land Reclamation and Development Corporation	21		21	-	14	-	N.A.		2
35	Haryana Police Housing Corporation	16	7	9	5	8	1	N.A.	1	1
36	Haryana Sahitya Academy	3	-	3	1	1	-	-	-	-
37	Haryana Scheduled Caste Finance and Development Corporation	23	9	14	5	10	2	N.A.	2	2
38	Haryana seeds Certification agency.	4	-	4	-	4	-	-	-	-
39	Haryana seeds Development	39	19	20	-		4	N.A.	3	-

Sr. No.	Name of the Board/Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
	Corporation									
40	Haryana State Co-op Agriculture and rural dvpt bank ltd	122	39	83	6	63	8	N.A.	1	20
41	Haryana State Co-operative Development Federation Ltd.	-	-	-	-	-	-	-	-	-
42	Haryana State Co-operative Housing Federation Ltd	-	-	-	-	-	-	-	-	-
43	Haryana State Cooperative Labour and Construction Fed. Ltd.	11	6	5	-	5	1	N.A.	-	-
44	Haryana State Co-operative Supply and Marketing Federation	64	6	58	3	31	1	N.A.	-	7
45	Haryana State Federation of Consumers Co-operative Wholesale Stores Ltd.	27	9	18	4	7	2	N.A.	-	-
46	Haryana State Federation of Co-operative Sugar Mills Ltd.	4	4	-	-	-	1	N.A.	-	-
47	Haryana State Industrial and Infrastructure Development Corporation	-	-	-	-	-	-	-	-	-
48	Haryana State Pollution Control Board	49	30	19	14	15	6	N.A.	4	-
49	Haryana State Warehousing Corporation	20	7	13	2	12	1	N.A.	-	6
50	Haryana Tourism Corporation	49	37	12	2	26	7	N.A.	1	-
51	Haryana Urban Development Authority	-	-	-	-	-	-	-	-	-
52	Haryana Vidyut Prasaran Nigam	254	157	97	95	67	31	N.A.	21	-
53	Housing Board Haryana	29	3	26	5	10	1	N.A.	-	1
54	HPGCL	376	244	132	187	94	49	26	43	-
55	Jind Co-operative Sugar Mills	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the Board/Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
56	Kaithal Co-operative Suger Mill	4	4	-	2	-	1	N.A.	-	-
57	Karnal Co-operative Sugar Mill	2	-	2	-	-	-	-	-	-
58	Khadi and Village Industries Board	-	-	-	-	-	-	-	-	-
59	Kurukshetra Development Board	4	3	1	3	1	1	-	-	-
60	Kurukshetra University	-	-	-	-	-	-	-	-	-
61	Meham Co-operative Sugar Mill	-	-	-	-	-	-	-	-	-
62	Palwal Co-operative Sugar Mills	-	-	-	-	-	-	-	-	-
63	Panchkula Central Co-operative Bank									
64	Shahabad Co-operative Sugar Mill	-	-	-	-	-	-	-	-	-
65	Social Welfare Board Chandigarh	-	-	-	-	-	-	-	-	-
66	State Co-operative Development Federation Ltd.	-	-	-	-	-	-	-	-	-
67	U.H.B.V.N	259	147	112	97	110	29	10	21	1
68	Women Development Corporation Ltd.	15	9	6	4	4	2	1	-	-
	Total	2853	1707	1146	669	904	340	38	120	76

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: C

Sr. No.	Name of the Board/Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Bhagat Phool Singh Mahila Vishwavidyalaya	61	61	-	26	-	10	-	3	-
2	Agricultural Marketing Board	2591	1575	1016	1126	646	315	203	232	126
3	Board of Ayurvedic and Unani	3	2	1	-	1	-	-	-	-
4	CADA	292	246	46	77	20	-	-	-	-
5	CCSHAU	956	394	562	190	504	79	112	22	66
6	Central Co-op Bank Ltd Rewari	106	63	43	7	43	13	9	1	6
7	Central Co-operative Bank Ambala	162	96	66	8	43	19	13	-	5
8	Central Co-operative Bank Bhiwani	207	122	85	8	83	24	17	-	7
9	Central Co-operative Bank Faridabad	217	158	59	71	42	31	12	7	4
10	Central Co-operative Bank Fatehabad	135	77	58	55	63	15	11	-	8
11	Central Co-operative Bank Gurgaon	147	81	66	4	59	16	13	2	10
12	Central Co-operative Bank Hisar	226	124	102	28	102	25	20	-	8
13	Central Co-operative Bank Jind	227	157	70	79	74	31	14	6	13
14	Central Co-operative Bank Kaithal	196	120	76	-	16	24	15	-	-
15	Central Co-operative bank Karnal	215	121	94	-	192	24	19	24	19
16	Central Co-operative Bank Kurukshetra	179	98	81	8	91	20	16	1	12
17	Central Co-operative Bank Ltd Sirsa	455	346	109	8	102	69	22	-	-
18	Central Co-operative bank Ltd.Mahendergarh	100	57	43	7	35	11	8	-	4
19	Central Co-operative bank Panipat	120	96	24	-	10	19	5	-	18
20	Central Co-operative Bank Rohtak	122	27	95	7	47	5	19	-	6
21	Central Co-operative Bank Sonapat	207	127	80	51	60	25	16	2	2

Sr. No.	Name of the Board/Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
22	Central Co-operative Bank Yamuna Nagar	153	86	67	5	71	17	13	1	13
23	Ch. Devi Lal Co-operative Sugar Mill Gohana	277	138	139	122	123	28	28	7	8
24	Chaudhary Devi Lal University	142	89	53	79	24	18	11	11	3
25	CONFED	184	124	60	87	13	25	12	24	4
26	Deenbaandhu Chotu Ram University of Science & Technology Murthal	170	88	82	72	39	18	16	-	-
27	Forest Development Board									
28	GJU Hisar	416	262	154	189	148	52	31	24	35
29	HARTRON	195	51	144	18	125	10	29	-	8
30	Haryana Backward Classes and Economically Weaker Sections Kalyan Nigam	25	3	22	-	11	1	4	1	1
31	Haryana Board of School Education	709	293	416	7	378	58	83	-	86
32	Haryana Dairy Development Cooperative Federation	57	17	40	8	12	3	8	2	1
33	Haryana Financial Corporation	76	10	66	10	52	2	13	1	5
34	Haryana Land Reclamation and Development Corporation	111	49	62	19	55	10	12	4	9
35	Haryana Police Housing Corporation	122	69	53	55	29	14	11	15	2
36	Haryana Sahitya Academy	16	9	7	9	6	2	1	-	-
37	Haryana Scheduled Caste Finance and Development Corporation	129	78	51	20	50	16	10	1	19
38	Haryana seeds Certification agency.	56	48	8	41	8	10	2	6	-
39	Haryana Seeds Development Corporation	250	170	80	118	78	34	16	16	12

Sr. No.	Name of the Board/Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
40	Haryana State Co-op Agriculture and rural dvpt bank ltd	1330	969	361	493	310	194	72	35	56
41	Haryana State Co-operative Development Federation	115	67	48	19	22	13	10	1	7
42	Haryana State Co-operative Housing Federation	75	58	17	25	16	12	3	-	3
43	Haryana State Co-operative Labour and Construction Federation	86	70	16	10	14	14	3	1	3
44	Haryana State Co-operative Supply and Marketing Federation	1081	595	486	357	312	119	97	89	42
45	Haryana State Federation of Consumers Co-operative Wholesale Stores Ltd.	184	124	60	87	13	25	12	24	4
46	Haryana State Federation of Co-operative Sugar Mills Ltd.	31	15	16	6	6	3	3	-	-
47	Haryana State Industrial and Infrastructure Development Corporation	554	370	184	140	108	74	37	18	10
48	Haryana State Pollution Control Board	122	73	49	41	44	15	10	5	9
49	Haryana State Warehousing Corporation	728	437	291	293	151	87	58	58	43
50	Haryana Tourism Corporation	692	351	341	327	169	70	68	39	28
51	Haryana Urban Development Authority	598	-	598	-	409	-	120	-	-
52	Haryana Vidyut Prasaran Nigam	7299	3128	4171	1195	2319	625	834	298	391
53	Housing Board Haryana	235	136	99	80	121	27	20	8	3
54	HPGCL	3422	804	2618	594	1818	161	523	114	276
55	Jind Co-operative Sugar Mills	171	171	-	-	2	34	-	16	-

Sr. No.	Name of the Board/Corporation	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
56	Kaithal Co-operative Suger Mill	106	106	-	90	31	21	-	4	-
57	Karnal Co-operative Sugar Mill	236	236	-	-	-	47	-	12	-
58	Khadi and Village Industries Board	29	24	5	-	6	5	1	-	-
59	Kurukshetra Development Board	16	11	5	19	5	2	1	1	-
60	Kurukshetra University	1061	491	570	249	549	98	114	34	100
61	Meham Co-operative Sugar Mill	140	116	24	182	47	23	5	6	2
62	Palwal Co-operative Sugar Mills	22	22	-	15	-	4	-	-	-
63	Panchkula Central Co-operative Bank	80	48	32	4	30	10	6	-	3
64	Shahabad Co-op Sugar Mills	-	-	-	-	-	-	-	-	-
65	Social Welfare Board Chandigarh	11	5	6	4	3	1	1	-	-
66	State Co-operative Development Federation Ltd.	116	66	50	19	15	13	10	1	5
67	U.H.B.V.N	14720	10519	4201	1932	2783	2103	840	900	536
68	Women Development Corporation Ltd.	38	28	10	15	12	5	2	-	-
	Total	43310	24772	18538	8815	12770	4898	3694	2077	2041

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: D

Sr. No.	Name of the Boards/ Corporations	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Bhagat Phool Singh Mahila Vishwavidyalaya	142	142	-	65	-	28	-	6	-
2	Agricultural Marketing Board	309	309	-	262	-	62	-	61	-
3	Board of Ayurvedic and Unani	1	1	-	1	-	-	-	-	-
4	CADA	70	38	32	33	-	7	6	5	9
5	CCSHAU	-	-	-	-	-	-	-	-	-
6	Central Co-op Bank Faridabad	71	68	3	18	2	13	1	1	-
7	Central Co-op Bank Ltd Rewari	46	42	4	41	5	8	1	10	1
8	Central Co-operative Bank Ambala	84	78	6	14	5	16	1	5	-
9	Central Co-operative Bank Bhiwani	92	88	4	11	2	17	1	3	-
10	Central Co-operative Bank Fatehabad	67	64	3	5	3	13	1	-	-
11	Central Cooperative Bank Gurgaon	103	98	5	28	4	19	1	4	-
12	Central Co-operative Bank Hisar	127	122	5	30	5	24	1	2	-
13	Central Co-operative Bank Jind	80	73	7	14	6	15	1	2	1
14	Central Co-operative Bank Kaithal	64	60	4	60	2	12	1	-	-
15	Central Co-operative bank Karnal	111	105	6	-	12	21	1	20	1
16	Central Co-operative Bank Kurukshetra	106	100	6	6	7	20	1	-	2
17	Central Co-operative Bank Ltd Sirsa	98	98	-	28	-	19	-	-	-
18	Central Co-operative bank Ltd.Mahendergarh	57	55	2	19	-	11	-	2	-
19	Central Co-operative bank Panipat	43	13	30	-	1	3	6	-	1
20	Central Co-operative Bank Rohtak	52	52	-	13	-	10	-	-	-

Sr. No.	Name of the Boards/ Corporations	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
21	Central Co-operative Bank Sonapat	87	83	4	20	-	16	1	1	2
22	Central Co-operative Bank Yamuna Nagar	64	-	64	-	15	-	13	-	4
23	Ch. Devi Lal Cooperative Sugar Mills Gohana	190	95	95	82	83	19	19	8	9
24	Chaudhary Devi Lal University	30	30	-	29	-	6	-	1	-
25	CONFED	81	81	-	69	-	16	-	19	-
26	Deenbaandhu Chotu Ram University of Science & Technology Murthal	91	91	-	54	-	18	-	-	-
27	Forest Development Board	-	-	-	-	-	-	-	-	-
28	GJU Hisar	184	181	3	131	5	36	-	44	-
29	HARTRON	53	53	-	36	-	11	-	7	-
30	Haryan Board of School Education	226	190	36	29	31	38	7	9	-
31	Haryana Backward Classes and Economically Weaker Sections Kalyan Nigam	30	30	-	18	-	6	-	9	-
32	Haryana Dairy Development Cooperative Fed.	14	10	4	10	-	2	1	3	-
33	Haryana Financial Corporation	48	48	-	43	-	9	-	16	-
34	Haryana land Reclamation and Development Corporation	35	34	1	28	1	7	-	7	-
35	Haryana Police Housing Corporation	222	152	70	137	44	30	14	33	3
36	Haryana Sahitya Academy	3	3	-	3	-	-	-	-	-
37	Haryana Scheduled Caste Finance and Development Corporation	59	58	1	48	-	11	-	27	-
38	Haryana seeds Certification agency.	32	32	-	27	-	6	-	4	-
39	Haryana seeds	65	64	1	64	1	13	-	19	-

Sr. No.	Name of the Boards/ Corporations	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
	Development Corporation									
40	Haryana State Co-op Agriculture and rural dvpt bank Ltd	532	488	44	393	34	98	9	31	8
41	Haryana State Co-operative Development Federation Ltd.	29	28	1	27		5	-	7	1
42	Haryana State Co-operative Housing Federation Ltd	17	17	-	11	-	3	-	3	-
43	Haryana State Cooperative Labour and Construction Fed.	37	37		24	-	7		5	
44	Haryana State Co-operative Supply and Marketing Federation	78	67	11	324	10	13	2	33	2
45	Haryana State Federation of Consumers Co-operative Wholesale Stores Ltd.	81	81	-	69	-	16	-	19	-
46	Haryana State Federation of Co-operative Sugar Mills Ltd.	10	10	-	3	4	2	-	-	-
47	Haryana State Industrial and Infrastructure Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
48	Haryana State Pollution Control Board	48	46	2	32	2	9	-	7	-
49	Haryana State Warehousing Corporation	564	564	-	276	-	113			
50	Haryana Tourism Corporation	1415	1373	42	1090	11	275	8	280	40
51	Haryana Urban Development Authority	8		8		2	-	2	-	-
52	Haryana Vidyut Prasaran Nigam	2052	2015	37	676	34	403	7	284	7
53	Housing Board Haryana	151	151	-	151	-	30	-	39	-
54	HPGCL	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the Boards/ Corporations	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
55	Jind Co-operative Sugar Mills	151	151	-	151	-	30	-	7	-
56	Kaithal Co-op. Sugar Mill	82	82	-	82	8	16	-	9	-
57	Karnal Co-operative Sugar Mill	211	211	-	-	-	42	-	73	-
58	Khadi and Village Industries Board	-	-	-	-	-	-	-	-	-
59	Kurukshetra Development Board	61	61	-	61	-	12	-	18	-
60	Kurukshetra University	888	778	110	374	73	155	22	132	18
61	Meham Co-operative Sugar Mill	151	138	13	138	13	28	3	18	-
62	Palwal Co-operative Sugar Mills	-	-	-	-	-	-	-	-	-
63	Panchkula Central Co-operative Bank	34	31	3	2	3	6	1	-	6
64	Shahabad Co-op Sugar Mill	-	-	-	-	-	-	-	-	-
65	Social Welfare Board Chandigarh	3	3	-	2	-	1	-	-	-
66	State Co-operative Development Federation Ltd.	28	27	1	27	-	5	-	7	-
67	U.H.B.V.N	831	831	-	453	-	166	-	79	-
68	Women Development Corporation Ltd.	24	24	-	19	-	5	-	-	-
	Total	10723	10055	668	5861	428	2002	132	1379	115

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: A

Sr. No.	Name of the Commissioner/Dy. Commissioner	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Commissioner Ambala	-	-	-	-	-	-	-	-	-
2	Commissioner Rohtak	-	-	-	-	-	-	-	-	-
3	Commissioner, Gurgaon	1	-	1	-	-	-	-	-	-
4	Commissioner, Hisar	1	-	1	-	-	-	-	-	-
5	D.C. Hisar	-	-	-	-	-	-	-	-	-
6	D.C. Jind	-	-	-	-	-	-	-	-	-
7	D.C.Kurukshetra	-	-	-	-	-	-	-	-	-
8	DC Kaithal	-	-	-	-	-	-	-	-	-
9	DC Panipat	-	-	-	-	-	-	-	-	-
10	DC, Bhiwani	-	-	-	-	-	-	-	-	-
11	DC, Gurgaon	-	-	-	-	-	-	-	-	-
12	DC, Jhajjar	-	-	-	-	-	-	-	-	-
13	DC, Mahendergarh at Narnaul	-	-	-	-	-	-	-	-	-
14	DC, Panchkula	-	-	-	-	-	-	-	-	-
15	DC, Rewari	4	2	4	2	-	-	-	-	-
16	DC, Rohtak	-	-	-	-	-	-	-	-	-
17	DC, Sirsa	-	-	-	-	-	-	-	-	-
18	DC, Yamunagar	-	-	-	-	-	-	-	-	-
19	DC,Ambala	-	-	-	-	-	-	-	-	-
20	DC,Faridabad	-	-	-	-	-	-	-	-	-
21	DC,Fatehabad	-	-	-	-	-	-	-	-	-
22	DC,Karnal	-	-	-	-	-	-	-	-	-
23	DC,Mewat	-	-	-	-	-	-	-	-	-
24	DC,Palwal	-	-	-	-	-	-	-	-	-
25	DC, Sonapat	-	-	-	-	-	-	-	-	-
	Total	6	2	6	2	0	0	0	0	0

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: B

Sr. No.	Name of the Commissioner/ Dy. Commissioner	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Commissioner Ambala		-	-	-	-	-	-	-	-
2	Commissioner Rohtak	-	-	-	-	-	-	-	-	-
3	Commissioner, Gurgaon	2	1	1	-	-	-	-	-	-
4	Commissioner, Hisar	2	1	1	-	-	-	-	-	-
5	D.C. Hisar	-	-	-	-	-	-	-	-	-
6	D.C. Jind	-	-	-	-	-	-	-	-	-
7	D.C.Kurukshetra	-	-	-	-	-	-	-	-	-
8	DC Kaithal	-	-	-	-	-	-	-	-	-
9	DC Panipat	-	-	-	-	-	-	-	-	-
10	DC Sirsa	-	-	-	-	-	-	-	-	-
11	DC, Bhiwani	-	-	-	-	-	-	-	-	-
12	DC, Gurgaon	-	-	-	-	-	-	-	-	-
13	DC, Jhajjar	-	-	-	-	-	-	-	-	-
14	DC, Mahendergarh at Narnaul	-	-	-	-	-	-	-	-	-
15	DC, Panchkula	-	-	-	-	-	-	-	-	-
16	DC, Rewari	5	3	2	3	-	-	-	-	-
17	DC, Rohtak	-	-	-	-	-	-	-	-	-
18	DC, Yamunagar	-	-	-	-	-	-	-	-	-
19	DC,Ambala	-	-	-	-	-	-	-	-	-
20	DC,Faridabad	-	-	-	-	-	-	-	-	-
21	DC,Fatehabad	-	-	-	-	-	-	-	-	-
22	DC,Karnal	-	-	-	-	-	-	-	-	-
23	DC,Mewat	-	-	-	-	-	-	-	-	-
24	DC,Palwal	-	-	-	-	-	-	-	-	-
25	DC, Sonapat	-	-	-	-	-	-	-	-	-
	Total	9	5	4	3	0	0	0	0	0

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: C

Sr. No.	Name of the Commissioner/ Dy. Commissioner	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Commissioner Ambala Division	703	394	309	225	231	79	62	41	56
2	Commissioner Rohtak Division	124	8	116	7	112	2	23	-	-
3	Commissioner, Gurgaon	30	14	16	12	13	3	3	-	-
4	Commissioner, Hisar	132	13	119	9	106	3	24	2	19
5	D.C, Hisar	118	97	21	82	21	19	4	15	11
6	D.C. Jind	104	83	21	50	19	16	5	3	4
7	D.C.Kurukshetra	148	82	66	47	57	16	12	10	15
8	DC Kaithal	143	79	64	40	48	16	13	12	11
9	DC Panipat	88	71	17	45	15	14	3	7	2
10	DC Sirsa	86	68	18	44	14	13	3	8	4
11	DC, Bhiwani	108	86	22	43	18	17	4	-	-
12	DC, Gurgaon	87	70	17	39	11	14	3	5	2
13	DC, Jhajjar	124	78	46	43	39	16	9	5	12
14	DC, Mahendergarh at Narnaul	123	68	55	51	43	13	11	9	6
15	DC, Panchkula	90	50	40	36	36	10	8	7	7
16	DC, Rewari	246	160	86	92	70	32	17	19	8
17	DC, Rohtak	95	56	39	35	26	11	8	7	1
18	DC, Yamunagar	126	74	52	38	33	15	9	5	7
19	DC,Ambala	150	93	57	61	41	19	11	8	11
20	DC, Faridabad	75	60	15	48	15	12	3	9	3
21	DC, Fatehabad	96	78	18	65	17	15	3	14	3
22	DC, Karnal	112	75	37	36	37	15	7	-	-
23	DC, Mewat	89	63	26	4	6	12	5	5	-
24	DC, Palwal	46	37	9	36	4	7	2	7	1
25	DC, Sonapat	103	87	16	53	16	17	3	12	3
	Total	3346	2044	1302	1241	1048	406	255	210	186

Statement of representation of Scheduled Castes as on 31.03.2013

Class/Group: D

Sr. No.	Name of the Commissioner/Dy. Commissioner	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Commissioner Ambala	376	367	9	202	3	73	2	77	1
2	Commissioner Rohtak	10	8	2	-	-	2	-	-	-
3	Commissioner, Gurgaon	13	11	2	6	-	2	-	-	-
4	Commissioner, Hisar	14	12	2	8	1	2	-	1	-
5	D.C. Hisar	119	115	4	77	2	23	-	29	-
6	D.C. Jind	115	115	-	69	-	23	-	19	-
7	D.C.Kurukshetra	70	69	1	40	1	13	-	22	-
8	DC Kaithal	82	81	1	42	1	16	2	16	-
9	DC Panipat	68	66	2	39	2	13	-	15	2
10	DC Sirsa	106	106	-	70	-	21	-	22	-
11	DC, Bhiwani	114	114	-	64	-	23	-	-	-
12	DC, Gurgaon	65	65	-	34	-	13	-	13	-
13	DC, Jhajjar	86	83	3	32	-	17	-	8	-
14	DC, Mahendergarh at Narnaul	68	68	-	31	-	13	-	12	-
15	DC, Panchkula	36	35	1	28	-	7	-	5	-
16	DC, Rewari	65	63	2	33	2	12	-	5	-
17	DC, Rohtak	58	58	-	43	-	12	-	7	-
18	DC, Yamunagar	73	69	4	42	-	13	-	19	-
19	DC,Ambala	91	88	3	39	1	18	-	18	1
20	DC,Faridabad	52	50	2	30	2	10	-	8	-
21	DC,Fatehabad	87	87	-	49	-	17	-	20	-
22	DC,Karnal	81	81	-	41	-	16	-	-	-
23	DC,Mewat	41	31	10	9	-	6	2	2	-
24	DC,Palwal	49	49	-	17	-	10	-	4	-
25	DC, Sonapat	70	70	-	43	-	14	-	11	-
	Total	2009	1961	48	1088	15	389	6	333	4

Addendum

INDEX

Sr. No.	Title	Page No.
1.	Executive Summary (Revised)	1-4
2.	Chapter-I Introduction (Revised)	5-10
3	Chapter-IV Inadequacy of representation of SCs in Haryana Government Services. (Revised)	11-12
4	Chapter-VI Conclusion (Revised)	13-14
5	Annexure 5,13,14(A), 14(B), 17(All Revised)	15-73

SUMMARY (Revised)

The Hon'ble Supreme Court of India in Indra Sawhney Vs Union of India case held that Article 16(4) does not permit reservation in promotion. Consequently, the Parliament passed 77th and 85th Constitutional amendments. The validity of both these amendments were challenged in C.W.P No. 61 of 2002- M. Nagaraj Vs Union of India and others on the ground that these hit the basic structure of the Constitution. The Hon'ble Apex Court's five judges Constitutional Bench headed by Hon'ble Chief Justice Y.K. Sabharwal upheld the Constitutional validity of the both the amendments and ruled that if the State wishes to provide for reservation in promotion for SCs/STs, then it has to collect quantifiable data showing backwardness of the class and inadequacy of representation of that class in public employment. Thus, it was held that the State will have to show in each case the existence of compelling reasons, namely, backwardness, inadequacy of representation and overall administrative efficiency before making provision for reservation. It was also made clear that the State will have to see that its reservation provision does not lead to excessiveness so as to breach the ceiling-limit of 50 percent or obliterate the creamy layer or extend the reservation indefinitely.

The Hon'ble Punjab & Haryana High Court, vide order dated 7.8.2012 in CWP No 17280 of 2011 titled Prem Kumar Verma and others Vs State of Haryana, quashed the instructions dated 16.03.2006 issued by the Haryana Government providing for accelerated seniority to Scheduled Castes employees, as a consequence of promotion under reservation policy, on the ground that the mandatory exercise, as laid down in M. Nagaraj case, has not been followed. In compliance of these orders, the State Government informed, vide its letter dated 20.2.2013, all concerned about the orders of the Hon'ble Court. The State Government also constituted a Committee, vide orders dated 19.2.2013, to assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion in the State Government services keeping in view the directions given by the Apex Court

in case of M. Nagaraj & others Vs Union of India. Subsequently, the Committee was also mandated to assess the impact, if any, of quotas in promotions on the overall administrative efficiency, vide order dated 29.5.2013.

The Director, Welfare of Scheduled Castes and Backward Classes, Haryana-cum-Member Secretary of the Committee requested various State Government Departments and Public Sector Undertakings to provide requisite data pertaining to the representation of Scheduled Castes in direct recruitment as well as in promotion in services as on 31.03.2013 and analysed the data so received. Subsequently, the information was cross-checked with the assistance of officers of the Economic and Statistical Analysis Department, Haryana. Relevant information from the Revenue Department regarding land holdings; from the Urban Local Bodies and Rural Development Departments regarding poverty surveys and from the School Education Department regarding dropout rates, etc. was also collected and analysed.

The analysis of data of various State Government departments revealed that, on the basis of sanctioned strength in Group-A of State services, only 6.82% employees belong to Scheduled Castes in direct recruitment category. For Group B services, against the sanctioned strength posts in direct recruitment category, the representation of employees belonging to Scheduled Castes is only 10.80%. For Group-C sanctioned posts, the representation of Scheduled Castes employees is only 13.28% for direct recruitment posts and 11.91% for promotional posts. For the sanctioned posts of Group-D services, the representation of Scheduled Castes is 17.57%, for direct recruitment and 16.04% for promotional posts. In case of Public Sector Undertakings, the representation of Scheduled Castes, on the basis of sanctioned strength in direct recruitment category at equivalent Group A & B level posts, is only 5.45% and 6.64%, respectively. For Group C & D level equivalent posts, their representation in direct recruitment is 8.22% and 13.37% respectively while for promotional quota

posts, the representation of Scheduled Castes is 12.84% and 14.44%, respectively.

From the analysis of data received from Commissioner's and Deputy Commissioner's offices, it is revealed that, in Group C and Group D sanctioned posts meant for direct recruitment, the representation of Scheduled Castes is 10.27% and 16.98% respectively, while for promotional posts, the representation of Scheduled Castes in Group C and D posts 14.29% and 8.33%, respectively.(Annexure 14(A) (Revised)

The analysis of data of various of departments, based on filled up strength of employees of State services, revealed that, in Group-A services for direct recruitment category, only 10.23% employees belong to Scheduled Castes. In Group B category, against the filled up strength of direct recruitment posts, the representation of employees belonging to Scheduled Castes is only 16.04%. Even for Group-C filled up posts, the representation of Scheduled Castes employees is only 17.56% for direct recruitment posts and 14.25% for promotional posts. In filled up posts of Group-D category of State Services, the representation of Scheduled Castes employees is 29.92%, for direct recruitment and 16.22%, for promotional posts.

In case of Public Sector Undertakings, the representation of Scheduled Castes employees on the basis of filled up strength in equivalent Group A & B level posts, is only 11.23% and 16.19% respectively, for direct recruitment category. For Group C & D level equivalent posts, their representation in direct recruitment is 19.34 % and 22.88% while for promotional quota posts the representation of Scheduled Castes is 17.48% and 24.43%, respectively.

From the analysis of data received from Commissioner's and Deputy Commissioner's offices, it is revealed that, in Group C and Group D posts for direct recruitment, the representation of Scheduled Castes is 16.92% and 30.61%. Similarly, against the promotion quota filled up posts, the representation of Scheduled Castes in Group C and D posts are 17.75 % and 26.66%, respectively.

Based on the analysis of the quantifiable data made available to the Committee by various State Government departments, Public Sector

Undertakings etc., and relevant information collected from other sources like Census, Departmental surveys etc., the following conclusions emerge:

a) There is inadequate representation of Scheduled Castes in comparison to their proportional representation in the total population of the State of 20.20% in direct as well as in promotional posts, at most of the levels and in both direct recruitment as well in promotional categories of Government Departments and Public Sector Undertakings (after excluding contractual employment, as per government directions).

(b) In view of their higher share amongst the poor, lower levels of literacy, higher dropout rates, meagre share in landholdings, etc., the Scheduled Castes continue to be backward in the State.

(c) As the required standards of promotion are the same for general as well as for reserved communities, the administrative efficiency is not expected to be adversely affected, by extending reservation in promotion to the Scheduled Castes in public services.

Disclaimer:

This Committee relied on the data received by the Director, Welfare of Scheduled Castes and Backward Classes Department from various Departments and Public Sector Undertakings for analysis. The responsibility of providing accurate data lies with the concerned departments.

CHAPTER– I (Revised)

INTRODUCTION

Reservation has been envisaged in the Constitution of India as an affirmative action/ intervention to deal with historical societal marginalization of Scheduled Castes and Tribes in India.

The Hon'ble Supreme Court of India in Indra Sawhney Vs Union of India case decided on 16.11.1992 held that Article 16(4) does not permit reservation in promotion. To do away with the effect of this judgment, the Government of India introduced the 77th Constitutional amendment which was passed by the Parliament and came into force from 17.6.1995, by which Article 16(4 A) was added to provide for reservation in promotion in favour of SCs/STs.

In the R.K. Sabharwal Vs. State of Punjab case, decided on 10.2.1995, the Hon'ble Supreme Court held that once roster points were all filled, then members of the reserved classes could claim promotional posts only if promotional posts already filled by the reserved candidates fall vacant. However, the judgment was to take only prospective effect.

In the judgments delivered by the Hon'ble Supreme Court in Ajit Singh Janjua I & II Vs State of Punjab dated 1.3.1996 and 16.9.1999, it was held by the Apex Court that Article 16 (4A) is only to provide adequate representation to the members of Scheduled Castes in the services and not to determine their seniority. To nullify the effect of these judgments, the Government of India introduced the 85th Constitutional amendment, which was passed by the Parliament on 4.1.2002, with the deemed implementation from 17.6.95 when the 77th amendment come into force. In Article 16 (4A) of the Constitution, for the words "in matters of promotion to any class", the words "in matters of promotion, with consequential seniority, to any class" were substituted.

Thus Article 16(4A) now reads as under:

“(4A) Nothing in this article shall prevent the State from making any provision for reservation in matters of promotion, with consequential seniority, to any class or classes of posts in the services under the State in favour of

the Scheduled Castes and the Scheduled Tribes which in the opinion of the State are not adequately represented in the services under the State.”

Based upon these Constitutional amendments, many State Governments came out with their schemes providing for reservation promotion for Scheduled Castes, along with consequential seniority. Many of these orders were challenged as being unconstitutional through several writ petitions. All these cases were clubbed together and heard by the Supreme Court in M. Nagaraj Vs UOI & Ors. The Apex Court, while holding that the 77th & 85th Constitutional amendments were constitutionally valid, further ruled that these are enabling provisions and the States will have to make out a case for providing reservations in promotion based on quantifiable data and satisfy the court that such reservation became necessary on account of inadequacy of representation of Scheduled Castes in a particular class or classes of posts without affecting the general efficiency of service as mandated under Article 335 of the Constitution.

The operative part of the judgment is reproduced below:

“However, in this case, as stated, the main issue concerns the “extent of reservation”. In this regard the concerned State will have to show in each case the existence of the compelling reasons, namely, backwardness, inadequacy of representation and overall administrative efficiency before making provision for reservation. As stated above, the impugned provision is an enabling provision. The State is not bound to make reservation for SC/ST in matter of promotions. However if they wish to exercise their discretion and make such provision, the State has to collect quantifiable data showing backwardness of the class and inadequacy of representation of that class in public employment in addition to compliance of Article 335. It is made clear that even if the State has compelling reasons, as stated above, the State will have to see that its reservation provision does not lead to excessiveness so as to breach the ceiling limit of 50% or obliterate the creamy layer or extend the reservation indefinitely”.

The Hon'ble Punjab and Haryana High Court, on 07.08.2012, in CWP No. 17280 of 2011 titled as Prem Kumar Verma & Others Vs State of Haryana quashed the instructions dated 16.03.2006, issued by the State Government providing for accelerated seniority in reservation for SCs in promotion under the reservation policy. The Hon'ble Court observed as under:

“In LPA No. 1749 of 2011 titled as State of Haryana and others Vs Kiran Bala and another, decided on 26.09.2011, this Court while deciding the appeal preferred by the State of Haryana against the judgment dated 28.04.2011 passed by the learned Single Judge in CWP No. 8318 of 2010 wherein the orders denying the benefit of stepping up of their pay at par with the juniors belonging to the reserved category who were promoted earlier to them on account of accelerated promotion were set aside on the ground that the respondents were unable to justify their action of granting the benefit of 85th Amendment Act of 2009 vide instructions dated 16.03.2006 being contrary to the judgment of the Supreme Court in the cases of Ajit Singh Janjua (supra) and M. Nagaraj (supra). The Division Bench of this Court has also observed in its order dated 26.09.2011 that in pursuance to the judgment passed by the Supreme Court in M. Nagaraj's case (supra), State of Haryana did not carry out any exercise for ascertaining the factors noticed by the Hon'ble Supreme Court for grant of accelerated seniority and promotion pursuant to the 85th Constitutional Amendment to the reserved categories.

In view of the above, this Court has no option and hesitation to hold that the decision of the Government of Haryana, as circulated through its instructions dated 16.03.2006, granting accelerated seniority under the Scheduled Caste employees as a consequence of promotion under the reservation policy, is ultra vires as the same runs counter to the dictum in M. Nagaraj's case (supra) and, therefore, deserves to be quashed.

In view of the above, this writ petition is allowed. Instructions dated 16.03.2006 are hereby quashed.”

As a consequence of this Judgment, instructions dated 20.02.2013 were issued by the State Government to all the Government Departments intimating that the instructions dated 16.03.2006 (**Annexure-1**) have been quashed by the Hon’ble Court (**Annexure-2**).

To implement the order of the Hon’ble Court in M. Nagaraj Vs Union of India & Others, the Government of Haryana constituted a Committee, vide order No. 22132/2008-IGSIII dated 19.02.2013 (**Annexure-3**) to assess/examine the backwardness and inadequacy in the representation in promotion of Scheduled Castes employees in State services, keeping in view the directions given by the Apex Court in case of M. Nagaraj and others Vs. Union of India and others. Further, the Government vide order dated 29.5.2013 (**Annexure-4**), clarified that the issue of overall administrative efficiency is also to be considered by the Committee.

The Committee held its first meeting on 14.3.2013 followed by several meetings held on 15.4.2013, 25.7.2013, 24.9.2013, 22.10.2013, 28.11.2013, 27.8.2014, 30.9.2014, 14.10.2014 and 17.10.2014 (**Annexure-5 Revised**). The Committee during its meeting held on 15th April 2013 designed a proforma to collect the data to assess/examine the backwardness and inadequacy in the representation (in promotion) of Scheduled Castes employees in govt. services and Public Sector Undertakings. The Directorate of Welfare of Scheduled Castes & Backward Classes Haryana, Chandigarh accordingly collected the relevant data for Group A, B, C and D category posts, in respect of direct as well as promotional posts, in Government Departments and Public Sector Undertakings of the State.

A public hearing of various Government employees registered Unions/ Associations seeking their opinions and suggestions regarding reservation in promotion was conducted by the Committee on 22.10.2013 at Kisan Bhawan, Sector-14, Panchkula after giving public notice (**Annexure-6**).

Broadly, the employees Unions/Associations representing the reserved category emphasised upon the following issues:

1. Reservation should be given in promotion to the SCs, including Group A & Group B posts.
2. As and when selection list is received by the departments, roster point seniority must be given to the Scheduled Castes candidates at the time of joining.
3. The posts of Group D (sweepers) may not be counted for assessing backlog, as mostly Scheduled Castes work on such posts.
4. Relaxation in conditions of promotion to Scheduled Castes candidates in selection and promotion must be given to overcome the backlog.

The non- Scheduled Castes employees unions which appeared before the Committee pleaded that reservations should not be given in promotions to the Scheduled Castes employees. The list of Unions/Associations that appeared before the Committee on 22.10.2013 and the details of demands/suggestions given by them are at **Annexure 7 & 8** respectively.

The Committee has followed a transparent process by providing wide publicity and ample opportunity to all interested parties to present their case. The Committee has exhaustively analysed the voluminous data and arrived at conclusions based on the data made available to it.

After the Committee submitted its report to State Government on 24.12.2013 based on data received from 58 Departments and 68 Public Sector Undertakings, the Chief Secretary's office directed the Committee to ensure that the data is obtained from all the Departments/ Public Sector Undertakings of the State and then analysed. The Director, Welfare of Scheduled Castes and Backward Classes Department made further efforts and has been successful in collecting data in all from 68 Departments and 76 Public Sector Undertakings. Based on the additional information made

available to it, the Committee analysed the data and revised the concerned Chapters, Tables, Executive Summary, Conclusion and Annexures etc., wherever felt necessary. This Addendum report must be read along with the Report already submitted by the Committee in December, 2013.

CHAPTER-IV (Revised)

Inadequacy of representation of Scheduled Castes in various Govt. Services

The Government of Haryana has been extending reservation to the Scheduled Caste communities in the staffing of various Departments, at various levels, for several decades. These policies have been designed to ensure adequate representation of Scheduled Castes in Govt. Services.

Data pertaining to representation of Scheduled Castes in all most all Government Departments and Public Sector Undertakings under the State Government, as on 31.3.2013, was collected and analysed. The list of Departments and PSUs which have submitted the data in the requisite proforma is at **Annexure 13 (Revised)**. The representation of Scheduled Castes in Departments, Public Sector Undertakings and the offices of Commissioners/Deputy Commissioners, in terms of sanctioned strength and filled strength, is at **Annex 14(A) (Revised) and 14(B) (Revised)**.

It is observed from the data that, in Group-A services of Government Departments, Scheduled Castes representation, on the basis of sanctioned strength in direct recruitment category, is merely 6.82% and while in Group-B services, it is only 10.80. Similarly, for Group-C posts, there is only 13.28% representation for Scheduled Castes, in direct recruitment and 11.91% in the promotional quota posts for Scheduled Castes. For Group-D services, the representation of Scheduled Castes is 17.57% and 16.04%, in direct and promotional categories, respectively.

In case of public sector undertakings, the representation of Scheduled Castes, on the basis of sanctioned strength in direct recruitment category, in equivalent Group A & B posts, is only 5.45% and 6.64%, respectively. For equivalent Group C & D posts, in direct recruitment, the representation is again only 8.22% and 13.37% respectively, while in promotional quota posts, it is 12.84% and 14.44%, respectively. Similar position has been observed in the offices of Divisional Commissioners and Deputy Commissioners with

10.27% and 16.98 for direct recruitment categories; and 14.29% and 8.33% for promotional posts; concerning representation for Scheduled Castes in Group C and D posts, respectively.

The data for filled up posts was also collected and analysed. In Government Departments, for Group C & D posts the promotional percentage of Scheduled Castes is 14.25% and 16.22%, respectively, while for public sector undertakings, it is 17.48 % and 24.43 %, respectively.

Based on the analysis of the quantifiable data made available by State Government Departments and Public Sector Undertakings, Committee is of the opinion that there is inadequate representation of Scheduled Castes, in comparison to their share of 20.20% in the total population of the State, in most of the promotional grades posts, at all most all levels, and in most of the Departments and PSUs of the Government of Haryana. Few departments (Secondary Education, PWD(B&R), State Transport and Police) have shown higher percentage of representation of Scheduled Castes in some categories, due to the policy of regularisation or due to implementation of Court orders.

The representation of Scheduled Castes for the posts of sweepers in Group D category, however, is very high, as pointed out in public hearing.

The Committee would like to take appreciative note of the recent directives given by the Government to all the Departments for clearing the backlog vacancies meant for Scheduled Castes. It is hoped that with sincere implementation of these directives, the representation of Scheduled Castes in Government Departments, at various levels, would significantly improve, under direct recruitment categories. This would, consequently and hopefully, lead to improvement in representation of Scheduled Castes in promotional categories also, over a period of time, as more and more eligible officers would become available for consideration.

CHAPTER-VI (Revised)

Conclusion

Reservations are envisaged in the Constitution of India as an affirmative action/ intervention to deal with historical societal marginalization of Scheduled Castes in India, with the intent of enabling them to secure their legitimate share in emerging opportunities in public employment, education, etc.

The Hon'ble Supreme Court in *M. Nagaraj & others Vs Union of India and others* has viewed Article 16 (4A) as constitutionally valid but mandates the Governments to satisfy the necessary conditions of inadequate representation, backwardness and maintenance of administrative efficiency before providing reservation to Scheduled Castes in promotion, along with consequential seniority.

On the basis of quantifiable data made available by different Departments, Public Sector Undertakings and other bodies of State Governments, it is found that the representation of Scheduled Castes in Group A, B, C & D services of the departments and Public Sector Undertakings (on the basis of sanctioned strength as well as filled-up quota of promotional posts) is much below the proportional representation of Scheduled Castes in the total population of the State (20.20 percent as per Census, 2011).

The Scheduled Castes have a relatively disadvantaged economic and educational status compared to other social groups, manifested in terms of higher incidence of poverty, landlessness, lower levels of literacy, higher dropout rates, etc. Hence, given the subjugation experienced and relative backwardness of Scheduled Castes in the contemporary society in the State, there is adequate rationale and need for continuing the affirmative action by the State.

As the State Government has not lowered the standards of eligibility for promotion of reserved categories in public services, providing for reservation in promotions is not expected to have any direct adverse effect on the overall administrative efficiency of the departments.

The analysis of data placed before the Committee clearly established the following:

(a) There is inadequate level of representation of Scheduled Castes, in direct recruitment as well as in promotional posts, at almost all levels in Government Departments and Public Sector Undertakings (after excluding contractual employment, as per government directions), in comparison to their proportional representation in the total population of the State.

(b) Based on their higher proportion amongst the poor, lower levels of literacy, higher dropout rates, meagre share in landholdings, etc., the Scheduled Castes continue to be backward and downtrodden in the State.

(c) As the required standards of promotion are the same for general as well as for reserved communities, the administrative efficiency is not expected to be adversely affected, by extending reservation in promotion to the Scheduled Castes in public services in A, B, C and D categories.

The process of compilation of this report also suggests the need for substantial strengthening and capacity building of the Welfare of Scheduled Castes and Backward Classes Department in the State to enable it to collect relevant data on a regular basis from various departments and agencies, examine and analyse such data and use the same for policy making for the welfare and development of Scheduled Castes and Backward Classes.

(Dr. Amarinder Kaur)

(Dr. Avtar Singh)

(Ajay Singhal)

(Amneet P. Kumar)

(P. Raghavendra Rao)

Annexure – 5 (Revised)

Subject: Minutes of the meeting of the Committee constituted by the Government to assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion in the State Government Services keeping in view the directions given by the Apex Court in case of M. Nagaraj & others Vs Union of India & Others under the Chairmanship of Sh. P. Raghavendra Rao, IAS, Principal Secretary, Urban Local Bodies held on 14-03-2013.

The following officers participated in the meeting:-

- | | |
|------------------------------------------------------------------------------------------|--------|
| 1. Dr. Avtar Singh, IAS, Principal Secretary,
Animal Husbandry & Dairying Department | Member |
| 2. Sh. Ajay Singhal, IPS
IG/CID Haryana | Member |
| 3. Dr. Amarinder Kaur, IFS
Additional PCCF, Forest Department. | Member |
| 4. Director, Welfare of Scheduled Castes
Secretary
and Backward Clsses Department. | Member |

At the outset, the Director, Welfare of Scheduled Castes and Backward Classes Department has briefed the Committee about the directions given by the Apex Court in the case of M. Nagaraj and others Vs Union of India and others. In brief, the Hon'ble Apex Court constitutional Bench while upholding the constitutional validity of the constitution (Seventy-Seventh Amendment) Act, 1995, the constitution (Eighty-First Amendment) Act, 2000, the constitution(Eighty-Second amendment) Act, 2000, and the constitution (Eighty-Fifth Amendment) Act, 2001, has stated that the State will have to show in each case the existence of the compelling reasons, namely, backwardness, inadequacy of representation and overall administrative efficiency before making provision for reservation in promotion.

The Member Secretary also apprised the Committee regarding the instructions dated 16-03-2006 issued by Haryana Government. These instructions have now been quashed by Hon'ble Punjab & Haryana High Court vide order dated 7-8-2012 in CWP No. 17280/2011 titled as Prem Kumar & others Vs State of Haryana in which the Hon'ble High Court was of the opinion that the State of Haryana did not carry out any exercise for ascertaining the factors noticed by the Hon'ble Supreme Court in M. Nagaraj case for grant of accelerated seniority and promotion pursuant to the 85th Constitutional Amendment to the reserved categories. In respect of the above orders, Government of Haryana has circulated instructions dated 20-02-2013 to all Government functionaries for necessary actions.

The mandate of the Committee to assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion in the State Government Services keeping in view the directions given by the Apex Court in case of M. Nagaraj & others Vs Union of India & Others and send its report to the General Administration Department.

The office of Director, Welfare of Scheduled Castes and Backward Classes vide letter No.ARO (EC)/2013/1517-1716 dated 28-02-2013 requested all the departments to send the data regarding promotion quota posts (Group C & D) and as on 13-03-2013, 30 departments have sent the data and it was put-up before the Committee for information.

ISSUES DISCUSSED

- **Scope of the Committee:**

The Chairman of the Committee was of the opinion that the mandated set for the Committee by the Government was different from the issues raised in the case of M. Nagaraj and others. The mandate of the Committee is to assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion whereas the Apex Court Judgements also talks about overall administrative efficiency, as one of the three compelling reasons which the State has to assess before providing reservation to Scheduled Castes in matter of promotion. He requested the members to give

their opinion whether clarification is required to be taken from the General Administration Department in this regard.

Dr. Avtar Singh was of the opinion that the backwardness of the Scheduled Castes is an established fact under the Constitution and cannot be determined by the Committee. The Committee should look into the “Inadequacy of representation in Government Services” and no clarification is required to be taken from General Administration Department. Similar views were expressed by Dr. Amarinder Kaur.

Shri Ajay Singhal was of the opinion that since the Apex Court judgement talks of looking into all three compelling reasons, this Committee should look into all these areas and necessary clarification may be taken from the General Administration Department.

The Chairman has decided that the Committee would decide in the next meeting whether clarification regarding its mandate to be taken from the Government or not.

Collection of Data

The Committee was of the opinion that the data collected was not adequate keeping in view the Judgement of the Apex Court. The Committee suggested that the data right from the stage of direct recruitment (class-wise and cadre-wise) may be collected and design a format accordingly.

Minutes of the Meeting Dated 15-4-2013

At the outset, Sh. Ajay Singhal requested the Chairman to amend the minutes of the last meeting in so far as his opinion regarding seeking clarification from General Administration Department is concerned. He reiterated that in the last meeting he did not want to seek clarification regarding the mandate of the committee and the minutes be accordingly amended. The Chairman agreed to make amendments accordingly.

ISSUES DISCUSSED:

- **Collection of Data:**

The Committee, after due deliberation, designed a format (at Annexure-A) to get the quantifiable data with regard to promotional quota posts to ascertain the representation of Scheduled Castes in public employment. The Committee was of the opinion that the said information should be collected for all classes of posts i.e. for Group A, B, C & D. The Chairman directed the Director, Welfare of Scheduled Castes and Backward Classes Department that the information should be collected from all Organisations/ Departments /Boards/ Corporations/ Autonomous Bodies/ Hon'ble Punjab & Haryana High Court/FCR's Organisation, Secretariat Establishment etc. authenticated by the officer not below the rank of the Head of Department, in excel format in hard and soft copies by 27th of May, 2013.

Sh. Avtar Singh opined that the data regarding appointments made under contractual/out-sourcing policy of the Government should also to be collected, as these also come under the purview of "public employment".

Sh. Ajay Singhal differed with the view, saying that the appointments made under contractual/ out-sourcing policy do not fall under "public employment" and that the data so collected would be variable and adequacy and inadequacy of representation of Scheduled Castes cannot be determined exactly. Dr. Amarinder Kaur also agreed with Sh. Singhal.

After due deliberations, the Committee was of the opinion that necessary clarifications may be taken from General Administration Department as to whether the people employed in Government Departments/

Public Sector Undertakings under contractual/outsourcing policy come under the “public employment” or not, and only after such clarification is received the data would be collected.

Clarification regarding compelling reasons:

The Committee taking forward the discussion from the last meeting regarding the mandated given to the Committee, the Chairman of the Committee opined that the mandated set for the Committee by the Government was different from the issues raised in the case of M. Nagaraj and others. The mandate of the Committee is to assess/examine the backwardness and inadequacy of representation of Scheduled Castes in promotion in the State Government Services whereas, the Apex Court judgement talks about overall Administrative efficiency, as one of the three compelling reasons which the State has to assess before providing reservation to Scheduled Castes in matter of promotion.

After due discussion, Committee agreed that necessary clarification may be taken from General Administration Department before proceeding for collection of quantifiable data with regard to promotional quota posts.

Minutes of the Meeting Dated 25-7-2013

At the outset, the Director, Welfare of Scheduled Castes and Backward Classes Department has apprised the Committee regarding the clarification given by the General Administration Department to the issues raised by the Committee in its last meeting. The General Administration Department clarified that the Committee shall look into the issue of overall “administrative efficiency” as one of the compelling reasons for making provision for reservation as directed by the Hon’ble Apex Court in case of M. Nagaraj & others Vs Union of India & others. The General Administration Department also clarified that the persons employed in the Departments/Public Sector Undertakings on contract/outsourcing cannot be included in the public employment.

ISSUES DISCUSSED:

- **Collection of Data:**

The Director, Welfare of Scheduled Castes and Backward Classes Department has apprised the Committee that the information regarding backlog

from 52 Departments and 41 Public Sector Undertakings have been received as on 25-07-2013 which is place before the Committee for perusal. The Chairman of the Committee opined that many more Departments/Public Sector Undertakings are yet to provide the requisite information and that D.O. letter may be written to all the Head of Departments to provide information immediately.

Ascertaining the ‘Backwardness’ of Scheduled Castes :

The Hon’ble Apex Court judgment clearly states that the States should ascertain the ‘backwardness’ of Scheduled Castes to determine the

extent of reservation in promotion. This issue was debated at length by the members of the Committee and their views are as under :

Dr. Avtar Singh opined that the issue of 'backwardness' can be ascertained only after studying the social indicators like land, education, income etc. as per Census 2011, the National Sample Survey Organization data, National Family Health Survey etc. He has requested the Director, Welfare of Scheduled Castes & Backward Classes to make available this data to the Committee in its next meeting so that an evaluative study can be taken up.

Sh. Ajay Singhal has stated that the 'backwardness' of Scheduled Castes is an established fact. He referred to the judgment of Hon'ble Apex Court and stated that the 'backwardness' of Scheduled Castes employees in their individual capacity will have to be ascertained for providing promotion in reservation and criteria will have to be developed for providing such reservation. Sh. Avtar Singh did not agree with the views of Sh. Ajay Singhal.

Sh. P. Raghavendra Rao, Chairman of the Committee opined that the clarification may be sought from the General Administration Department whether the backwardness of Scheduled Castes as a category is to be ascertained or "individual capacity" of an employee on a case to case basis.

Administrative Efficiency:

The Hon'ble Apex Court in its judgment has mentioned "overall administrative efficiency" as one of the compelling reasons in determining the extent of reservation. Since it has been clarified by the General Administration Department that this Committee will also look into the issue of overall efficiency and this issue needs to be studied by the Committee before sending its report to the Government.

Sh. Ajay Singhal opined that the Annual Confidential Reports of the employees, educational qualification, training courses attended, rewards and certification etc. should be the criteria to determine the administrative efficiency of any individual employee to consider for their promotion out of turn.

Sh. Avtar Singh agreed with Mr. Singhal and requested the Chairman that the detailed criteria will have to be framed for determining administrative efficiency of the employees and that the discussion may after to the next meeting, for which the Chairman has agreed.

Representations received from various Organizations :

The Director, Welfare of Scheduled Castes & Backward Classes informed the Committee that there are many representations which have been received by the Chairman of the Committee and the Department of Welfare of Scheduled Castes & Backward Classes requesting for an opportunity of being heard to put their views before the Committee. After detailed deliberations, the Committee decided that these representations may be kept pending for the time being and the decision to give these organizations an opportunity to explain their views will be taken in due course of time. In the meanwhile, the Chairman of the Committee has directed the Member Secretary to learn the procedure adopted by other such State Committees where these have been set up.

Minutes of the Meeting Dated 24-9-2013

At the outset, the Director, Welfare of Scheduled Castes and Backward Classes Department has briefed the committee about the progress of the collection of quantifiable data collected so far by the Department. The data collected from the various department and public sector undertaking was presented before the committee. After going through the position of Backlog in promotional quota post it was realized that merely Backlog data is not sufficient to address the position of inadequacy in the representation of Scheduled Castes in Government Services.

Sh. Avtar Singh opined that the data pertaining to the representation of Scheduled Castes in Public Sector Employment, Literacy Rate, Educational Enrolment, Land Holding, Banking Awareness and Electricity Connection from various sources such as NSSO, SECC may also be obtained and depicted for comparison.

While, taking forward the discussion the Chairman, ordered the Director, to collect the data from the remaining department whose information is yet to receive. He also suggested that a D.O. letter or personal interaction be made from such department to have the information at an early date, and the Director, assured the Chairman, that the information will be collected before the next meeting.

The Chairman of the committee asked about the clarification sought from General Administration Department regarding the backwardness of Scheduled Castes as a category or individual capacity, the Director, informed that the clarification is still awaited from GAD. The Chairman also reiterated that the other States has also got assessed the backwardness of Scheduled Castes through the similar committee. The procedure adopted by such committee may be considered, while, measuring the backwardness of Scheduled Castes.

The Director, Welfare of Scheduled Castes and Backward Classes Department raised the issue of representations received by the Chairman of the Committee and the Department of Welfare of Scheduled Castes and Backward Classes requesting for an opportunity of being heard to put their views before the committee. The Chairman decided that the representationist (Regd. Union/Association of the employees) may be given an opportunity of hearing and the date be fixed for 22-10-2013 at Kisan Bhawan, Sector-14, Panchkula. The Chairman also directed the Member Secretary to issue a public notice in leading newspapers for information to all concern.

Minutes of the Meeting Dated 22-10-2013

At the outset, the Director, Welfare of Scheduled Castes and Backward Classes Department has appraised the committee regarding the data pertaining to Scheduled Castes Backlog in Government Services as well as the comparative data taken from NSSO, SECC and ESA Department of Haryana. After due deliberations, the Chairman of the committee was of the opinion that comparative data regarding General Category and Backward Class may also be taken into consideration for determining the backwardness and inadequacy of Scheduled Castes Employees in Government Services.

Hearing of Stake Holders:

After discussion Scheduled Castes/Non Scheduled Castes Government Employees registered Union/Association were heard by the committee. The opinion/suggestion and objections were entertained by the committee. Following issues were raised by the Union/Association:-

1. Provision of reservation in promotion in Class I and II posts be made.
2. As and when selection list is prepared by the department, roster point must be fixed for the SC candidates at the time of joining.
3. The posts of class IV sweeper may not be included for backlog. Since, 100% SC work on this post and no other Category.
4. Relaxation must be given in conditions of the promotion to SC candidates in selection and promotion to overcome the backlog.
5. Non-SC employees union was of the opinion that no relaxation other than reservation must be given. Reservation should not be increased in any case in promotion to the SC employees.

The constituted committee with full bench listened all the opinions/suggestions of the Union/Association in a very cordial atmosphere. Sufficient time was given to all the members of the Union/Association. Important papers given by the Union/Association on the day of hearing were

circulated to all the Committee members. The committee decided that the suggestions, opinion and complaint of the Union/Association will be discussed in detail in the next meeting probably scheduled to be held in the month of November 2013.

Minutes of meeting dated 27.08.2014

Leave of absence was granted to the member of the Committee, Sh. Ajay Singhal as per his request received vide No. 19169/A-5, dated 27.08.2014.

The Member Secretary of the Committee informed that in the meeting held under Chairmanship of CS, Haryana to examine the recommendations made in the report of the Committee, the CS desired that the Committee should hold a meeting in order to assess and respond to the issues raised by the Chief Secretary office in their Letter No. 22/133/2013-1GS-III dated 15.07.2014.

Thereafter, the members deliberated in detail the issues raised in the CS letter dated 15.07.2014. The Committee felt that the terms of reference of the committee issued by CS office vide letter No. 22/132/2008-1GS-III dated 19.02.2013 clearly provided mandate to the Committee to examine Group A, B, C and D services.

The Committee decided to send its reply accordingly to CS, Haryana for further action.

Minutes of meeting dated 30.09.2014

Two members of the above Committee, Shri Ajay Singhal, Commissioner of Police, Ambala/Panchkula and Smt. Amarinder Kaur, Additional Chief Conservator of Forest could not attend the meeting due to administrative exigencies.

In response to the CS letter No. 22/133/2013-1GS-III, dated 19.09.2014, the data was again sought by the Director, Welfare of Scheduled Castes and Backward Classes Department, Haryana from 13 departments and 10 Public Sector Undertakings, which did not earlier supply the requisite information. The Member Secretary informed the Committee that data has since been received from all the departments, except Director, Secondary Education Department and CS office (HCS cadre of State Services.).

The Committee decided that:

- i) Efforts should be made to collect data from the Director, Secondary Education Department and Chief Secretary's office (for HCS cadre) within a week positively.
- ii) Request Chief Secretary's office also to expedite the collection of data.
- iii) Re-convene the meeting on 09.10.2014 at 11.00 AM.

The meeting ended with thanks to the Chair.

Minutes of meeting dated 14.10.2014

Shri Ajay Singhal, member could not attend the meeting due to election related work.

The Member Secretary put up the details of additional data received from 10 more departments and 7 Public Sector Undertakings for perusal of the Committee.

The Committee examined the data received and expressed its satisfaction that the Director, Welfare of Scheduled Castes and Backward Classes Department, Haryana has been successful in obtaining the data in all from 69 Departments and 76 Public Sector Undertakings. The Committee also noted that as per Economic and Statistical Analysis Department, Haryana for the year 2012, the total strength of State Government employees is 3,35,945 and the data placed before the Committee covered 3,81,847 employees, clearly establishing maximum coverage of Departments and Public Sector Undertakings.

The Committee observed that the data received from 4 departments (Secondary Education, PWD(B&R), Police and Transport), showed that there is excess representation of Scheduled Castes, over and above reservation norms of the State Government in certain categories. This would affect the overall analysis, particularly for group 'D' employees of Departments. It was proposed that the data must be segregated and analyzed so that the overall is data is reflective of true status.

The Committee authorised the Member Secretary to prepare draft addendum to the earlier report for consideration of the Committee in the next meeting before it is finalized and forwarded to the Chief Secretary Office for necessary action.

The Member Secretary agreed to do the needful and circulate the draft addendum report amongst the members via email. The Committee decided to hold its next on 17.10.2014 at 5.00 P.M for finalization of the addendum report.

The meeting ended with a vote of thanks to the Chair.

Minutes of meeting dated 17.10.2014

Leave of absence was granted to Sh. Ajay Singhal, Member who telephonically expressed his inability to attend the meeting because of official election related work.

The Member Secretary welcomed the Chairman and Members of the Committee. She informed that with reference to Chief Secretary's letter dated 19.09.2014, the Committee had requested the Director, Welfare of Scheduled Castes and Backward Classes to collect data from all departments, Public Sector Undertakings etc. The data has since been received and analysed.

The Member Secretary informed that as per decisions taken in meeting dated 14.10.2014, a draft Addendum to the Report has been prepared. The Committee perused the draft, along with the analysis of the data made available by the balance 10 departments and 7 Public Sector Undertakings. The Committee finalized the Addendum to the Report, with minor modifications and requested the Member Secretary to send it to the Chief Secretary after obtaining the signature of all the Members.

The Committee expressed its satisfaction that the Directorate of Welfare of Scheduled Castes and Backward Classes Department, Haryana made sincere efforts to obtain the data from various Departments and Public Sector Undertakings and analyse the data and preparing the draft Addendum to the Report. The Committee also noted that as per Economic Statistical Analysis Department, Haryana for the year 2012, the total strength of State

Government employees is 3,35,945 and the data placed before the Committee covered 3,01,748 State Government employees (as on 31.03.2013), establishing maximum coverage of Departments. In addition, data pertaining to 80,099 Public Sector Undertakings employees was also analysed by the Committee.

The meeting ended with vote of thanks to the Chair.

Annex – 13(Revised)

Departments/Public Sector Undertakings who have submitted the data in the requisite proforma

Sr. No.	Name of the Boards/ Corporations	Name of the Department
1	Agricultural Marketing Board	Advocate General
2	Agro Industries	Agriculture
3	Bhagat Phool Singh Mahila Vishwavidyalaya	Animal Husbandry
4	Board of Ayurvedic and Unani	Archaeology and Museums
5	CADA	Archives
6	CCSHAU, Hisar	Ayush
7	Central Co-op Bank Ambala	Chief Architect
8	Central Co-op Bank Bhiwani	Chief Electoral Officer
9	Central Co-op Bank Faridabad	Chief Electrical Inspector
10	Central Co-op Bank Fatehabad	Chief Engineer Panchayati Raj
11	Central Co-op Bank Gurgaon	Civil Aviation
12	Central Co-op Bank Hisar	Comm. Food and Drugs
13	Central Co-op Bank Jhajjar	Consolidations
14	Central Co-op Bank Jind	Development and Panchayats
15	Central Co-op Bank Kaithal.	DIPR
16	Central Co-op bank Karnal	Economics and Statistical
17	Central Co-op Bank Kurukshetra	Elementary Education
18	Central Co-op Bank Mahendergarh	Employment Department
19	Central Co-op Bank Panchkula	Environment Department
20	Central Co-op Bank Panipat	ESI
21	Central Co-op Bank Rewari	Excise and Taxation
22	Central Co-op Bank Rohtak	Fisheries
23	Central Co-op Bank Sirsa	Food and Supplies
24	Central Co-op Bank Sonipat	Forest Department
25	Central Co-op Bank Yamuna Nagar	Haryana Civil Secretariat Estt-I

26	Ch. Devi Lal Co-op Sugar Mills Gohana	Haryana Civil Secretariat Estt.- II
27	Chaudhary Devi Lal University, Sirsa	HIPA
28	CONFED	HPSC
29	Deenbaandhu Chotu Ram University of Science & Technology Murthal	Haryana Tourism
30	DHBVN, Hisar	Health Services
31	Forest Devp. Corpn.	Higher Education
32	GJU Hisar	Home Gaurds
33	HARTRON	Horticulture
34	Haryana Backward Classes and economically Weaker Sections Kalyan Nigam	Hospitality
35	Haryana Board of School Education, Bhiwani	IFCC
36	Haryana Dairy Devp. Cooperative Fed. Ltd.	Industrial Training
37	Haryana Financial Corpn.	Industries and commerce
38	Haryana land Reclamation and Devp. Corpn.	Irrigation and water Resources Deptt.
39	Haryana Police Housing Corpn.	Labour Department
40	Haryana Sahitya Academy	Land Records
41	Haryana Scheduled Caste Finance and Devp. Corpn.	Law and Legislative
42	Haryana seeds Certification agency.	Local Audit
43	Haryana seeds Devp. Corpn.	Mines and Geology
44	Haryana State Co-op Agriculture and Rural Devp. Bank Ltd	Police Department
45	Haryana State Co-op Apex Bank Ltd.	Printing and Stationery
46	Haryana State Co-op Devp. Fed. Ltd.	Prisons Deptt.
47	Haryana State Co-op Housing Fed. Ltd	Prosecution
48	Haryana State Co-op Labour and Construction Fed. Ltd.	Public Health Engineering
49	Haryana State Co-op Supply and Marketing Fed.	PWD (B&R)
50	Haryana State Fed. of Co-op Sugar Mills	Registrar, Co-operative society
51	Haryana State Fed. of Consumers Co- op Wholesale Stores Ltd.	Renewable Energy Department
52	Haryana State Industrial and Infrastructure Devp. Corpn.	Revenue
53	Haryana State Pollution Control Board	Rural Development
54	Haryana State Warehousing Corpn.	SC and BC

55	Haryana Tourism Corpn.	Science and Technology
56	Haryana Urban Devp. Authority	Secondary Education
57	Haryana Vidyut Prasaran Nigam	Secretary to Governor
58	Housing Board Haryana	Small Savings
59	HPGCL	Social Justice & Empowerment
60	Jind Co-op Sugar Mills	Sports and Youth Affairs
61	Kaithal Co-op Sugar Mill	State Transport Haryana
62	Karnal Co-op Sugar Mill	Supplies and Disposals
63	Khadi and Village Industries Board	Technical Education
64	Kurukshetra Devp. Board	Town and Country Planning
65	Kurukshetra University	Treasury & Accounts
66	M.D U Rohtak	Urban Estate
67	Meham Co-op Sugar Mill	Urban Local Bodies
68	Palwal Co-op Sugar Mill	Women & Child Development
69	Panipat Co-op Sugar Mill	
70	Rohtak Co-op Sugar Mill	
71	Shahabad Co-op Sugar Mill	
72	Social Welfare Board Chandigarh	
73	Sonipat Co-op Sugar Mill	
74	U.H.B.V.N	
75	University of Health Sciences, Rohtak	
76	Women Devp. Corpn. Ltd.	

Note: All the 4 Divisional Commissioners and 21 Deputy Commissioners submitted the related data in the requisite proforma.

Annex – 14 (A) (Revised)

Table showing the representation of Scheduled Castes in direct recruitment category as well as in promotional category, based on sanctioned strength, as on 31.03.2013.

Departments/ PSUs /DCs		No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy		Present representation of SC (with %age) (based on sanctioned strength)	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
Department (69)	A	2723	762	1961	508	1605	129	*	52 (6.82)	*
	B	53460	35815	17645	24101	8266	7195	*	3867 (10.80)	*
	C	199281	143190	56091	108330	46883	28610	11193	19023 (13.28)	6682 (11.91)
	D	40912	40158	754	23580	746	7757	143	7056 (17.57)	121 (16.04)
PSUs (76)	A	2622	1504	1118	730	1418	273	*	82 (5.45)	*
	B	3574	1955	1619	803	1223	380	*	130 (6.64)	*
	C	60122	35805	24317	15226	17868	6914	4859	2945 (8.22)	3124 (12.84)
	D	13781	12507	1274	7311	753	2419	234	1673 (13.37)	184 (14.44)
Commissioner / Deputy Commissioner (25)	A	8	6	2	6	2	Single Cadre	*	*	*
	B	9	5	4	3	0	Single Cadre	*	*	*
	C	3346	2044	1302	1241	1048	406	255	210 (10.27)	186 (14.29)
	D	2009	1961	48	1088	15	389	6	333 (16.98)	4 (8.33)

(Source: Data as supplied by the various Departments/PSUs.)

** Data not available as present reservation policy of the State Government does not provide reservation in promotions in Group A and B categories.*

Annex - 14(B) (Revised)

Table showing the representation of Scheduled Castes in direct recruitment category as well as in promotional category, based on filled strength, as on 31.03.2013.

Departments/ PSUs/ DCs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy		Present representation of SC (with %age) (based on filled up posts)		
		Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion	
Department (69)	A	2723	762	1961	508	1605	129	*	52 (10.23)	*
	B	53460	35815	17645	24101	8266	7195	*	3867 (16.04)	*
	C	199281	143190	56091	108330	46883	28610	11193	19023 (17.56)	6682 (14.25)
	D	40912	40158	754	23580	746	7757	143	7056 (29.92)	121 (16.22)
PSUs (76)	A	2622	1504	1118	730	1418	273	*	82 (11.23)	*
	B	3574	1955	1619	803	1223	380	*	130 (16.19)	*
	C	60122	35805	24317	15226	17868	6914	4859	2945 (19.34)	3124 (17.48)
	D	13781	12507	1274	7311	753	2419	234	1673 (22.88)	184 (24.43)
Commissioner / Deputy Commissioner (25)	A	8	6	2	6	2	Single cadre	*	*	*
	B	9	5	4	3	0	Single cadre	*	*	*
	C	3346	2044	1302	1241	1048	406	255	210 (16.92)	186 (17.75)
	D	2009	1961	48	1088	15	389	6	333 (30.61)	4 (26.66)

(Source: Data is supplied by the various Departments/PSUs.)

** Data not available as present reservation policy of the State Government does not provide reservation in promotions in Group A and B categories.*

Annex – 17 (Revised)

Statement of representation of Scheduled Castes in Group A posts, as on 31.03.2013

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Advocate General	-	-	-	-	-	-	-	-	-
2	Agriculture	65	23	42	18	26	4	*	1	*
3	Animal Husbandry	113	20	93	2	67	2	*	-	*
4	Archaeology and Museums	1	-	1	-	1	-	*	-	*
5	Archives	1	1	-	1	-	-	*	-	*
6	Ayush	32	16	16	11	11	3	*	-	*
7	Chief Architect	1	-	1	-	1	-	*	-	*
8	Chief Electoral Officer	2	2	-	2	-	-	*	-	*
9	Chief Electrical Inspector	9	1	8	1	5	-	*	-	*
10	Chief Engineer Panchayati Raj	-	-	-	-	-	-	*	-	*
11	Civil Aviation	10	10	-	6	-	-	*	-	*
12	Comm. Food and Drugs	6	-	6	-	2	-	*	-	*
13	Consolidations	2	2	-	1	-	-	*	-	*
14	Development & Panchayats	31	7	24	8	24	2	*	2	*
15	DIPR	20	4	16	3	4	-	*	2	*
16	Economics and Statistical	15	-	15	-	12	-	*	-	*
17	Elementary Education	25	-	25	-	20	-	*	-	*
18	Employment Department	20	-	20	-	-	-	*	-	*
19	Environment Department	9	7	2	6	-	1	*	-	*
20	ESI	40	10	30	-	16	2	*	-	*
21	Excise and Taxation	72	-	72	-	43	-	*	9	*
22	Fisheries	10	2	8	1	6	-	*	-	*
23	Food and Supplies	29	11	18	8	13	2	*	1	*
24	Forest Department	54	18	36	12	36	3	*	4	*

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
25	Haryana Civil Sectt. Service-II (HCS Cadre)	263	263	-	214	-	43	*	-	*
26	Haryana Civil Sectt. Estt-I	36	-	36		36	-	*	-	*
27	Haryana Civil Secretariat Estt-II	22	-	22	-	19	-	*	-	*
28	HIPA	16	16	-	6	-	3	*	-	*
29	HPSC	1		1		1		*		*
30	Haryana Tourism	2	1	1	-	-	-	*	-	*
31	Health Services	507	115	392	87	370	23	*	17	*
32	Higher Education	94	23	71	15	52	5	*	3	*
33	Home Gaurds	7	1	6	-	3	-	*	-	*
34	Horticulture	9	1	8	-	4	-	*	-	*
35	Hospitality	-	-	-	-	-	-	-	-	-
36	IFCC	-	-	-	-	-	-	-	-	-
37	Industrial Training	69	26	43	2	17	5	*	-	*
38	Industries and commerce	48	10	38	-	22	2	*	-	*
39	Irrigation & water Resources	154	-	154	-	130	-	*	-	*
40	Labour Department	15	-	15	-	15	-	*	-	*
41	Land Records	2	-	2	-	1	-	*	-	*
42	Law and Legislative	12	2	10	-	10		*	-	*
43	Local Audit	7	-	7	-	7	-	*	-	*
44	Mines and Geology	8	1	7	-	4	-	*	-	*
45	Police Department	101	20	81	20	81	4	*	4	*
46	Printing and stationery	-	-	-	-	-	-	-	-	-
47	Prisons Deptt.	21	-	21	-	19	-	*	-	*
48	Prosecution	55	11	44	9	36	2	*	2	*

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
49	Public Health Engineering	76	-	76	-	76	-	*	-	*
50	PWD (B&R)	96	-	96	-	90	-	*	-	*
51	Registrar, Co-operative society	18	3	15	3	9	-	*	-	*
52	Renewable Energy Department	2	-	2	-	1	-	*	-	*
53	Revenue	122	32	90	21	87	6	*	-	*
54	Rural Development	2	1	1	1	-	-	*	-	*
55	SC and BC	2	1	1	1	1	-	*	1	*
56	Science and Technology	1	-	1	-	1	-	*	-	*
57	Secondary Education	25	-	25	-	14	-	*	-	*
58	Secretary to Governor	-	-	-	-	-	-	-	-	-
59	Small Savings	-	-	-	-	-	-	-	-	-
60	Social Justice & Empowerment	1	-	1	-	-	-	*	-	*
61	Sports and Youth Affairs	10	4	6	4	5	-	*	-	*
62	State Transport Haryana	41	13	28	9	25	2	*	2	*
63	Supplies and Disposals	4	4	-	4	-	-	*	-	*
64	Technical Education	230	58	172	13	135	11	*	2	*
65	Town and Country Planning	48	11	37	8	32	2	*	1	*
66	Treasury & Accounts	2	-	2	-	2	-	*	-	*
67	Urban Estate	3	-	3	-	3	-	*	-	*
68	Urban Local Bodies	22	11	11	11	8	2	*	1	*
69	Women & Child Development	2	-	2	-	2	-	*	-	*
	Total	2723	762	1961	508	1605	129	*	52	*

* Data not available as present reservation policy of the State Government does not provide reservation in promotions in Group A and B categories.

Statement of representation of Scheduled Castes in Group B posts, as on 31.03.2013

Sr. No	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Advocate General	10	-	10	-	10	-	*	-	*
2	Agriculture	1771	1379	392	1054	329	276	*	182	*
3	Animal Husbandry	1021	1021	-	901	-	204	*	153	*
4	Archaeology and Museums	6	4	2	-	2	1	*	-	*
5	Archives	6	3	3	1	3	-	*	-	*
6	Ayush	598	577	21	462	11	115	*	98	*
7	Chief Architect	4	-	4	-	4	-	*	-	*
8	Chief Electoral Officer	14	5	9	2	8	1	*	-	*
9	Chief Electrical Inspector	1	-	1	-	-	-	*	-	*
10	Chief Engineer Panchayati Raj	-	-	-	-	-	-	-	-	-
11	Civil Aviation	4	3	1	3	1	-	*	-	*
12	Comm. Food and Drugs	57	31	26	23	18	6	*	6	*
13	Consolidations	13	1	12	1	2	-	*	-	*
14	Development and Panchayats	25	19	6	13	6	3	*	3	*
15	DIPR	83	17	66	11	40	3	*	3	*
16	Economics and Statistical	75	36	39	23	39	7	*	-	*
17	Elementary Education	-	-	-	-	-	-	-	-	-
18	Employment	80	45	35	4	4	9	*	2	*
19	Environment	-	-	-	-	-	-	-	-	-
20	ESI	331	331	-	229	-	66	*	51	*

Sr. No	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
21	Excise and Taxation	1085	486	599	351	503	97	*	1	*
22	Fisheries	40	18	22	7	18	4	*	-	*
23	Food and Supplies	53	11	42	5	28	2	*	2	*
24	Forest Department	54	18	36	12	36	4	*	4	*
25	Haryana Civil Secretariat Estt-I	66	-	66	-	66	-	*	-	*
26	Haryana Civil Secretariat Estt.-II	52	-	52	-	47	-	*	-	*
27	HIPA	28	22	6	12	6	4	*	-	*
28	HPSC	7	-	7	-	7	-	*	-	*
29	Haryana Tourism	4	-	4	-	3	-	*	-	*
30	Health Services	3204	3139	65	2522	45	626	*	440	*
31	Higher Education	3370	3320	50	2288	45	664	*	281	*
32	Home Gaurds	23	5	18	1	3	1	*	-	*
33	Horticulture	169	116	53	74	42	23	*	13	*
34	Hospitality	1	-	1	-	-	-	*	-	*
35	IFCC	-	-	-	-	-	-	-	-	-
36	Industrial Training	150	50	100	18	50	10	*	-	*
37	Industries and commerce	66	30	36	6	3	6	*	-	*
38	Irrigation and water Resources Deptt.	459	208	251	77	236	42	*	27	*
39	Labour Department	81	51	30	39	30	10	*	7	*
40	Land Records	3	1	2	-	2	-	*	-	*
41	Law and Legislative	19	6	13	4	11	1	*	2	*
42	Local Audit	44	2	42	-	36	-	*	-	*
43	Mines and Geology	24	9	15	6	11	2	*	1	*

Sr. No	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
44	Police Department	243	66	177	54	140	13	*	10	*
45	Printing and stationery	-	-	-	-	-	-	-	-	-
46	Prisons Deptt.	53	13	40	4	39	2	*	1	*
47	Prosecution	604	492	112	24	85	98	*	68	*
48	Public Health Engineering	180	90	90	65	90	18	*	17	*
49	PWD (B&R)	211	104	107	97	105	9	*	28	*
50	Registrar, Co-operative society	52	16	36	2	32	3	*	1	*
51	Renewable Energy Department	29	18	11	13	10	4	*	3	*
52	Revenue	260	99	161	57	161	19	*	-	*
53	Rural Development	9	1	8	1	8	-	*	-	*
54	SC and BC	29	11	18	4	10	2	*	1	*
55	Science and Technology	4	2	2	1	1	-	*	-	*
56	Secondary Education	37300	23254	14046	15115	5411	4707	*	2370	*
57	Secretary to Governor	-	-	-	-	-	-	-	-	-
58	Small Savings	-	-	-	-	-	-	-do-	-	*
59	Social Justice & Empowerment	24	10	14	8	9	2	*	2	*
60	Sports and Youth Affairs	399	1	398	1	257	-	*	-	*
61	State transport Haryana	86	33	53	19	35	6	*	3	*
62	Supplies and Disposals	6	3	3	1	-	-	*	-	*
63	Technical Education	654	554	100	426	54	110	*	78	*
64	Town and Country Planning	-	-	-	-	-	-	-	-	-
65	Treasury & Accounts	8	-	8	-	6	-	*	*	*
66	Urban Estate	1	-	1	-	-	-	*		*

Sr. No	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
67	Urban Local Bodies	-	-	-	-	-	-	-	-	-
68	Women & Child Development	207	84	123	60	108	15	*	9	*
	Total	53460	35815	17645	24101	8266	7195	---	3867	---

** Data not available as present reservation policy of the State Government does not provide reservation in promotions in Group A and B categories.*

Statement of representation of Scheduled Castes in Group C posts, as on 31.03.2013

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Advocate General	141	52	89	21	67	10	18	-	-
2	Agriculture	1573	1220	353	560	350	244	71	107	75
3	Animal Husbandry	3854	3485	369	2654	251	697	74	538	59
4	Archaeology and Museums	59	21	38	6	10	4	7	1	2
5	Archives	26	8	18	9	13	1	3	1	3
6	Ayush	701	647	54	443	42	129	10	31	-
7	Chief Architect	121	50	71	28	70	10	14	5	10
8	Chief Electoral Officer	187	104	83	74	79	21	16	8	19
9	Chief Electrical Inspector	33	20	13	12	11	3	2	-	-
10	Chief Engineer Panchayati Raj	46	23	23	23	23	5	5	5	5
11	Civil Aviation	32	24	8	3	12	5	2	2	-
12	Comm. Food and Drugs	237	160	77	112	26	32	15	15	4
13	Consolidations	226	121	105	85	47	24	21	-	-
14	Development and Panchayats	4146	3380	766	2775	534	676	153	135	514
15	DIPR	889	523	366	191	217	104	73	36	28
16	Economics and Statistical	373	184	189	60	173	37	38	17	36
17	Elementary Education	59553	52807	6746	45771	5451	10561	1349	7128	861
18	Employment Department	375	212	163	114	127	42	32	39	25
19	Environment Department	45	13	32	11	25	3	6	2	5
20	ESI	1125	794	331	382	164	159	66	96	28
21	Excise and Taxation	1211	822	389	378	303	164	78	-	-
22	Fisheries	287	157	130	109	111	31	26	-	-
23	Food and Supplies	1304	739	565	390	492	148	113	89	31

Sr. No	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
24	Forest Department	2799	1793	1006	947	782	358	201	315	201
25	Haryana Civil Secretariat Estt-I	683	389	294	95	214	77	54	16	38
26	Haryana Civil Secretariat Estt.-II	443	-	443	-	443	-	88	-	105
27	HIPA	159	98	61	48	27	20	12	-	-
28	HPSC	95	29	66	20	35	6	13	3	11
29	Haryana Tourism	23	6	17	3	15	1	3	-	-
30	Health Services	13539	10568	2971	7969	2086	2100	586	1596	439
31	Higher Education	1930	1048	882	454	636	210	176	30	79
32	Home Gaurds	424	174	250	59	189	35	50	6	44
33	Horticulture	123	73	50	39	46	15	10	7	10
34	Hospitality	99	46	53	24	51	9	11	2	14
35	IFCC	-	-	-	-	-	-	-	-	-
36	Industrial Training	4474	3730	744	1286	609	746	149	272	80
37	Industries and commerce	570	314	256	121	194	63	51	7	15
38	Irrigation and water Resources Deptt.	6002	4267	1735	2021	1233	853	347	386	81
39	Labour Department	566	331	235	250	191	66	47	30	23
40	Land Records	31	16	15	6	16	3	3	2	3
41	Law and Legislative	47	13	34	8	24	2	7	1	7
42	Local Audit	389	255	134	102	99	50	26	-	44
43	Mines and Geology	126	58	68	30	43	11	13	8	7
44	Police Department	53742	39622	14120	31103	10992	7924	2824	6393	1822
45	Printing and stationery	28	2	26	1	9	-	5	-	-
46	Prisons Deptt.	3066	2677	389	1476	352	535	78	297	62
47	Prosecution	172	103	69	66	68	20	14	10	13
48	Public Health Engineering	1843	1114	729	647	616	223	146	120	46
49	PWD (B&R)	2153	1507	646	987	684	301	129	180	120

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
50	Registrar, Co-op Society	1939	1446	493	898	344	286	94	159	81
51	Renewable Energy Department	94	78	16	51	11	15	3	14	-
52	Revenue	513	174	339	59	279	35	68	14	57
53	Rural Development	29	13	16	11	13	3	3	2	4
54	SC and BC	444	281	163	180	116	56	32	31	22
55	Science and Technology	7	4	3	3	3	-	-	-	1
56	Secondary Education	5978	4398	1580	3475	1177	879	317	491	356
57	Secretary to Governor	-	-	-	-	-	-	-	-	-
58	Small Savings	-	-	-	-	-	-	-	-	-
59	Social Justice & Empowerment	410	236	174	107	158	47	35	16	33
60	Sports and Youth Affairs	234	126	108	81	97	25	21	9	8
61	State transport Haryana	16343	178	16165	123	15926	37	3233	47	1067
62	Supplies and Disposals	51	26	25	11	23	5	5	-	-
63	Technical Education	345	243	102	199	84	49	20	39	18
64	Town and Country Planning	725	449	276	221	169	90	55	52	30
65	Treasury & Accounts	27	5	22	-	2	1	4	-	-
66	Urban Estate	135	81	54	29	29	14	11	2	5
67	Urban Local Bodies	487	259	228	177	147	52	46	47	17
68	Women & Child Development	1450	1394	56	732	53	278	11	164	14
	Total	199281	143190	56091	108330	46883	28610	11193	19023	6682

Statement of representation of Scheduled Castes in Group D posts, as on 31.03.2013

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Advocate General	69	66	3	59	3	13	-	-	-
2	Agriculture	1248	1247	1	835	1	249		194	-
3	Animal Husbandry	5562	5562	-	2567	-	1112	-	1187	-
4	Archaeology and Museums	32	32	-	17	-	6	-	7	-
5	Archives	12	10	2	6	1	2	-	1	-
6	Ayush	127	127	-	33	-	25	-	-	-
7	Chief Architect	25	24	1	24	1	5	-	7	-
8	Chief Electoral Officer	65	63	2	41	-	12	-	15	-
9	Chief Electrical Inspector	17	16	1	14	1	3	-	-	-
10	Chief Engineer Panchayati Raj	-	-	-	-	-	-	-	-	-
11	Civil Aviation	19	19	-	8	1	4	-	-	-
12	Comm. Food and Drugs	104	104	-	45	-	21	-	1	-
13	Consolidations	59	22	37	1	2	4	7	-	-
14	Development and Panchayats	235	235	-	165	-	47	-	33	-
15	DIPR	579	573	6	336	6	115	1	112	1
16	Economics and Statistical	93	93		70		18	-	-	-
17	Elementary Education	-	-	-	-	-	-	-	-	-
18	Employment Department	209	208	1	73	1	41	-	33	-
19	Environment Department	24	24	-	15	-	5	-	8	-
20	ESI	625	625	-	-	-	125	-	132	-
21	Excise and Taxation	875	875	-	555	-	175	-	183	-
22	Fisheries	308	285	23	234	10	57	5	-	-
23	Food and Supplies	520	520	0	295	0	104	0	92	0

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
24	Forest Department	667	527	140	390	85	105	28	73	14
25	Haryana Civil Secretariat Estt-I	83	7	76	-	53	-	14	-	11
26	Haryana Civil Secretariat Estt.-II	-	-	-	-	-	-	-	-	-
27	HIPA	19	19	-	8	-	4	-	-	-
28	HPSC	24	15	9	3	8	3	2	2	-
29	Haryana Tourism	9	8	1	3	-	2	-	-	-
30	Health Services	2254	2244	10	1489	10	446	2	374	3
31	Higher Education	176	173	3	66	3	35	-	18	2
32	Home Guards	142	142	-	66	-	28	-	16	-
33	Horticulture	394	385	9	274	4	77	2	65	-
34	Hospitality	15	3	12	1	14	-	3	1	3
35	IFCC	-	-	-	-	-	-	-	-	-
36	Industrial Training	823	820	3	648	3	164	1	164	1
37	Industries and commerce	199	197	2	49	2	39	-	-	-
38	Irrigation and water Resources Deptt.	2062	2062	-	1321	-	412	-	266	-
39	Labour Department	241	241	-	121	-	48	-	18	-
40	Land Records	6	6	-	4	-	1	-	1	-
41	Law and Legislative	23	18	5	12	3	4	1	1	1
42	Local Audit	22	22	-	22	-	4	-	-	6
43	Mines and Geology	135	135	-	112	-	27	-	28	-
44	Police Department	2004	2004	-	1654	-	400	-	180	-
45	Printing and Stationery	-	-	-	-	-	-	-	-	-
46	Prisons Deptt.	68	68	-	39	-	13	-	7	-
47	Prosecution	95	95	-	95	-	19	-	20	-
48	Public Health Engineering	32	28	4	16	4	6	-	-	-
49	PWD (B&R)	4134	3777	357	2399	486	750	69	750	69

Sr. No.	Name of the Department	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
50	Registrar, Co-operative society	667	667	-	293	-	73	-	72	-
51	Renewable Energy Department	26	26	-	20	-	5	-	4	-
52	Revenue	229	191	38	126	37	38	7	33	8
53	Rural Development	13	12	1	8	1	2	-	4	1
54	SC and BC	240	240	-	198	-	41	-	51	-
55	Science and Technology	4	4	-	4	-	1	-	2	-
56	Secondary Education	11961	11961	-	6760	-	2392	-	2392	-
57	Secretary to Governor	-	-	-	-	-	-	-	-	-
58	Small Savings	-	-	-	-	-	-	-	-	-
59	Social Justice & Empowerment	114	114	-	51	-	23	-	35	-
60	Sports and Youth Affairs	124	122	2	91	2	24	-	22	-
61	State Transport Haryana	2205	2205	-	1265	-	253	-	253	-
62	Supplies and Disposals	15	15	-	4	1	3	-	-	-
63	Technical Education	267	262	5	222	3	52	1	72	1
64	Town and Country Planning	184	184	-	75	-	37	-	19	-
65	Treasury & Accounts	8	8	-	3	-	2	-	-	-
66	Urban Estate	33	33	-	19	-	6	-	7	-
67	Urban Local Bodies	29	29	-	12	-	6	-	7	-
68	Women & Child Development	359	359	-	244	-	69	-	94	-
	Total	40912	40158	754	23580	746	7757	143	7056	121

Note: On analysis of data received from Secondary Education Department vide their letter dated 9.10.2014, it has been found that as per explanation provided by the department 616 number of SC employees in Group D were excess due to Court Cases and regularisation policy of the State Government. Similar position has been explained by PWD (B&R) Department.

**Statement of representation of Scheduled Castes in Group A equivalent posts in PSUs,
as on 31.03.2013**

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Agricultural Marketing Board	44	1	43	1	42	-	*	-	*
2	Agro Industries	7	7	-	4	-	-	*	-	*
3	Bhagat Phool Singh Mahila Vishwavidyalaya	87	87	-	72	-	17	*	5	*
4	Board of Ayurvedic and Unani	-	-	-	-	-	-	-	-	-
5	CADA	22	22	-	-	-	-	*	-	*
6	CCSHAU, Hisar	252	252	-	50	383	50	*	-	*
7	Central Co-op Bank Ambala	-	-	-	-	-	-	-	-	-do-
8	Central Co-op Bank Bhiwani	-	-	-	-	-	-	-	-	-
9	Central Co-op Bank Faridabad	-	-	-	-	-	-	-	-	-
10	Central Co-op Bank Fatehabad	-	-	-	-	-	-	-	-	-
11	Central Co-op Bank Gurgaon	-	-	-	-	-	-	-	-	-
12	Central Co-op Bank Hisar	-	-	-	-	-	-	-	-	-
13	Central Co-op Bank Jhajjar	-	-	-	-	-	-	-	-	-
14	Central Co-op Bank Jind	-	-	-	-	-	-	-	-	-
15	Central Co-op Bank Kaithal	-	-	-	-	-	-	-	-	-
16	Central Co-op Bank Karnal	-	-	-	-	-	-	-	-	-
17	Central Co-op Bank Kurukshetra	-	-	-	-	-	-	-	-	-
18	Central Co-op Bank Mahendergarh	-	-	-	-	-	-	-	-	-
19	Central Co-op Bank Panchkula	-	-	-	-	-	-	-	-	-
20	Central Co-op Bank Panipat	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
21	Central Co-op Bank Rewari	-	-	-	-	-	-	-	-	-
22	Central Co-op Bank Rohtak	-	-	-	-	-	-	-	-	-
23	Central Co-op Bank Sirsa	-	-	-	-	-	-	-	-	-
24	Central Co-op Bank Sonipat	-	-	-	-	-	-	-	-	-
25	Central Co-op Bank Yamuna Nagar	-	-	-	-	-	-	-	-	-
26	Ch. Devi Lal Co-op Sugar Mills Gohana	6	1	5	1	3	-	*	-	*
27	Chaudhary Devi Lal University, Sirsa	116	116	-	67	-	23	*	6	*
28	CONFED	22	8	14	4	3	2	*	-	*
29	Deenbaandhu Chotu Ram University of Science & Technology Murthal	-	-	-	-	-	-	-	-	-
30	DHBVN, Hisar	119	11	108	4	105	2	*	-	*
31	Forest Development Board							*		*
32	GJU Hisar	31	23	8	6	16	4	*	2	*
33	HARTRON	23	5	18	-	20	1	*	-	*
34	Haryana Backward Classes and Economically Weaker Sections Kalyan Nigam	-	-	-	-	-	-	-	-	-
35	Haryana Board of School Education, Bhiwani	44	16	28	5	28	3	*	-	*
36	Haryana Dairy Development Co-op Fed.	48	-	48	-	9	-	*	-	*
37	Haryana Financial Corpn.	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
38	Haryana land Reclamation and Development Corpn.	4	1	3		1	-	*	-	Not applicable
39	Haryana Police Housing Corpn.	10	2	8		7	-	*	-	*
40	Haryana Sahitya Academy	1	1	-	1	-	-	*	-	*
41	Haryana Scheduled Caste Finance and Development Corpn.	2	2	-	2	-	-	*	1	*
42	Haryana seeds Certification agency.	5	-	5	-	5	-	*	-	*
43	Haryana Seeds Development Corpn.	9	8	1	1	-	-	*	-	*
44	Haryana State Co-op Agriculture and Rural development bank ltd	15	-	15	-	2	-	*	-	*
45	Haryana State Co-op Apex Bank Ltd.	-	-	-	-	-	-	-	-	-
46	Haryana State Co-op Development Fed.	-	-	-	-	-	-	-	-	-
47	Haryana State Co-op Housing Fed.	-	-	-	-	-	-	-	-	-
48	Haryana State Co-op Labour and Construction Fed.	3	1	2	-	-	-	*	-	*
49	Haryana State Co-op Supply and Marketing Fed.	86	31	55	22	29	5	*	4	*
50	Haryana State Fed. of Co-op Sugar Mills Ltd.	6	6	-	4	-	1	*	-	*

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
51	Haryana State Fed. of Consumers Co-op Wholesale Stores Ltd.	22	8	14	4	3	2	*	-	*
52	Haryana State Industrial and Infrastructure Development Corpn.	-	-	-	-	-	-	-	-	-
53	Haryana State Pollution Control Board	22	5	17	1	15	1	*	-	*
54	Haryana State Warehousing Corpn.	8	1	7	2	3	-	*	-	*
55	Haryana Tourism Corpn.	17	10	7	4	8	2	*	-	*
56	Haryana Urban Development Authority	95	32	63	19	42	1	*	1	*
57	Haryana Vidyut Prasaran Nigam	1	1	-	-	-	-	*	-	*
58	Housing Board Haryana	15	5	10	1	7	1	*	-	*
59	HPGCL	536	-	536	-	450	-	*	-	*
60	Jind Co-op Sugar Mills	-	-	-	-	-	-	-	-	-
61	Kaithal Co-op Sugar Mills	-	-	-	-	-	-	-	-	-
62	Karnal Co-op Sugar Mills	4	-	4	-	-	-	*	-	*
63	Khadi and Village Industries Board	-	-	-	-	-	-	-	-	-
64	Kurukshetra Development Board	1	1	-	1	-	-	-	-	-
65	Kurukshetra University	20	20	-	4	-	5	*	-	*
66	M.D U Rohtak	498	479	19	183	182	92	*	36	*
67	Meham Co-op Sugar Mill	-	-	-	-	-	-	-	-	-
68	Palwal Co-op Sugar Mill	-	-	-	-	-	-	-	-	-
69	Panipat Co-op Sugar Mill	5	5	-	5	-	-	*	-	*

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
			70	Rohtak Co-op Sugar Mill	5	5	-	5	-	-
71	Shahabad Co-op Sugar Mill	-	-	-	-	-	-	-	-	-
72	Social Welfare Board Chandigarh	1		1	-	-	-	*	-	*
73	Sonipat Co-op Sugar Mill	5	5	-	2	-	-	*	-	*
74	U.H.B.V.N	-	-	-	-	-	-	-	-	-
75	University of Health Sciences, Rohtak	405	326	79	255	55	61	*	27	*
76	Women Devp. Corpn. Ltd.	-	-	-	-	-	-	-	-	-
	Total	2622	1504	1118	730	1418	273	---	82	---

** Data not available as present reservation policy of the State Government does not provide reservation in promotions in Group A and B categories.*

**Statement of representation of Scheduled Castes in Group B equivalent posts in PSUs,
as on 31.03.2013**

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Agricultural Marketing Board	202	56	146	18	146	11	*	3	*
2	Agro Industries	29	20	9	1	5	3	*	-	*
3	Bhagat Phool Singh Mahila Vishwavidyalaya	16	16	-	10	-	3	*	1	*
4	Board of Ayurvedic and Unani	2	1	1	1	1	-	*	-	*
5	CADA	31	26	5	-	5	5	*	-	*
6	CCSHAU, Hisar	791	791	-	172	-	158	*	15	*
7	Central Co-op Bank Ambala	-	-	-	-	-	-	-	-	-
8	Central Co-op Bank Bhiwani	-	-	-	-	-	-	-	-	-
9	Central Co-op Bank Faridabad	-	-	-	-	-	-	-	-	-
10	Central Co-op Bank Fatehabad	-	-	-	-	-	-	-	-	-
11	Central Co-op Bank Gurgaon	-	-	-	-	-	-	-	-	-
12	Central Co-op Bank Hisar	-	-	-	-	-	-	-	-	-
13	Central Co-op Bank Jhajjar	-	-	-	-	-	-	-	-	-
14	Central Co-op Bank Jind	-	-	-	-	-	-	-	-	-
15	Central Co-op Bank Kaithal.	-	-	-	-	-	-	-	-	-
16	Central Co-op bank Karnal	-	-	-	-	-	-	-	-	-
17	Central Co-op Bank Kurukshetra	-	-	-	-	-	-	-	-	-
18	Central Co-op Bank Mahendergarh	-	-	-	-	-	-	-	-	-
19	Central Co-op Bank Panchkula	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
20	Central Co-op Bank Panipat	-	-	-	-	-	-	-	-	-
21	Central Co-op Bank Rewari	-	-	-	-	-	-	-	-	-
22	Central Co-op Bank Rohtak	-	-	-	-	-	-	-	-	-
23	Central Co-op Bank Sirsa	-	-	-	-	-	-	-	-	-
24	Central Co-op Bank Sonipat	-	-	-	-	-	-	-	-	-
25	Central Co-op Bank Yamuna Nagar	-	-	-	-	-	-	-	-	-
26	Ch. Devi Lal Co-op Sugar Mills Gohana	3		3	1	-	-	*	-	*
27	Chaudhary Devi Lal University, Sirsa	31	18	13	15	11	2	*	-	*
28	CONFED	27	9	18	4	7	2	*	2	*
29	Deenbaandhu Chotu Ram University of Science & Technology Murthal	-	-	-	-	-		-	-	-
30	DHBVN, Hisar	212	18	194	8	150	4	*	-	*
31	Forest Devp. Corpn.	-	-	-	-	-	-	-	-	-
32	GJU Hisar	42	20	22	11	22	4	*	2	*
33	HARTRON	57	8	49	-	40	2	*	-	*
34	Haryana Backward Classes and economically Weaker Sections Kalyan Nigam	17	5	12	2	11	1	*	-	*
35	Haryana Board of School Education, Bhiwani	126	4	122	-	113	1	*	-	*
36	Haryana Dairy Devp. Cooperative Fed. Ltd.	46	13	33	-	16	3	*	-	*

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
37	Haryana Financial Corpn.	67	-	67	-	50	-	*	-	*
38	Haryana land Reclamation and Devp. Corpn.	21		21	-	14	-	*		*
39	Haryana Police Housing Corpn.	16	7	9	5	8	1	*	1	*
40	Haryana Sahitya Academy	3	-	3	1	1	-	*	-	*
41	Haryana Scheduled Caste Finance and Devp. Corpn.	23	9	14	5	10	2	*	2	*
42	Haryana seeds Certification agency.	4	-	4	-	4	-	*	-	*
43	Haryana seeds Devp. Corpn.	39	19	20	-		4	*	3	*
44	Haryana State Co-op Agriculture and Rural Devp. Bank Ltd	122	39	83	6	63	8	*	1	*
45	Haryana State Co-op Apex Bank Ltd.	44	-	44	-	44	-	*	-	*
46	Haryana State Co-op Devp. Fed. Ltd.	-	-	-	-	-	-	-	-	-
47	Haryana State Co-op Housing Fed. Ltd	-	-	-	-	-	-	-	-	-
48	Haryana State Co-op Labour and Construction Fed. Ltd.	11	6	5	-	5	1	*	-	*
49	Haryana State Co-op Supply and Marketing Fed.	64	6	58	3	31	1	*	-	*
50	Haryana State Fed. of Co-op Sugar Mills Ltd	4	4	-	-	-	1	*	-	*

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
51	Haryana State Fed. of Consumers Co-op Wholesale Stores Ltd.	27	9	18	4	7	2	*	-	*
52	Haryana State Industrial and Infrastructure Devp. Corpn.	-	-	-	-	-	-	-	-	-
53	Haryana State Pollution Control Board	49	30	19	14	15	6	*	4	*
54	Haryana State Warehousing Corpn.	20	7	13	2	12	1	*	-	*
55	Haryana Tourism Corpn.	49	37	12	2	26	7	*	1	*
56	Haryana Urban Devp. Authority	219	125	94	51	40	23	*	8	*
57	Haryana Vidyut Prasaran Nigam	254	157	97	95	67	31	*	21	*
58	Housing Board Haryana	29	3	26	5	10	1	*	-	*
59	HPGCL	376	244	132	187	94	49	*	43	*
60	Jind Co-op Sugar Mills	-	-	-	-	-	-	-	-	-
61	Kaithal Co-op Sugar Mill	4	4	-	2	-	1	*	-	*
62	Karnal Co-op Sugar Mill	2	-	2	-	-	-	*	-	*
63	Khadi and Village Industries Board	-	-	-	-	-	-	-	-	-
64	Kurukshetra Devp. Board	4	3	1	3	1	1	*	-	*
65	Kurukshetra University	-	-	-	-	-	-	*	-	*
66	M.D U Rohtak	84	23	61	16	58	2	*	-	*
67	Meham Co-op Sugar Mill	-	-	-	-	-	-	-	-	-
68	Palwal Co-op Sugar Mill	-	-	-	-	-	-	-	-	-
69	Panipat Co-op Sugar Mill	4	4	-	1	-	1	*	-	*
70	Rohtak Co-op Sugar Mill	4	4	-	1	2	1	*	-	*
71	Shahabad Co-op Sugar Mill	-	-	-	-	-	-	-	-	-

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
72	Social Welfare Board Chandigarh	-	-	-	-	-	-	-	-	-
73	Sonipat Co-op Sugar Mill	5	5	-	1	-	1	*	-	*
74	U.H.B.V.N	259	147	112	97	110	29	*	21	*
75	University of Health Sciences, Rohtak	120	49	71	55	20	5	*	2	*
76	Women Devp. Corpn. Ltd.	15	9	6	4	4	2	*	-	*
	Total	3574	1955	1619	803	1223	380	---	130	---

** Data not available as present reservation policy of the State Government does not provide reservation in promotions in Group A and B categories.*

**Statement of representation of Scheduled Castes in Group C equivalent posts in PSUs,
as on 31.03.2013**

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Agricultural Marketing Board	2591	1575	1016	1126	646	315	203	232	126
2	Agro Industries	121	97	24	113	17	19	5	-	-
3	Bhagat Phool Singh Mahila Vishwavidyalaya	61	61	-	26	-	10	-	3	-
4	Board of Ayurvedic and Unani	3	2	1	-	1	-	-	-	-
5	CADA	292	246	46	77	20	-	-	-	-
6	CCSHAU, Hisar	956	394	562	190	504	79	112	22	66
7	Central Co-op Bank Ambala	162	96	66	8	43	19	13	-	5
8	Central Co-op Bank Bhiwani	207	122	85	8	83	24	17	-	7
9	Central Co-op Bank Faridabad	217	158	59	71	42	31	12	7	4
10	Central Co-op Bank Fatehabad	135	77	58	55	63	15	11	-	8
11	Central Co-op Bank Gurgaon	147	81	66	4	59	16	13	2	10
12	Central Co-op Bank Hisar	226	124	102	28	102	25	20	-	8
13	Central Co-op Bank Jhajjar	124	73	51	12	39	2	6	1	3
14	Central Co-op Bank Jind	227	157	70	79	74	31	14	6	13
15	Central Co-op Bank Kaithal	196	120	76	-	16	24	15	-	-
16	Central Co-op Bank Karnal	215	121	94	-	192	24	19	24	19
17	Central Co-op Bank Kurukshetra	179	98	81	8	91	20	16	1	12
18	Central Co-op Bank Mahendergarh	100	57	43	7	35	11	8	-	4
19	Central Co-op Bank Panchkula	80	48	32	4	30	10	6	-	3
20	Central Co-op Bank Panipat	120	96	24	-	10	19	5	-	18

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
21	Central Co-op Bank Rewari	106	63	43	7	43	13	9	1	6
22	Central Co-op Bank Rohtak	122	27	95	7	47	5	19		6
23	Central Co-op Bank Sirsa	455	346	109	8	102	69	22	-	-
24	Central Co-op Bank Sonipat	207	127	80	51	60	25	16	2	2
25	Central Co-op Bank Yamuna Nagar	153	86	67	5	71	17	13	1	13
26	Ch. Devi Lal Co-op Sugar Mill Gohana	277	138	139	122	123	28	28	7	8
27	Chaudhary Devi Lal University, Sirsa	142	89	53	79	24	18	11	11	3
28	CONFED	184	124	60	87	13	25	12	24	4
29	Deenbaandhu Chotu Ram University of Science & Technology Murthal	170	88	82	72	39	18	16	-	-
30	DHBVN, Hisar	11149	6725	4424	3417	3957	1345	884	522	814
31	Forest Devp. Board									
32	GJU Hisar	416	262	154	189	148	52	31	24	35
33	HARTRON	195	51	144	18	125	10	29	-	8
34	Haryana Backward Classes and Economically Weaker Sections Kalyan Nigam	25	3	22	-	11	1	4	1	1
35	Haryana Board of School Education, Bhiwani	709	293	416	7	378	58	83	-	86
36	Haryana Dairy Devp. Cooperative Federation	57	17	40	8	12	3	8	2	1
37	Haryana Financial Corpn.	76	10	66	10	52	2	13	1	5

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
38	Haryana Land Reclamation and Devp. Corpn.	111	49	62	19	55	10	12	4	9
39	Haryana Police Housing Corpn.	122	69	53	55	29	14	11	15	2
40	Haryana Sahitya Academy	16	9	7	9	6	2	1	-	-
41	Haryana Scheduled Caste Finance and Devp. Corpn.	129	78	51	20	50	16	10	1	19
42	Haryana seeds Certification agency.	56	48	8	41	8	10	2	6	-
43	Haryana Seeds Devp. Corpn.	250	170	80	118	78	34	16	16	12
44	Haryana State Co-op Agriculture and rural dvpt bank ltd	1330	969	361	493	310	194	72	35	56
45	Haryana State Co-op Apex Bank Ltd.	408	205	203	118	176	40	40	15	18
46	Haryana State Co-op Devp. Federation	115	67	48	19	22	13	10	1	7
47	Haryana State Co-op Housing Federation	75	58	17	25	16	12	3	-	3
48	Haryana State Co-op Labour and Construction Federation	86	70	16	10	14	14	3	1	3
49	Haryana State Co-op Supply and Marketing Federation	1081	595	486	357	312	119	97	89	42
50	Haryana State Federation of Co-op Sugar Mills Ltd.	31	15	16	6	6	3	3	-	-

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
51	Haryana State Federation of Consumers Co-op Wholesale Stores Ltd.	184	124	60	87	13	25	12	24	4
52	Haryana State Industrial and Infrastructure Devp. Corpn.	554	370	184	140	108	74	37	18	10
53	Haryana State Pollution Control Board	122	73	49	41	44	15	10	5	9
54	Haryana State Warehousing Corpn.	728	437	291	293	151	87	58	58	43
55	Haryana Tourism Corpn.	692	351	341	327	169	70	68	39	28
56	Haryana Urban Devp. Authority	1844	1154	690	632	389	217	136	140	116
57	Haryana Vidyut Prasaran Nigam	7299	3128	4171	1195	2319	625	834	298	391
58	Housing Board Haryana	235	136	99	80	121	27	20	8	3
59	HPGCL	3422	804	2618	594	1818	161	523	114	276
60	Jind Co-op Sugar Mills	171	171	-	-	2	34	-	16	-
61	Kaithal Co-op Sugar Mill	106	106	-	90	31	21	-	4	-
62	Karnal Co-op Sugar Mill	236	236	-	-	-	47	-	12	-
63	Khadi and Village Industries Board	29	24	5	-	6	5	1	-	-
64	Kurukshetra Devp. Board	16	11	5	19	5	2	1	1	-
65	Kurukshetra University	1061	491	570	249	549	98	114	34	100
66	M.D U Rohtak	1155	696	459	510	382	93	87	44	43
67	Meham Co-op Sugar Mill	140	116	24	182	47	23	5	6	2
68	Palwal Co-op Sugar Mill	22	22	-	15	-	4	-	-	-
69	Panipat Co-op Sugar Mill	262	209	53	103	48	18	-	14	-
70	Rohtak Co-op Sugar Mill	270	270	-	161	49	44	-	14	-

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
71	Shahabad Co-op Sugar Mill	-	-	-	-	-	-	-	-	-
72	Social Welfare Board Chandigarh	11	5	6	4	3	1	1	-	-
73	Sonipat Co-op Sugar Mill	261	261	-	199	2	19	-	19	-
74	U.H.B.V.N	14720	10519	4201	1932	2783	2103	840	900	536
75	University of Health Sciences, Rohtak	1932	1409	523	1165	463	232	137	100	94
76	Women Devp. Corpn. Ltd.	38	28	10	15	12	5	2	-	-
	Total	60122	35805	24317	15226	17868	6914	4859	2945	3124

**Statement of representation of Scheduled Castes in Group D equivalent posts in PSUs,
as on 31.03.2013**

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Agricultural Marketing Board	309	309	-	262	-	62	-	61	-
2	Agro Industries	35	35	-	24	-	5	-	-	-
3	Bhagat Phool Singh Mahila Vishwavidyalaya	142	142	-	65	-	28	-	6	-
4	Board of Ayurvedic and Unani	1	1	-	1	-	-	-	-	-
5	CADA	70	38	32	33	-	7	6	5	9
6	CCSHAU, Hisar	-	-	-	-	-	-	-	-	-
7	Central Co-op Bank Ambala	84	78	6	14	5	16	1	5	-
8	Central Co-op Bank Bhiwani	92	88	4	11	2	17	1	3	-
9	Central Co-op Bank Faridabad	71	68	3	18	2	13	1	1	-
10	Central Co-op Bank Fatehabad	67	64	3	5	3	13	1	-	-
11	Central Co-op Bank Gurgaon	103	98	5	28	4	19	1	4	-
12	Central Co-op Bank Hisar	127	122	5	30	5	24	1	2	-
13	Central Co-op Bank Jhajjar	51	51	-	13	-	2	-	1	-
14	Central Co-op Bank Jind	80	73	7	14	6	15	1	2	1
15	Central Co-op Bank Kaithal	64	60	4	60	2	12	1	-	-
16	Central Co-op Bank Karnal	111	105	6	-	12	21	1	20	1
17	Central Co-op Bank Kurukshetra	106	100	6	6	7	20	1	-	2
18	Central Co-op Bank Mahendergarh	57	55	2	19	-	11	-	2	-
19	Central Co-op Bank Panchkula	34	31	3	2	3	6	1	-	6
20	Central Co-op Bank Panipat	43	13	30	-	1	3	6	-	1

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
21	Central Co-op Bank Rewari	46	42	4	41	5	8	1	10	1
22	Central Co-op Bank Rohtak	52	52	-	13	-	10	-	-	-
23	Central Co-op Bank Sirsa	98	98	-	28	-	19	-	-	-
24	Central Co-op Bank Sonipat	87	83	4	20	-	16	1	1	2
25	Central Co-op Bank Yamuna Nagar	64	-	64	-	15	-	13	-	4
26	Ch. Devi Lal Cooperative Sugar Mills Gohana	190	95	95	82	83	19	19	8	9
27	Chaudhary Devi Lal University	30	30	-	29	-	6	-	1	-
28	CONFED	81	81	-	69	-	16	-	19	-
29	Deenbaandhu Chotu Ram University of Science & Technology Murthal	91	91	-	54	-	18	-	-	-
30	DHBVNL Hisar	1517	1120	397	415	104	224	79	92	21
31	Forest Devp. Board	-	-	-	-	-	-	-	-	-
32	GJU Hisar	184	181	3	131	5	36	-	44	-
33	HARTRON	53	53	-	36	-	11	-	7	-
34	Haryana Backward Classes and Economically Weaker Sections Kalyan Nigam	30	30	-	18	-	6	-	9	-
35	Haryana Board of School Education, Bhiwani	226	190	36	29	31	38	7	9	-
36	Haryana Dairy Devp. Cooperative Fed.	14	10	4	10	-	2	1	3	-
37	Haryana Financial Co-op	48	48	-	43	-	9	-	16	-

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
38	Haryana land Reclamation and Devp. Co-op	35	34	1	28	1	7	-	7	-
39	Haryana Police Housing Co-op	222	152	70	137	44	30	14	33	3
40	Haryana Sahitya Academy	3	3	-	3	-	-	-	-	-
41	Haryana Scheduled Caste Finance and Devp. Co-op	59	58	1	48	-	11	-	27	-
42	Haryana seeds Certification agency.	32	32	-	27	-	6	-	4	-
43	Haryana seeds Devp. Co-op	65	64	1	64	1	13	-	19	-
44	Haryana State Co-op Agriculture and Rural Devp. Bank Ltd	532	488	44	393	34	98	9	31	8
45	Haryana State Co-op Apex Bank Ltd.	102	102	-	59	-	20	-	14	-
46	Haryana State Co-op Devp. Fed. Ltd.	29	28	1	27	-	5	-	7	1
47	Haryana State Co-op Housing Fed. Ltd	17	17	-	11	-	3	-	3	-
48	Haryana State Cooperative Labour and Construction Fed.	37	37	-	24	-	7	-	5	-
49	Haryana State Co-op Supply and Marketing Fed.	78	67	11	324	10	13	2	33	2
50	Haryana State Fed. of Co-op Sugar Mills Ltd.	10	10	-	3	4	2	-	-	-

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
51	Haryana State Fed. of Consumers Co-op Wholesale Stores Ltd.	81	81	-	69	-	16	-	19	-
52	Haryana State Industrial and Infrastructure Devp. Co-op Ltd.	-	-	-	-	-	-	-	-	-
53	Haryana State Pollution Control Board	48	46	2	32	2	9	-	7	-
54	Haryana State Warehousing Co-op	564	564	-	276	-	113	-	-	-
55	Haryana Tourism Co-op	1415	1373	42	1090	11	275	8	280	40
56	Haryana Urban Devp. Authority	359	359	-	238	-	72	-	55	-
57	Haryana Vidyut Prasaran Nigam	2052	2015	37	676	34	403	7	284	7
58	Housing Board Haryana	151	151	-	151	-	30	-	39	-
59	HPGCL	-	-	-	-	-	-	-	-	-
60	Jind Co-op Sugar Mill	151	151	-	151	-	30	-	7	-
61	Kaithal Co-op. Sugar Mill	82	82	-	82	8	16	-	9	-
62	Karnal Co-op Sugar Mill	211	211	-	-	-	42	-	73	-
63	Khadi and Village Industries Board	-	-	-	-	-	-	-	-	-
64	Kurukshetra Devp. Board	61	61	-	61	-	12	-	18	-
65	Kurukshetra University	888	778	110	374	73	155	22	132	18
66	M.D U Rohtak	236	203	33	145	30	38	7	22	6
67	Meham Co-op Sugar Mill	151	138	13	138	13	28	3	18	-
68	Palwal Co-op Sugar Mills	-	-	-	-	-	-	-	-	-
69	Panipat Co-op Sugar Mill	314	221	93	221	93	16	-	53	22

Sr. No.	Name of the PSUs	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
70	Rohtak Co-op Sugar Mill	188	188	-	162	46	22	-	25	-
71	Shahabad Co-op Sugar Mill	-	-	-	-	-	-	-	-	-
72	Social Welfare Board Chandigarh	3	3	-	2	-	1	-	-	-
73	Sonipat Co-op Sugar Mill	200	200	-	200	-	23	-	39	-
74	U.H.B.V.N	831	831	-	453	-	166	-	79	-
75	University of Health Sciences, Rohtak	92	-	92	-	54	-	18	-	20
76	Women Devp. Co-op Ltd.	24	24	-	19	-	5	-	-	-
	Total	13781	12507	1274	7311	753	2419	234	1673	184

Statement of representation of Scheduled Castes in Group A posts in Commissioner and Deputy Commissioner Offices, as on 31.03.2013

Sr. No.	Name of the Commissioner/Dy. Commissioner	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Commissioner Ambala	-	-	-	-	-	-	-	-	-
2	Commissioner Rohtak	-	-	-	-	-	-	-	-	-
3	Commissioner, Gurgaon	1	-	1	-	-	-	*	-	*
4	Commissioner, Hisar	1	-	1	-	-	-	*	-	*
5	D.C. Hisar	-	-	-	-	-	-	-	-	-
6	D.C. Jind	-	-	-	-	-	-	-	-	-
7	D.C.Kurukshetra	-	-	-	-	-	-	-	-	-
8	DC Kaithal	-	-	-	-	-	-	-	-	-
9	DC Panipat	-	-	-	-	-	-	-	-	-
10	DC, Bhiwani	-	-	-	-	-	-	-	-	-
11	DC, Gurgaon	-	-	-	-	-	-	-	-	-
12	DC, Jhajjar	-	-	-	-	-	-	-	-	-
13	DC, Mahendergarh at Narnaul	-	-	-	-	-	-	-	-	-
14	DC, Panchkula	-	-	-	-	-	-	-	-	-
15	DC, Rewari	6	2	4	2	-	-	*	-	*
16	DC, Rohtak	-	-	-	-	-	-	-	-	-
17	DC, Sirsa	-	-	-	-	-	-	-	-	-
18	DC, Yamunagar	-	-	-	-	-	-	-	-	-
19	DC,Ambala	-	-	-	-	-	-	-	-	-
20	DC, Faridabad	-	-	-	-	-	-	-	-	-
21	DC, Fatehabad	-	-	-	-	-	-	-	-	-
22	DC, Karnal	-	-	-	-	-	-	-	-	-
23	DC, Mewat	-	-	-	-	-	-	-	-	-
24	DC, Palwal	-	-	-	-	-	-	-	-	-
25	DC, Sonapat	-	-	-	-	-	-	-	-	-
	Total	8	2	6	2	0	0	0	0	0

* Data not available as present reservation policy of the State Government does not provide reservation in promotions in Group A and B categories.

Statement of representation of Scheduled Castes in Group B posts in Commissioner and Deputy Commissioner Offices, as on 31.03.2013

Sr · N o.	Name of the Commissioner/ Dy. Commissioner	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Commissioner Ambala		-	-	-	-	-	-	-	-
2	Commissioner Rohtak	-	-	-	-	-	-	-	-	-
3	Commissioner, Gurgaon	2	1	1	-	-	-	*	-	*
4	Commissioner, Hisar	2	1	1	-	-	-	*	-	*
5	D.C. Hisar	-	-	-	-	-	-	-	-	-
6	D.C. Jind	-	-	-	-	-	-	-	-	-
7	D.C.Kurukshetra	-	-	-	-	-	-	-	-	-
8	DC Kaithal	-	-	-	-	-	-	-	-	-
9	DC Panipat	-	-	-	-	-	-	-	-	-
10	DC Sirsa	-	-	-	-	-	-	-	-	-
11	DC, Bhiwani	-	-	-	-	-	-	-	-	-
12	DC, Gurgaon	-	-	-	-	-	-	-	-	-
13	DC, Jhajjar	-	-	-	-	-	-	-	-	-
14	DC, Mahendergarh at Narnaul	-	-	-	-	-	-	-	-	-
15	DC, Panchkula	-	-	-	-	-	-	-	-	-
16	DC, Rewari	5	3	2	3	-	-	*	-	*
17	DC, Rohtak	-	-	-	-	-	-	-	-	-
18	DC, Yamunagar	-	-	-	-	-	-	-	-	-
19	DC,Ambala	-	-	-	-	-	-	-	-	-
20	DC,Faridabad	-	-	-	-	-	-	-	-	-
21	DC,Fatehabad	-	-	-	-	-	-	-	-	-
22	DC,Karnal	-	-	-	-	-	-	-	-	-
23	DC,Mewat	-	-	-	-	-	-	-	-	-
24	DC,Palwal	-	-	-	-	-	-	-	-	-
25	DC, Sonapat	-	-	-	-	-	-	-	-	-
	Total	9	5	4	3	0	0	0	0	0

* Data not available as present reservation policy of the State Government does not provide reservation in promotions in Group A and B categories.

Statement of representation of Scheduled Castes in Group C posts in Commissioner and Deputy Commissioner Offices, as on 31.03.2013

Sr · N o.	Name of the Commissioner/ Dy. Commissioner	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Commissioner Ambala Division	703	394	309	225	231	79	62	41	56
2	Commissioner Rohtak Division	124	8	116	7	112	2	23	-	-
3	Commissioner, Gurgaon	30	14	16	12	13	3	3	-	-
4	Commissioner, Hisar	132	13	119	9	106	3	24	2	19
5	D.C, Hisar	118	97	21	82	21	19	4	15	11
6	D.C. Jind	104	83	21	50	19	16	5	3	4
7	D.C.Kurukshetra	148	82	66	47	57	16	12	10	15
8	DC Kaithal	143	79	64	40	48	16	13	12	11
9	DC Panipat	88	71	17	45	15	14	3	7	2
10	DC Sirsa	86	68	18	44	14	13	3	8	4
11	DC, Bhiwani	108	86	22	43	18	17	4	-	-
12	DC, Gurgaon	87	70	17	39	11	14	3	5	2
13	DC, Jhajjar	124	78	46	43	39	16	9	5	12
14	DC, Mahendergarh at Narnaul	123	68	55	51	43	13	11	9	6
15	DC, Panchkula	90	50	40	36	36	10	8	7	7
16	DC, Rewari	246	160	86	92	70	32	17	19	8
17	DC, Rohtak	95	56	39	35	26	11	8	7	1
18	DC, Yamunagar	126	74	52	38	33	15	9	5	7
19	DC, Ambala	150	93	57	61	41	19	11	8	11
20	DC, Faridabad	75	60	15	48	15	12	3	9	3
21	DC, Fatehabad	96	78	18	65	17	15	3	14	3
22	DC, Karnal	112	75	37	36	37	15	7	-	-
23	DC, Mewat	89	63	26	4	6	12	5	5	-
24	DC, Palwal	46	37	9	36	4	7	2	7	1
25	DC, Sonapat	103	87	16	53	16	17	3	12	3
	Total	3346	2044	1302	1241	1048	406	255	210	186

Statement of representation of Scheduled Castes in Group D posts in Commissioner and Deputy Commissioner Offices, as on 31.03.2013

Sr. No.	Name of the Commissioner/Dy. Commissioner	No. of the Sanctioned Posts Cadre wise	Meant for		Filled up		No. of posts reserved for SC as per reservation policy (based on sanctioned strength)		Present representation of SC	
			Direct	Promotion	Direct	Promotion	Direct	Promotion	Direct	Promotion
1	Commissioner Ambala	376	367	9	202	3	73	2	77	1
2	Commissioner Rohtak	10	8	2	-	-	2	-	-	-
3	Commissioner, Gurgaon	13	11	2	6	-	2	-	-	-
4	Commissioner, Hisar	14	12	2	8	1	2	-	1	-
5	D.C. Hisar	119	115	4	77	2	23	-	29	-
6	D.C. Jind	115	115	-	69	-	23	-	19	-
7	D.C.Kurukshetra	70	69	1	40	1	13	-	22	-
8	DC Kaithal	82	81	1	42	1	16	2	16	-
9	DC Panipat	68	66	2	39	2	13	-	15	2
10	DC Sirsa	106	106	-	70	-	21	-	22	-
11	DC, Bhiwani	114	114	-	64	-	23	-	-	-
12	DC, Gurgaon	65	65	-	34	-	13	-	13	-
13	DC, Jhajjar	86	83	3	32	-	17	-	8	-
14	DC, Mahendergarh at Narnaul	68	68	-	31	-	13	-	12	-
15	DC, Panchkula	36	35	1	28	-	7	-	5	-
16	DC, Rewari	65	63	2	33	2	12	-	5	-
17	DC, Rohtak	58	58	-	43	-	12	-	7	-
18	DC, Yamunagar	73	69	4	42	-	13	-	19	-
19	DC,Ambala	91	88	3	39	1	18	-	18	1
20	DC, Faridabad	52	50	2	30	2	10	-	8	-
21	DC, Fatehabad	87	87	-	49	-	17	-	20	-
22	DC, Karnal	81	81	-	41	-	16	-	-	-
23	DC, Mewat	41	31	10	9	-	6	2	2	-
24	DC, Palwal	49	49	-	17	-	10	-	4	-
25	DC, Sonapat	70	70	-	43	-	14	-	11	-
	Total	2009	1961	48	1088	15	389	6	333	4