

Note for Pad

Haryana KaushalRozgar Nigam (HKRNL) was established with the primary objective of facilitating the deployment of contractual manpower across various government and private entities in the State of Haryana through a dedicated online portal. The purpose is to uplift needy and underprivileged candidates, ensuring transparency, timely payments, and compliance with labor laws, while eliminating the exploitation of contractual manpower by private contractors.

The implementation of contractual manpower deployment through HKRNL represents a significant reform in the welfare of contractual workers, addressing concerns related to wages, statutory benefits, and overall working conditions. The government aimed to eradicate irregularities and exploitation by establishing HKRNL, thus ensuring fair treatment and removing past instances of manpower exploitation by private contractors.

Key Focus Areas of Haryana KaushalRozgar Nigam Limited:

1. HKRNL is committed to providing opportunities for socio-economically disadvantaged individuals, focusing on their empowerment through employment.
2. The Nigam ensures timely payment of salaries and benefits, including EPF, ESI, and LWF, to the deployed manpower in adherence to government policies.
3. HKRNL strictly adheres to the Deployment of Contractual Persons Policy-2022, as specified by the Government of Haryana, to maintain consistency and transparency in its operations.
4. Implementation of schemes like CHIRAAAYU ensures that the deployed manpower receives necessary medical benefits.
5. The Nigam engages in compassionate ground activities, demonstrating its commitment to the overall well-being of the workforce.
6. Leveraging advanced IT technologies for recruitments ensures efficiency, transparency, and a seamless process.

The deployment process under HKRNL operates in line with the Deployment of Contractual Persons Policy-2022, available on the Haryana Government's website. The use of a tech-enabled online portal ensures a

transparent and intervention-free deployment process. Remuneration is directly disbursed to employees' bank accounts, showcasing the robustness and transparency of the system in alignment with government guidelines.

The Nigam has developed a portal having following salient features:

- i) All Government organizations can raise indent online, using their login/sub-login which will be approved by Finance department and forwarded to HKRNL for processing and deployment.
- ii) Shortlisting and Selection of candidates through a tech-enabled system-driven on the basis of a ranking matrix approved under the Deployment of Contractual Persons Policy, 2022 dated 30.6.2022 of Government of Haryana.
- iii) The existing contractual manpower working regularly as on 31.03.22 working in different Government organizations through the contractors are being ported to the Nigam portal as per the terms of the Deployment of Contractual Persons Policy, 2022 dated 30.6.2022 of Government of Haryana.
- iv) The payment of wages to the manpower is also done through the online portal
- v) All statutory compliances relating to labour welfare etc are also being taken care of.

The selection / shortlisting of candidates by the Nigam is being done through the online portal, leaving no scope for any manual intervention, in a transparent way. Thus, educated youth of the state are provided with the opportunity of registration on the Haryana KaushalRozgar (HKRNL) Portal as detailed below.

- The educated youth having prior experience in any Government organizations/ Board/ Corporations etc (but not currently working) are given opportunity to register on the portal and their claimed experience is verified online from DDOs of respective organisations through the HKRNL Portal. The verified candidates from the pool of such registered candidates are considered for deployment on priority basis.
- The candidates which do not have any prior experience in any government entities are also given an opportunity to register

themselves on the HKRNL portal through public advertisement. Such advertisements are published when sufficient number experienced candidates are not available in the registered pool of candidates of HKRNL portal against the demand of various departments.

- The selection criteria adopted by the Haryana KaushalRozgar Nigam (HKRN) for deployment is duly approved by the Human Resource Department (HRD) Govt. of Haryana and is available in deployment of contractual person policy 2022 dated 30.06.2022.

While selecting candidate against a job requisition, First priority goes to the candidates with verified pre-government working experience. However, if experienced candidate is not available, then advertisement candidates are considered based on following scoring criteria.

Selection and Scoring criteria to be adopted preparing merit for job activities

Sr	Parameter	Max score (points)
1	Weightage on the basis of Annual family income of the candidate as verified in the family information data reported by the Haryana ParivarPehchan Authority (HPPA), which shall be taken as conclusive proof in terms of Selection 6(2) of the Act. <i>Income uptoRs. 1,00,000 = 40</i> <i>From Rs. 1,00,001 – 1,80,000 = 30</i> <i>From Rs. 1,80,001 – 3,00,000 = 20</i> <i>From Rs.3,00,001 – 6,00,000 = 10</i>	40
2	Weightage of Age of the Candidate as verified in the family information data reported by Haryana ParivarPehchan Authority (HPPA), which shall be taken as conclusive proof in terms of Selection 6(2) of the Act <i>Scoring parameter:</i> <i>Above 24 to 36 years= 10 points</i> <i>Above 36 to 42 years = 05 points</i>	10
3	Skill Qualification beyond essential qualification (NSQF Aligned relevant certificate)	05
3 (i)	Additional higher qualification above basic Qualification for that Job Roles/Job Activity	05
4	Weightage of Socio-Economic Criteria Orphan 10 points (To be given to candidates up to 25 years of age). Widow- 5 points Fatherless Candidates: a) Candidate's father had died before attaining age of 42 years - 5 points b) Candidate's father had died before the applicant had attained the age of 12 years- 5 points	10
5	Weightage of Common Eligibility Test (CET)	10
6	Ease of Deployment Same Block/ Municipal Corporation as per PPP – 10 points Adjoining Block/ Municipal Corporation as per PPP – 5 points	10
7	Pre State Government Experience Weightage of one point for experience of each year or part thereof with maximum 10 points	10
	Total	100

Accordingly, the deployment of manpower is made on merit bases and in a transparent manner through a tech enabled online system.

- In FY2023-24, Up to Jan 2024, HKRNL disbursed a significant amount of salary amounting to Rs. 2024 crore directly into the bank accounts of deployed personnel, ensuring a streamlined and transparent salary process.
- The recent implementation of the CHIRAAAYU scheme enhances the well-being of HKRNL's deployed manpower with salaries exceeding Rs. 21,000; this scheme will be benefiting around 24,051 families.
- Employees enjoy social benefits like EPF, ESI, LWF, and maternity leaves, fostering a supportive work environment.
- HKRNL strictly follows the government's policy dated 30.06.2022, ensuring reservation guidelines for the deployment of manpower. The organization maintains reservation guidelines and successfully implements compassionate grounds engagements, dedicating a 10% quota for dependents of deceased contractual employees.
- Advanced IT technologies are embraced for recruitment at HKRNL, enhancing the overall well-being of deployed personnel.

The criteria adopted for reservation has been made by the Government in the policy "Deployment of Contractual Persons Policy, 2022" dated 30th June 2022, where in clause number 9, specifies about the reservation policy