

**Casual and Substitute Employees in
Indian Railways**

575. SHRI RAMAVATAR SHASTRI:
Will the Minister of RAILWAYS be
pleased to state:

(a) whether a number of casual and substitute employees are still working in the Indian Railways about whom Government have already made formal announcement that they will be confirmed;

(b) if so, further time likely to be taken in their confirmation;

(c) the number of substitute workers in the Indian Railways; and

(d) the difference between casual and substitute workers?

THE DEPUTY MINISTER IN THE MINISTRY OF RAILWAYS (SHRI MALLIKARJUN): (a) and (b) A copy of the announcement made is attached (Statement). Orders have been issued to Railways on 21-10-1980 that special steps should be taken to ensure that the work of making preliminary verification and giving of regular scale of pay or 1/30th of minimum scale plus Dearness Allowance, wherever admissible, is taken up in hand forthwith on top priority and completed within a period of three months.

(c) 41,000 approximately.

(d) Substitutes are persons engaged in Indian Railway Establishments on regular scales of pay and allowances applicable to posts against which they are employed where posts fall vacant on account of a railway employee being on leave or due to non availability of permanent or temporary servants and where they cannot be kept vacant. Casual Labour are not employed against regular nature of work and their employment is Seasonal, intermittent, sporadic or extends over short period. Casual Labour are also engaged on Projects irrespective of durations.

Statement

ANNOUNCEMENT MADE BY THE
MINISTER OF RAILWAYS ON
2/10/1980.

Improvements in the conditions of service of casual labour employed on the Railways have been under active consideration of the Minister of Railways. On the auspicious occasion of Gandhiji's birthday, it has been decided that the following better deal should be given to these employees:

(i) The long-standing grievance that artificial breaks are created to deny regular scales of pay/1/30th scale of pay plus DA is removed. In future, no artificial break shall be made to deny the benefit of higher wages to casual labour. All casual labour on completion of 120 days on the Open Line and 180 days on the Projects would be given regular scale of pay and 1/30th of the scale of pay and DA per day respectively after verification of records and age. This verification will not take more than three months.

(ii) All existing eligible casual labour would thus get the regular scale of pay/1/30th of the scale of pay per day. Wherever a gap in the service occurs for want of productive work, it will not constitute a break.

(iii) Casual labour according to seniority and suitability will be considered for filling up regular vacancies in class IV.

(iv) 11,000 casual labour have already been absorbed against new posts. About 15,000 more casual labour will be absorbed against regular posts according to seniority.

(v) In employing casual labour on the Railways, preference will be given to wards of freedom fighters.