

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES**

(FIFTH LOK SABHA)

THIRTEENTH REPORT

**MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

Action taken by Government on the recommendations contained in the Fifteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) on the Ministry of Railways (Railway Board)--Reservations for Scheduled Castes and Scheduled Tribes in Indian Railways.



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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

(1971—73)

Sardar Buta Singh—*Chairman*

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3. Shri D. Deb
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SECRETARIAT

SHRI B. K. Mukherjee—*Deputy Secretary.*

Shri J. R. Kapur—*Under Secretary.*

*Elected with effect from 1st June, 1972 *vice* Shri Golap Barbora, Resigned from the Committee with effect from 23rd May, 1972.

**Ceased to be member of the Committee on his retirement from Rajya Sabha with effect from 1st May, 1972 and re-elected on the 24th May, 1972.

STUDY GROUP VII

(On Action Taken Reports)

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (1971)

Sardar Buta Singh—*Chairman*

2. Shri G. A. Appan—*Convener*
3. Shri Kartik Oraon
4. Shri K. P. Subramania Menon
5. Shri B. K. Daschowdhury
6. Shri Arjun Shripat Kasture
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8. Shri Sukhdev Prasad
- *9. Shri Golap Barbora
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13. Shri Nihar Laskar

SECRETARIAT

Shri B. K. Mukherjee—*Deputy Secretary.*

Shri J. R. Kapur—*Under Secretary.*

*Resigned from the Committee with effect from 23rd May, 1972.

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Thirteenth Report on Action Taken by Government on the recommendations contained in their Fifteenth Report (Fourth Lok Sabha) on the Ministry of Railways (Railway Board)—Reservations for Scheduled Castes and Scheduled Tribes in Indian Railways.

2. The draft Report was considered and adopted by the Study Group on Action Taken Reports of the Committee at their sitting held on the 11th August, 1972 and finally adopted by the Committee on the 22nd August, 1972.

3. The draft Report has been divided into the following Chapters:—

I— Report.

II— Recommendations|observations that have been accepted by Government.

III— Recommendations|observations which the Committee do not desire to pursue in view of the Government's replies.

IV— Recommendations|observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

V— Recommendations|observations in respect of which final replies of Government have not been received.

4. For facility of reference, the main conclusions|recommendations of the Committee have been printed in thick type in the body of the Report.

5. An analysis of the action taken by Government on the recommendations contained in the Fifteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix VI. It would be observed there from that out of 42 recommendations made in that Report, 24 recommendations, that is, 69 per cent, have been accepted by the Government; the Committee do not desire to pursue nine recommendations, that is, 21 per

cent., in view of the Government's replies, and two recommendations, that is, five per cent in respect of which replies of Government have not been accepted by the Committee and which require reiteration and in respect of two recommendations, that is five per cent final replies of Government have not been received.

NEW DELHI;
August 25, 1972.

Bhadra 3, 1894 (S).

BUTA SINGH,
Chairman,
Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

CHAPTER I

REPORT

The Committee in para 2.8 of their Fifteenth Report (Fourth Lok Sabha) on the Ministry of Railways (Railway Board)—Reservations for Scheduled Castes and Scheduled Tribes in Indian Railways had noted that the Chairman of the Railway Service Commission, Bombay, belonged to one of the Scheduled Tribes and that there had been Scheduled Caste Chairman|Members of the Railway Service Commissions in the past. The Committee had recommended that each Railway Service Commission should include a member belonging to the Scheduled Castes or Scheduled Tribes.

1.2 In their reply, the Ministry of Railways (Railway Board) have stated:—

“The recruitment rules to the posts of Chairman|Member-Secretaries Railway Service Commissions do not provide for any reservation quota for Scheduled Castes and Scheduled Tribes. The orders regarding reservation for Scheduled Castes and Scheduled Tribes are required to be strictly adhered to while making recruitment. The Members|Chairman of the Railway Service Commission irrespective of the fact whether he belongs to reserved community or not, has therefore to act within the broad framework of these orders. The purpose of adequate representation of Scheduled Castes and Scheduled Tribes is thus already being fulfilled. However while making appointment to the posts of Chairman|Member Secretary, Railway Service Commissions, whenever a suitable reserved community candidate is available, he is considered.”

1.3 The Committe suggest that the Railway Board should examine the feasibility of amending the recruitment rules relating to the Chairman and Members of the Railway Service Commission so that either the Chairman or a member of each Railway Service Commission is from the Scheduled Caste|Tribe Community.

1.4. In para 3.8 of their Fifteenth Report the Committee had noted the procedure being followed in the Railways for filling the posts in promotion quota. They had agreed with the views of the Chairman, Railway Service Commission, Bombay, that “there should be

no difficulty in getting suitable Scheduled Caste and Scheduled Tribe candidates for promotional quota as at the time of initial recruitment the candidates had satisfied the Service Commission before they were recruited". The Committee, therefore, were unable to find any justification for the meagre number of Scheduled Castes and Scheduled Tribes promoted in the various Zonal Railways during each of the last three years. They had urged that the Railway Board should devise specific steps to improve the position.

1.5 In their reply, the Ministry of Railways (Railway Board) have stated:—

"If a person qualifies in a recruitment test, it does not necessarily mean that he is fit for appointment in higher posts which are filled by selections. In the latter case some other factors such as professional ability, record of service, seniority, etc., are also taken into account. In the case of Scheduled Castes and Scheduled Tribes, a concession of 10 per cent in the minimum qualifying marks is granted as compared to the marks fixed for other community candidates in promotion both to selection and non-selection posts except only in the case of categories connected with the safety of operation. Further the cases involving supersession of Scheduled Castes and Scheduled Tribes are personally reviewed by the General Manager to ensure that the standard applied in the case of these candidates was not unduly high. In view of the fact that on the Railways more liberal attitude is taken while judging the suitability of Scheduled Caste and Scheduled Tribe candidates than on the civil side, no further steps in this direction are indicated for the present."

1.6 The Committee do not accept the views of the Ministry that no further steps in the direction of improving the position of Scheduled Castes/Tribes in the promotional quota are called for. The Committee would urge that the Railway Board should devise ways and means to improve the position of Scheduled Castes/Tribes in promotional quota. They would also like the number of cases of supersessions of Scheduled Caste/Tribe employees to be included in the annual reports of the Zonal Railways.

CHAPTER II

RECOMMENDATIONS|OBSERVATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendations (Serial Nos. 1 and 35 in Appendix VI)

Paras 1.8 and 3.31

The Committee note that orders|instructions issued by the Ministry of Home Affairs regarding reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Public Services, are *mutatis mutandis* made applicable on the Railways. They also note that orders|instructions regarding the fixation of seniority, confirmation, dereservation, selection etc., have been made applicable by the Railway Board with certain variations. The Committee feel that the variations made by the Railways, particularly in respect of fixation of seniority and confirmation need thorough scrutiny to ensure that they are not prejudicial to the interests of the Scheduled Castes and Scheduled Tribes. The Committee, however, note that the whole matter is under consideration of Government. They expect that an early decision will be taken in the matter. They would also like to be apprised of the decision when taken.

The Committee would like the Railway Board and the Ministry of Home Affairs to re-examine the question of the applicability of the relevant orders of the Ministry of Home Affairs regarding confirmation in the Railways in entirety in all its ramifications to find out whether the same could not be adopted by the Railways for the benefit of Scheduled Caste and Scheduled Tribe employees.

Reply of Government

The matter has been re-examined in consultation with the Department of Personnel and instructions issued to Railways on 11-2-72, a copy of which is attached. (Appendix I)

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM
15|8 dated 16-3-1972]

Recommendation (Serial No. 4 in Appendix VI)

Para No. 2.3

The Committee note that the percentage of reservations in posts where the scale of pay does not exceed Rs. 375 p.m. in respect of

the Scheduled Castes and Scheduled Tribes differ in each Zonal Railway inasmuch as they have been fixed in relation to the ratio of their population to the total population of the area covered by each Railway. The Committee are, however, constrained to note that the revision of these percentages on the basis of the 1961 census is stated to be still under consideration with the Ministry of Home Affairs. Even the 1971 census has drawn near and yet the Railways have not so far revised upwards the percentage of reservations for Scheduled Castes and Scheduled Tribes on the basis of their population in 1961 i.e., nearly a decade ago. The Committee expect that an early decision will now be taken in the matter in view of the fact that the percentage of reservations for recruitment on All-India basis have already been revised upwards *vide* the Ministry of Home Affairs Resolution No. 27|25|68-Est(SCT) dated the 25th March, 1970. The Committee would like that in future such revisions in the reservations for Scheduled Castes and Scheduled Tribes are made within six months from the date of availability of census figures and not delayed so long as in the present case.

Reply of Government

Further instructions for the upward revision of the percentages of reservation for Scheduled Castes and Scheduled Tribes for recruitment on local|regional basis have since been issued.

As regards Committee's suggestion that such revision should be done within six months from the date of availability of census figures, this has been brought to the notice of the Department of Personnel who are mainly concerned with this recommendation.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM
15|8 dated 23-7-1971].

Recommendation (Serial No. 7 in Appendix VI)

Para No. 2.10

The Railway Board should impress upon the Railway Service Commissions the need for augmenting the intake of Scheduled Castes and Scheduled Tribes for appointment in the Railways and also the strict observance of the various orders|instructions issued from time to time by the Railway Board|Ministry of Home Affairs in regard to the recruitment of Scheduled Castes and Scheduled Tribes.

Reply of Government

A copy each of the instructions issued in the subject from time to time is endorsed to the Railway Service Commissions for compliance. Consolidated instructions indicating the concessions admissible to Scheduled Castes and Scheduled Tribes in recruitment and the steps taken to increase their intake are also issued off and on. The progress achieved in recruitment of these candidates in response to the indents placed on them by the Railway administrations is watched in the Board's office through periodical returns. If any instance comes to the notice of the Board where the extent instructions have not been followed by these commissions, the matter is taken up.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM
15/8 dated 23-7-1971].

Recommendation (Serial No. 8 in Appendix VI)

Para 2.13

The Committee are not convinced with the reasons advanced by the Railway Board for not nominating a Scheduled Caste/Tribe Officer on Departmental Selection/Promotion Boards. The Committee consider that nomination of Scheduled Caste/Tribe Officers on Selection/Promotion Boards in the Railway Board and the Zonal Railways, wherever available, would inspire confidence among the Scheduled Caste/Tribe employees appearing before such Boards. In this connection, the Committee would like to invite the attention of the Government to the following recommendation contained in para 3.2 of their Fourth Report (Fourth Lok Sabha) on the Ministry of Home Affairs and Department of Social Welfare:

“The Committee feel that with a view to make these Departmental Committees (promotion, selection, etc.) more representative, a Scheduled Caste/Tribe Officer should also be included in each of these Committees set up by various Ministries/Departments/Offices.”

Reply of Government

Instructions have been issued to the authorities concerned to keep this recommendation of the Committee in view as far as possible while nominating officers on the Departmental Promotion Commit-

tees, Selection Boards etc. for recruitment/promotion to posts on Railways.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70 CM15/8
dated 8-2-1972.]

Recommendation (Serial No. 9 in Appendix VI)

Para No. 2.28

The Committee note the procedure of recruitment followed by the Indian Railways. The Committee suggest that the exact number of vacancies reserved for Scheduled Castes and Scheduled Tribes (both arising in a particular year, as well as the carry-forward vacancies) should be mentioned in the indents of recruitment placed by all the Zonal Railways/Railway Administrations on the Railway Service Commissions/Employment Exchanges.

Reply of Government

The quota reserved for Scheduled Castes and Scheduled Tribes is invariably indicated in the indents placed by the Railways on the Railway Service Commissions and the advertisements given by the Railway Service Commissions in the newspapers.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8
dated 23-7-1971.]

Recommendations (Serial Nos. 12 and 13 in Appendix VI)

Paras 2.31 and 2.32

The Committee feel that close co-ordination and liaison between the Zonal Railways/Railway Administrations; Railway Service Commissions; Employment Exchanges is imperative to augment the representation of the Scheduled Castes and Scheduled Tribes in the Service of the Railways. They suggest that precise reasons for the rejection of Scheduled Caste/Tribe candidates, who have been sponsored by the Employment Exchanges should be recorded and communicated to them. The Employment Exchanges should also be requested to furnish a fresh list of Scheduled Caste and Scheduled Tribe candidates if suitable Scheduled Caste and Scheduled Tribe candidates are not available in a particular list.

The Committee stress that intimation should always be sent by all the Zonal Railways/Railway Administrations to the Railway Service

Commissions/Employment Exchanges about the number of Scheduled Castes/Tribes actually absorbed by them out of those recommended by the Railway Service Commissions/Employment Exchanges.

Reply of Government

The procedure for recruitment on Railways is that while for Class I and certain categories of Class II recruitment is made through the Union Public Service Commission, for Class III, it is made by the Railway Service Commissions and if the Commissions fail to recommend sufficient number of reserved community candidates, the General Managers resort to recruitment of reserved community candidates only, to make good the shortfall under the special powers vested in them. Recruitment to Class IV posts is made by the Railways themselves.

2. For recruitment to Class III posts, candidates apply direct to the Railway Service Commissions. Close liaison in this respect is maintained between the Railway Service Commission and the zonal Railway concerned, and intimation regarding the number of persons appointed by the Railway is sent to the Commission. For any further requirements, Commissions are asked to furnish supplementary lists of suitable candidates.

It is only in the case of recruitment to Class IV categories where literacy has been prescribed as essential qualification that the Employment Exchanges sponsor candidates for consideration along with those who apply direct to the Railways. In such categories, however, there is normally no shortage of reserved community candidates, and this obviates the necessity for conveying reasons for rejection of candidates to Employment Exchanges and of asking for supplementary lists from them.

4. With full co-operation between the Railways and the Railway Service Commissions already available and there being no occasion for such liaison to be maintained with the Employment Exchanges under the procedure of recruitment obtaining on Railways, the purpose underlying the above recommendation is already being fulfilled.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8 dated 16-3-1972.]

**Recommendations (Serial Nos. 15 and 16 in Appendix VI)
Paras 2.34 and 2.35**

The Committee also feel that the prescription of qualifying experience or rigid conditions for recruitment to posts reserved for Scheduled Castes and Scheduled Tribes should be avoided as far as possible. Wherever necessary, Scheduled Caste and Scheduled Tribe candidates, possessing the minimum required educational or technical qualifications, should be selected and given the requisite training or experience.

The Committee would also like the Railway Board to check up in detail with reference to all the recruitments made after 1961 for technical posts in order to see in how many cases the experience clause could have been waived. The result of the study should be furnished to the Committee in due course.

Reply of Government

After conducting a detailed study, it has been decided to waive the condition of experience in the case of candidates belonging to Scheduled Castes and Scheduled Tribes for appointment in the categories of Chemical and Metallurgical Assistants, Laboratory Assistants in Mechanical Department, Assistant Bridge Inspectors, Apprentice Assistant Tele-communication Inspectors and Teachers in Railway Schools. In many of the other categories, it has been decided to reduce the extent of experience suitably in the case of reserved community candidates as compared with general candidates.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8
dated 6-5-1972.]

**Recommendation (Serial No. 17 in Appendix VI)
Para No. 2.40**

The Committee are glad to note that instructions are being issued by the Railway Board to the Railways and the Railway Service Commissions to hold separate interviews for Scheduled Caste/Tribe candidates both in the matter of recruitment and promotion. A copy of the instructions issued may be furnished to the Committee for their information.

Reply of Government

A copy of the instructions issued in the matter is enclosed. (Appendix II).

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8
dated 23-7-1971.]

Recommendation (Serial No. 18 in Appendix VI)

Para No. 2.43

The Committee agree that the roster is the mechanism to watch adequate intake of the Scheduled Castes and Scheduled Tribes on the Railways but it would cease to have any significance whatsoever if it is not maintained properly, a fact which was noted by the Study Group of the Committee during their on-the-spot visit to some of the Zonal Railways. The Committee note that standing instructions have now been issued by the Railway Board in September, 1970 for the proper maintenance of rosters and their periodical checking by the higher officers. They hope that these rosters will now be properly maintained in accordance with the extant orders and checked regularly.

Reply of Government

In view of the instructions (Appendix III) having been issued to the Railways very recently, no further action is called for at present. Suitable action in the matter will be taken if any discrepancy comes to notice.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8
dated 23-1-1971.]

Recommendation (Serial No. 19 in Appendix VI)

Para No. 2.65

The Committee are distressed to find the insignificant representations of the Scheduled Castes and Scheduled Tribes in the Class I and Class II Services of the Railway Board as well as of all the Railways. They also regret to note that even in the Class III Service, the representation of the Scheduled Castes is much below the quota reserved for them and the representation of the Scheduled Tribes is very insignificant. The under representation of the Scheduled Tribes persists in Class IV Service also. Considering these heavy shortfalls, the Committee cannot help concluding that orders/instructions on the subject are neither being followed in letter and spirit by the Railway Service Commissions and the other appointing authorities on the Railways nor is adequate attention being paid to improve the situation.

Committee would like to impress upon the Railway Board the need to devise adequate checks to ensure rigid application of the extant orders on the subject.

Reply of Government

Orders regarding reservation are rigidly enforced on the Railways. In case any lapse comes to notice, remedial steps are taken promptly. Moreover, concessions like reduction in qualifying marks for selection and non-selection posts as well as in trade tests and competitive examinations limited to departmental candidates have been unilaterally granted by Railways to ensure better representations of Scheduled Castes/Tribes. The deficiency mainly persists in technical categories where the minimum prescribed qualifications cannot sometimes be relaxed from the point of view of safety of travelling public. Efforts are, however, made to take the Scheduled Castes and Scheduled Tribes to the maximum possible extent.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8 dated 23-7-1972.]

Recommendation (Serial No. 20 in Appendix VI) Para No. 2.66

The Committee are of the opinion that the Railway Board should have conducted a survey about the employment of Scheduled Castes and Scheduled Tribes in the Railways in view of their poor representation. The Committee would urge the Railway Board to conduct such a survey now so that effective steps may be taken to improve their representation in the services of the Railways. Now that the ban on recruitment has been partially lifted, it should not be difficult for the Railways to improve the position.

Reply of Government

There is a separate cell in the Railway Board's office which keeps close watch over the recruitment of Scheduled Castes and Scheduled Tribes on the Railways and proper and timely implementation of the instructions issued from time to time. This watch is kept through periodical returns received from the Railways and the Railway Service Commissions. The reasons for less intake are also examined and the remedial steps such as lowering the standard of suitability are taken as considered necessary to increase the intake of such candidates. It may therefore be seen that it is a continuous process to examine the position in regard to recruitment of Scheduled Castes and Scheduled Tribes on the Railways. This in itself has assumed

the form of a survey in so far as Railways are concerned. Thus Committee's recommendation is, in fact, implemented on the Railways.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8
dated 23-7-1972.]

Recommendation (Serial No. 21 in Appendix VI)

Para No. 2.67

The Committee stress that the discretion vested in the appointing authorities to select Scheduled Caste and Scheduled Tribe candidates fulfilling lower standards of suitability, should be exercised liberally and more frequently. All the Zonal Railways should be asked to submit periodically to the Railway Board statistics showing the number of Scheduled Castes and Scheduled Tribes recruited by exercising this discretion.

Reply of Government

Statistics are furnished by Railways regarding the number of Scheduled Caste/Scheduled Tribe candidates recruited under special powers vested with the General Managers. A close watch is being kept in this regard and, where necessary, Railways are asked to utilise these powers more frequently and liberally.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8
dated 23-7-1972.]

Recommendation (Serial No. 22 in Appendix VI)

Para No. 2.68

The Committee appreciate that special recruitments have been resorted to by some of the Zonal Railways previously to wipe out the deficiency of Scheduled Castes and Scheduled Tribes in the posts reserved for them. They urge that special recruitments should be resorted to more frequently by all the Railways to improve the representation of Scheduled Castes and Scheduled Tribes in the services of the Railways.

Reply of Government

Due to a ban on recruitment having been imposed on the Railways, the tempo of recruitment has been rather slow during the past years. With the gradual relaxation in this ban, it is expected that special recruitment by the Zonal Railways to wipe out the deficiency of Scheduled Castes and Scheduled Tribes in the posts reserved for them would be resorted to more frequently than hitherto.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8
dated 23-7-1971.]

**Recommendation (Serial No. 24, in Appendix VI)
Para No. 2.74**

The Committee feel that unless special in-service training programme, especially for those Scheduled Caste|Tribe candidates, who have been recruited by lowering the standards is initiated by the Railway Board/Railways, it may be very difficult to bring such employees at par with others and make them suitable for higher posts. They note in this connection that the Railway Board has accepted the recommendation of the Yardi Working Group on the subject. They hope that it will be implemented without any further delay.

Reply of Government

The number of Scheduled Castes and Scheduled Tribes to be appointed in terms of the recommendation of the Yardi Working Group would be very small. As such, separate arrangements to be made for imparting training to them would not be a practicable position. The Railways have therefore been asked to give in-service training to Scheduled Castes and Scheduled Tribes so appointed by putting them on probation for a certain period. In the case of Class IV categories, these candidates are attached to senior employees to bring them upto the requisite standard.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8
dated 23-7-1971.]

**Recommendation (Serial No. 25, in Appendix VI)
Para No. 2.79**

The Committee appreciate that reservations have been provided for Scheduled Castes and Scheduled Tribes in the ex-cadre posts also in the Railways. They hope that all the reserved ex-cadre posts will be actually filled by the Scheduled Castes and Scheduled Tribes.

Reply of Government

The recommendation has been noted.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15/8
dated 23-7-1971.]

**Recommendation (Serial No. 26 in Appendix VI)
Para No. 2.82**

The Committee hope that a brochure giving comprehensive information about the posts reserved for Scheduled Castes and Scheduled Tribes in the Railways, method of recruitment, qualifications required and other concessions and facilities available for them will

soon be published by the Railway Board as agreed to by the Chairman of the Railway Board during evidence.

Reply of Government

The recommendation has been noted.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15|
8 dated 23-7-1971].

Comments of the Committee

A copy of the brochure may be furnished for the information of the Committee, when published.

Recommendation (Serial No. 28 in Appendix VI)

Para No. 2.90

The Committee stress that the Scheduled Caste and Scheduled Tribe employees should be posted near their home towns to the maximum extent possible. They feel that the Railway Board should keep a strict watch in the matter to avoid undue harassment of the Scheduled Caste and Scheduled Tribe employees.

Reply of Government

A copy of the instructions issued to the Railways recently is placed below (Appendix IV). Representations in this regard are sympathetically considered.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15|
8 dated 23-7-1971].

Recommendation (Serial No. 31 in Appendix VI)

Para No. 3.10

The Committee hope that the orders issued by the Ministry of Home Affairs vide their Office Memorandum No. 1|9|69-EST(SCT) dated the 25th March, 1970, regarding concessions to Scheduled Castes and Scheduled Tribes concessions to Scheduled Castes and Scheduled Tribes in posts filled by promotions in Class I services| posts, the pay of which does not exceed Rs. 2,000 p.m. will be adopted by the Railway Board without any further delay.

Reply of Government

The recommendation is accepted.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15|
8 dated 23-7-1971].

Recommendation (Serial No. 32 in Appendix VI)

Para 3.14

The Committee are unhappy to find that there have been a large number of cases of supersession of Scheduled Caste and Scheduled Tribe employees in most of the Zonal Railways during each of the last three years. The Committee also regret to note that statistics of supersessions of Scheduled Caste and Scheduled Tribe employees are not being maintained by the South-Eastern Railway and the Chittaranjan Locomotive Works. The Committee need hardly stress that supersessions of Scheduled Caste and Scheduled Tribe employees should, as far as possible avoided. In any case, full details about all supersessions should be reported to the concerned Minister|Deputy Minister in accordance with the orders of the Ministry of Home Affairs on the subject. They would also like that all such cases are simultaneously reported to the Commissioner for Scheduled Castes and Scheduled Tribes for his information and record.

Reply of Government

The recommendation has been noted and suitable instructions issued.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15|
8 dated 6-5-1972].

Recommendation (Serial No. 33 in Appendix VI)

Para No. 3.19

The Committee would urge that the seniority lists in the South-Central Railway should be finalised as early as possible. They trust that all cases of *ad hoc* promotions made pending the finalisation of seniority lists would be revised and fresh selections made wherever necessary, after the seniority lists have been finalised. The Committee expect that the Railway Board|South Central Railway will ensure that the due claims of the Scheduled Caste|Tribe employees are not ignored while making promotions either on *ad hoc* basis or on regular basis.

Reply of Government

Claims of Scheduled Castes|Tribes will be given due consideration as per extent rules.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15]
8 dated 23-7-1971].

Recommendation (Serial No. 34 in Appendix VI)

Para 3.25

The Committee hope that the work regarding the finalisation of rules for the fixation of seniority in the Diesel Locomotive Works will be completed within two months, as stated by the Chairman, Railway Board, during evidence. They expect that while regularising the *ad hoc* promotions already made the due claims of the Scheduled Caste|Tribe employees will be borne in mind.

Reply of Government

The rules for the fixation of seniority of staff in Diesel Locomotive Works have since been finalised. So far as claims of the Scheduled Caste|Tribe candidates is concerned, the recommendation of the Committee is noted.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15]
8 dated 8-8-1972].

Recommendation (Serial No. 36)

Para 4.5

Considering the inadequate representation of the Scheduled Castes and Scheduled Tribes in the Railway Protection Force of the various Zonal Railways, as revealed in the statement given in para 4.4 above, the Committee would like the Railway Board to examine whether physical standards required for Scheduled Castes and Scheduled Tribes for recruitment in the Railway Protection Force could be further relaxed. They would also like the Railway Board to examine what further steps should be taken to augment the intake of Scheduled Castes and Scheduled Tribes in the Railway Protection Force.

Reply of Government

The recommendation is noted.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15]
8 dated 8-2-1972].

Recommendation (Serial No. 37 in Appendix VI)**Para No. 4.8**

The Committee appreciate that instructions are being issued by the Railway Board to Railways to the effect that although there is no reservation in recruitment of casual labour, it should be ensured that adequate number of Scheduled Caste|Tribe candidates are taken as casual labourers. The Committee would like to be furnished with a copy of these instructions when issued. The Railway Board should also make in due course an assessment of the working of these instructions.

Reply of Government

A copy of the instructions issued in this regard is placed below (Appendix V). An assessment of working of these instructions will be made in due course.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15|
8 dated 23-7-1971].

Recommendation (Serial No. 38 in Appendix VI)**Para No. 4.14**

The Committee note the claim of the Railway Board that preference is being given to Scheduled Castes and Scheduled Tribes in the award of contracts for the small units in the Railways. The Committee recommend that such of the Scheduled Caste and Scheduled Tribe contractors as have done well in smaller units should be encouraged by giving them preference in the award of contracts for the bigger units.

Reply of Government

The recommendation relates to the catering contracts and as such is accepted.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15|
8 dated 23-7-1971].

Recommendation (Serial No. 39 in Appendix VI)**Para No. 4.15**

The Committee also suggest that while entering into agreements with the contractors, it should be made obligatory for them to employ a certain minimum number of Scheduled Castes and Scheduled Tribes in the execution of contracts awarded to them.

Reply of Government

This recommendation is accepted in so far as it relates to the catering contracts on Railways.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15]
8 dated 23-7-1971].

Recommendation (Serial No. 41 in Appendix VI)**Para No. 4.22**

The Committee would also like the Railway Board to consider the desirability of associating a representative of the Scheduled Castes/Tribes with the Housing Committees set up by the various Railways.

Reply of Government

The recommendation is accepted.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15]
8 dated 23-7-1971].

CHAPTER III

RECOMMENDATIONS|OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF GOVERNMENT'S REPLIES

Recommendation (Serial No. 2 in Appendix VI)

Para No. 1.13

The Committee are not convinced with the reasons advanced by the representatives of the Railway Board for the abolition of the post of the Senior Personnel Officer in the Zonal Railways which existed from February, 1958 to February, 1967, for dealing exclusively with the matters pertaining to the representation of Scheduled Castes and Scheduled Tribes in the Railway. The Committee feel that with a view to keep a strict watch on the proper representation of Scheduled Castes and Scheduled Tribes, there should be a high ranking officer in each Zonal Railway. They, therefore, suggest that the post of the Senior Personnel Officer should be revived so that adequate attention can be paid to the representation and grievances of Scheduled Castes and Scheduled Tribes in the services of the Railways. The Committee further suggest that the Cell in the Railway Board should be strengthened so as to ensure proper and speedy implementation of the reservation orders by the Zonal Railways.

Reply of Government

The above recommendation has been considered in the Ministry of Railways and it is felt that the quantum of work does not justify the appointment of a separate Class I Officer for the purpose. However, the work will be given its due importance and attended to by the existing Personnel Officers under the direct supervision of the Chief Personnel Officer on each Railway. As regards strengthening of the Cell in the Railway Board's Office necessary action as required from time to time is being taken.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15|
8 dated 8-2-1972].

Recommendation (Serial No. 3 in Appendix VI)**Para No. 1.17**

The Committee note that instructions have been issued by the Railway Board to various Zonal Railways on the 15th September, 1970 to maintain separate registers for registering the complaints|representations received from the Scheduled Caste and Scheduled Tribe employees. They would, however, stress the desirability of setting up of separate Complaints Cells in the various Zonal Railways for dealing with these complaints|representations speedily. The Committee also suggest that a precise procedure should be laid down by the Railway Board for dealing with the complaints|representations received from Gazetted Officers and other employees of the Railways belonging to Scheduled Castes and Scheduled Tribes.

Reply of Government

The matter has been carefully considered but for the present there is not full justification for setting up a separate complaint cell on each zonal railway to deal exclusively with complaints from Scheduled Caste and Scheduled Tribe employees. However, instructions have been issued to maintain separate registers at various levels on each Zonal Railway.

As regards the precise procedure for dealing with the complaints|representations received from gazetted officers, the procedure already in vogue *i.e.*, examining representations from gazetted officers belonging to Scheduled Castes|Tribes at the level of Secretary|Board Members|Chairman|Minister is working satisfactorily.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15|
8 dated 23-7-1971].

Recommendation (Serial No. 6 in Appendix VIX)**Para No. 2.9**

They further note that the Railway Service Commissions have been set up to function as independent recruitment agencies, although they are under the administrative control of the Railway Board. The Committee feel that mere endorsement of copies of all policy instructions issued from the Railway Board's Office to the Railway Service Commissions for compliance is not enough;

there should be comprehensive guidelines for effective functioning of the Railway Service Commissions.

Reply of Government

As already pointed out by the Board during the course of evidence before the Parliamentary Committee, the Railway Service Commissions function as independent recruitment agencies but are under the administrative control of the Railway Board. Copies of policy instructions are endorsed to these commissions not for information only but for compliance. These Commissions have also been given special powers to recommend Scheduled Caste and Scheduled Tribe candidates who may obtain a lower place on the panel. The progress achieved by these commissions in selecting Scheduled Castes and Scheduled Tribes in response to the number indented by the Railways is being watched through periodical returns. The matter is taken up with the Commission whether it comes to the notice that the extant instructions have not been observed. It may therefore be seen that adequate steps are taken to ensure proper implementation of extent instructions by the Railway Service Commissions. No further action on this recommendation is considered necessary.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM15]
8 dated 23-7-1971].

Comments of the Committee

The Committee suggest that information about the recruitment of Scheduled Castes/Tribe candidates through the Railway Service Commissions (category-wise) in a particular year should be incorporated in the annual reports of each of the Zonal Railway.

Recommendation (Serial No. 10 in Appendix VI, Para No. 2.29)

The Committee recommend that advertisements for recruitment to posts, the scales of which go beyond Rs. 375, should be published in the local newspapers also in addition to the leading national newspapers. All advertisements for recruitment should also be published in the newspapers which are devoted exclusively to the cause of Scheduled Castes and Scheduled Tribes.

Reply of Government

In the matter of advertisement of vacancies the procedure adopted by the Department of Personnel, Cabinet Secretariat is normally

followed on the Railways. The advertisements pertaining to the posts the scales of which go beyond Rs. 375 are published in the list of newspapers recommended by the Ministry of Information and Broadcasting for U.P.S.C. advertisements. This list includes 25 English and 71 Hindi and other regional language newspapers. A number of these papers are local newspapers. Thus advertisements for recruitment to vacancies reserved for Scheduled Castes and Scheduled Tribes are already being published in the local newspapers in addition to the national newspapers.

The Commissioner for Scheduled Castes and Scheduled Tribes has advised that there are no newspapers with wide publicity and devoted exclusively to the cause of Scheduled Castes and Scheduled Tribes. Instructions already exist that a copy of Employment Notices should be endorsed to the Regional Employment Exchanges, Commissioner for Scheduled Castes and Scheduled Tribes and the recognised Associations of Scheduled Castes and Scheduled Tribes for giving publicity amongst candidates.

The purpose underlying the above recommendation therefore already stands fulfilled.

[Railway Board's O.M. No. E(SCT) 70CM 15|8 dated 6-5-72]

Recommendation (Serial No. 11, Para No. 2.30 in Appendix VI)

Feasibility of broadcasting advertisements for recruitment through the various stations of the All-India Radio covering the area of recruitment should also be explored.

Reply of Government

The broadcasting of advertisements on the All India Radio has not been found feasible.

[Ministry of Railways (Railway Board) O.M. No. E(SCT) 70CM 15|8 dated 8-2-1972.]

Recommendation (Serial No. 14, Para No. 2.33 in the Appendix V)

The Committee note the contention of the Railway Board that "in the categories connected with safety of operation which are mostly technical and operating categories, no concession whatsoever in the minimum prescribed educational or technical qualifications is granted as a matter of policy". They, however, feel that in order to encourage the Scheduled Castes and Scheduled Tribes for taking up such posts, they may be selected by lowering the standards to the

extent possible and given rigorous training before absorbing them in these posts.

Reply of Government

Keeping in view the safety of travelling public and the safety operation being a delicate kind of work, it is not considered desirable to allow any relaxation even for Scheduled Castes and Scheduled Tribes in technical and operating categories as it may lead to serious consequences. The Railways are however being asked to give rigorous training to suitable candidates of Scheduled Castes and Scheduled Tribes and if they prove successful, they should be considered for absorption.

[Ministry of Railway (Railway Board) O.M. No. E(SCT) 70CM 15|8
dated 23-7-1972.]

Recommendation (Serial No. 23, Para No. 2.70 in Appendix VI)

The Committee feel that it should be possible for the Railways, which recruit large number of persons every year, to adopt a confidence-building scheme for Scheduled Castes and Scheduled Tribes in the Railways on the lines of the Scheme launched by the Department of Social Welfare. They suggest that the scheme, as formulated by the Department of Social Welfare, may be examined in all its aspects in order to see whether it could be initiated by the various Railways in their Training Schools.

Reply of Government

The training schools on the Railways are designed to impart training to candidates after their recruitment and there is no system on the Railways to undertake any pre-employment coaching to Scheduled Castes and Scheduled Tribes. The Confidence Building Scheme formulated by the Department of Social Welfare provides for pre-appointment training. Therefore it has to be done at the appropriate places. Further, the Railways are automatically getting a share of those candidates who have received confidence-building training from the Employment Exchanges. The purpose underlying the Scheme is therefore being already fulfilled in so far as Railways are concerned.

[Ministry of Railways (Railway Board) O.M. No. E(SCT) 70CM 15|8
dated 23-7-1971]

Recommendation (Serial No. 30, Para No. 3.9 in Appendix VI)

In view of the numerous complaints that the Confidential Reports of the Scheduled Caste and Scheduled Tribe employees are being deliberately spoiled to deprive them of their due promotions, the Committee would like the Railway Board to examine whether the procedure that is being now followed in this regard could not be further improved to avoid any harassment to or apprehension in the minds of the Scheduled Caste and Scheduled Tribe employees.

Reply of Government

Any adverse entry made in the confidential report is conveyed to the employee concerned. If an employee is aggrieved over the adverse entry, he can make representation to the next higher authority than the reporting authority for expunction of the remarks. The result of the examination is also conveyed to the employee. The existing procedure is working satisfactorily and no change in it is considered necessary.

[Ministry of Railway (Railway Board) O.M. No. E(SCT) 70CM
15|8 dated 23-7-71]

Comments of the Committee

The Committee would like to know the numbers of cases in each of the Zonal Railways and the Railway Board separately in which adverse entries were made in the Confidential Reports of Scheduled Caste and Scheduled Tribe employees, the numbers of cases in which representations were made by the concerned Scheduled Caste and Scheduled Tribe employees against the adverse entries in their Confidential Reports and the numbers of cases in which such adverse entries were rectified as a result of the review during the years 1970, 1971 and 1972.

Recommendation (Serial No. 42, Para No. 4.27 in Appendix VI)

The Committee note the concessions available to the Scheduled Caste/Tribe students for admission in the schools run by the Railways. They would like the Railway Board to adopt suitable measures to further augment the intake of Scheduled Caste/Tribe students and teachers in these schools. They would also like the Railway Board to consider the feasibility of giving special stipends or scholarships to the Scheduled Caste/Tribe students.

Reply of Government

The instructions issued by the Ministry of Education/the Department of Social Welfare in this regard are adopted on the Railways. All the concessions granted by those Departments to Scheduled Caste/Tribe students for admission in the Schools under those departments/State Governments are also allowed in the Schools run by the Railways. It is not feasible for Railways to take any unilateral action in this regard.

The normal reservation orders are also applicable to recruitment of teachers in the Railway Schools.

[Ministry of Railways (Railway Board) O.M. No. E(SCT) 70CM
15|8 dated 23-7-1971].

CHAPTER IV

RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Serial No. 5, Para No. 2.8 in Appendix VI)

The Committee note that the present Chairman of the Railway Service Commission, Bombay belongs to one of the Scheduled Tribes and that there have been Scheduled Caste Chairman|Members of Railway Service Commissions in the past. The Committee recommend that each Railway Service Commission should include a member belonging to the Scheduled Castes or Scheduled Tribes.

Reply of Government

The recruitment rules to the posts of Chairman/Member-Secretaries Railway Service Commissions do not provide for any reservation quota for Scheduled Castes and Scheduled Tribes. The orders regarding reservation for Scheduled Castes and Scheduled Tribes are required to be strictly adhered to while making recruitment. The Member/Chairman of the Railway Service Commission irrespective of the fact whether he belongs to reserved community or not, has therefore to act within the broad framework of these orders. The purpose of adequate representation of Scheduled Castes and Scheduled Tribes is thus already being fulfilled. However, while making appointment to the posts of Chairman/Member Secretary, Railway Service Commissions, whenever a suitable reserved community candidate is available, he is considered.

[Ministry of Railways (Railway Board) O.M. No. E(SCT) 70CM 15/8 dated 23-7-1971].

Comments of the Committee

Please see Chapter I.

Recommendation (Serial No. 29, Para No. 3.8 in Appendix VI)

The Committee note the procedure being followed in the Railways for filling the posts in promotion quota. They agree with the views of the Chairman, Railway Service Commission, Bombay, that "there should be no difficulty in getting suitable Scheduled Caste and

Scheduled Tribe candidates for promotional quota as at the time of initial recruitment the candidates had satisfied the Service Commission before they were recruited". The Committee, therefore, are unable to find any justification for the meagre number of Scheduled Castes and Scheduled Tribes promoted in the various Zonal Railways during each of the last three years. They urge that the Railway Board should devise specific steps to improve the position.

Reply of Government

If a person qualifies in a recruitment test, it does not necessarily mean that he is fit for appointment in higher posts which are filled by selections. In the latter case some other factors such as professional ability, record of service, seniority, etc. are also taken into account. In the case of Scheduled Castes and Scheduled Tribes, a concession of 10 per cent in the minimum qualifying marks is granted as compared to the marks fixed for other community candidates in promotion both to selection and non-selection posts except only in the case of categories connected with the safety of operation. Further the cases involving supersession of Scheduled Castes and Scheduled Tribes are personally reviewed by the General Manager to ensure that the standard applied in the case of these candidates was not unduly high. Such concessions are not admissible on the Civil side. In view of the fact that on the Railways more liberal attitude is taken while judging the suitability of Scheduled Castes and Scheduled Tribe candidates than on the Civil side no further steps in this direction are indicated for the present.

[Ministry of Railways (Railway Board) O.M. No. E(SCT) 70CM 15|8,
dated 23-7-1971]

Comments of the Committee

Please see Chapter I

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Serial No. 27, Para No. 2.86 in Appendix VI)

The Committee regret to note the large number of posts de-reserved by the Railways, as mentioned in para 2.85 of the Report, during each of the last three years. The Committee feel that the procedure being followed by the Railways for the de-reservation of posts needs close scrutiny to ensure that de-reservation of posts is avoided as far as possible. They suggest that precise reasons for de-reservation of posts should also be intimated to the Commissioner for Scheduled Castes and Scheduled Tribes for his information. The Committee also suggest that before a post is de-reserved, the matter should again be referred to the Railway Service Commissions|Employment Exchanges in order to explore the possibility of getting suitable Scheduled Caste and Scheduled Tribe candidates.

Reply of Government

The procedure for de-reserved of reserved vacancies is under examination in consultation with the Department of Personnel. The decision taken in this regard will be intimated to the Committee in due course.

[Ministry of Railways (Railway Board) O.M. No. E(SCT) 70CM15|8
dated 23-7-1972.]

Recommendation (Serial No. 40, Para No. 4.21 in Appendix VI)

The Committee understand that the Government have decided to reserve 5 per cent of the Government Quarters (Types I and II) for allotment to Scheduled Caste/Tribe employees in the Ministries/Departments other than the Railways. They suggested that the Railway Board may also consider the feasibility of reserving 5 per cent of the Railway Quarters for allotment to the Scheduled Caste/Tribe employees in the Railways.

Reply of Government

The matter is under examination.

[Ministry of Railways (Railway Board) O.M. No. E(SCT)70CM
15|8 dated 23-7-1971]

NEW DELHI;

August 25, 1972.

Bhadra 3, 1894 (Saka).

BUTA SINGH,

Chairman,

*Committee on the Welfare of
Scheduled Castes and Scheduled Tribes.*

APPENDIX I

(Vide Chapter II of the Report)

GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)

No. E(SCT)68CM15/17. New Delhi, dated 11th February, 1972.

The General Managers,

All Indian Railways including CLW, DLW and ICF.

The Director General, R.D.So., Lucknow.

The Railway Liaison Officer, Parliament Street, New Delhi.

The Chief Administrative Officer,
Metropolitan Transport Project, Calcutta,
C/o the G.M., S.E. Railway, Calcutta.

The Chief Administrative Officer,
Metropolitan Transport Project, Delhi,
C/o the G.M., Northern Railway, New Delhi.

The Chief Administrative Officer,
Metropolitan Transport Project, Bombay,
C/o the G.M., Central Railway, Bombay.

The Chief Administrative Officer,
Metropolitan Transport Project, Madras,
Poonamalle High Road (Rly. Officers Rest House Building),
Egmore, Madras.

The Principal,

(i) Railway Staff College, Baroda.

(ii) Indian Rly. School of Signal Engg. & Tele-Comm., Secunderabad.

(iii) Advance Perm. Way Trg. School, Poona.

The Chairman, Railway Service Commission,
Allahabad/Bombay/Calcutta/Madras.

The General Secretary, I.R.C.A., New Delhi.

**SUBJECT:—Reservation for Scheduled Castes and Scheduled Tribes—
application of roster both at the time of initial recruit-
ment and confirmation.**

Reference Board's letter No. E(SCT)62CM15|7 dated 20th April, 1963 which provides that the reservation roster is to be applied only at the time of initial recruitment and that confirmations should be made in the order of seniority which in the case of non-trainee categories is determined on the basis of the position in the panel supplied by the Railway Service Commission and in the case of trainee categories on the basis of the merit position in the examination .

2. The Board after careful consideration have decided that in the posts filled by direct recruitment or on after the date of issue of this letter, reservation may be made for Scheduled Castes and Scheduled Tribes both at the time of initial appointment on temporary basis as well as at the time of confirmation. In posts filled by promotion, however, no reservation is admissible at the stage of confirmation of promotees and the existing procedure of confirming employees in order of their panel position may continue.

3. In regard to recruitment categories following steps may therefore be taken:

- (a) A common roster may be maintained for permanent and temporary appointments likely to become permanent or to continue indefinitely.
- (b) A temporary post which is later converted into permanent should be treated as reserved or un-reserved according to the point at which it fell when it was initially filled and such a post should not, after conversion, be shown again in the roster. To facilitate implementation of these orders, two illustrations are given below:
 - (i) Suppose in the year 1972, three posts are filled of which first is reserved for Scheduled Caste candidates according to the reservation roster maintained for the purpose. In the panel, the Scheduled Caste candidate happens to be at the third position. At the time of conversion of these temporary posts into permanent ones, the first post will be treated as reserved for Scheduled Castes and the Scheduled Caste candidate holding third position on the recruitment panel will be confirmed against this post.

(ii) In case, however, if no Scheduled Caste candidate becomes available in the year 1972 to be appointed against the reserved quota at point 1, this quota is de-reserved after following the extant instructions of de-reservation and shifted to a subsequent point i.e. 4th point to be filled in the year 1973. In 1973, three more candidates are appointed of which third candidate on the panel belongs to Scheduled Castes. He is appointed against fourth point against the quota shifted from 1st point; the 5th & 6th points having been treated as unreserved on account of the 5th point reserved for Scheduled Tribes being carried forward under the 45 per cent limit. At the time of confirmation, fourth vacancy and *not* the first one will be treated as reserved for Scheduled Castes because at the time of initial recruitment, only fourth point was treated as reserved and filled by candidate belonging to Scheduled Castes.

- (c) Permanent vacancies caused otherwise than due to conversion of temporary posts into permanent i.e. due to death retirement, resignation etc. should be shown as fresh vacancies in the common roster and should be treated as reserved or unreserved according to the points in the roster.
- (d) Instructions regarding fixation of seniority of Scheduled Castes/Tribes *vis-a-vis* others at the time of confirmation will follow.

4. The above orders apply to initial appointments made on or *after the date of issue of this letter*. The confirmation of temporary employees appointed before the issue of this letter will continue to be made in accordance with the existing practice as indicated in para 1 above.

5. The receipt of this letter may please be acknowledged.

Sd/- G. D. SUD,
Assistant Director, Establishment,
Railway Board.

No. E (SCT) 68CM15|17. *New Delhi, dated 11th February, 1972.*

Copy forwarded for information to the Department of Personnel, Cabinet Secretariat, North Block, New Delhi with reference to their U.O. N. Dy. 5661|71-Est (SCT) dated 9-2-1972.

Sd|- G. D. SUD,
Assistant Director, Establishment,
Railway Board.

Copy forwarded for information to E(NG)I and E(NG)III (with 5 spares) and E(GR)I, E(GP), Security (E) Branches of Railway Board's office.

APPENDIX II

(Vide Chapter II of the Report)

GOVERNMENT OF INDIA

MINISTRY OF RAILWAYS

(RAILWAY BOARD)

No. E(SCT)70CM15/15/1

New Delhi, dated 19-11-1970.

28th Kartik, 1892.

General Managers,
All Indian Railways including CLW, DLW and ICF.

Railway Board.

Director General,
R.D.S.O., Lucknow.

R.L.O., New Delhi.

General Secretary,
I.R.C.A., New Delhi.

SUBJECT:—*Separate interviews for Scheduled Castes/Scheduled Tribes*

The extant instructions on railways do not provide for separate interviews being arranged for groups of candidates from Scheduled Castes and Scheduled Tribes both in the matter of recruitment and promotion. It has been represented to the Board that if separate interviews are held for such candidates, it would yield better results. The Board, after careful consideration, have decided that while conducting recruitment as well as selections for promotion, candidates belonging to Scheduled Castes/Scheduled Tribes should be interviewed in separate blocks.

Please acknowledge receipt.

Sd/- G. D. SUD,

*Assistant Director, Establishment,
Railway Board.*

Copy forwarded separately to all Railway Service Commissions for information and compliance.

APPENDIX III

Vide Chapter II of the Report)

GOVERNMENT OF INDIA

MINISTRY OF RAILWAYS

(RAILWAY BOARD)

No. E(SCT)70CM15/11

New Delhi, dated 16-9-1970

To

The General Managers,
All Indian Railways, including CLW, DLW & ICF.
The Director General,
R.D.S.O., Lucknow.
The Chairman,
Railway Service Commission,
Allahabad/Bombay/Calcutta/Madras.
The R.L.O., New Delhi.
The General Secretary,

I. R. C. A., New Delhi.

SUBJECT:—*Periodical check of roster prescribed for the reservation of Scheduled Castes and Scheduled Tribes.*

It has come to the notice of the Board that rosters are not being maintained on some of the Zonal Railways and that these are also not being checked by the higher officers. The Board desire that a periodical check, say, once in six months, should be exercised on the maintenance of these rosters at the appropriate level of Assistant/Senior Scale Officer. A report in the matter should be sent to the Liaison Officer nominated on each Railway at regular intervals pointing out the discrepancy, if any, and the steps taken to rectify the same.

2. The Board further desire that Liaison Officers should conduct annual inspections of the rosters, maintained by the railway admin-

istrations with a view to ensuring proper implementation of the reservation orders.

Please acknowledge receipt.

Sd|- G. D. SUD,
*Assistant Director, Establishment,
Railway Board.*

DA: Nil.

Copy to Deputy Secretary, Railway Board, for information and necessary action.

Copy to ERB(I), E(GR)I, E(RB)II and Cash-I branches of Railway Board's office.

DA: Nil.

Sd|- G. D. SUD,
*Assistant Director, Establishment,
Railway Board.*

APPENDIX IV

(Vide Chapter II of the Report)

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E (SCT) 70/CM15/15/3

New Delhi, dated 19-11-1970/
28th Kartika, 1892.

General Managers,
All Indian Railways.

SUBJECT:—*Hardship caused to Scheduled Castes|Scheduled Tribes who are transferred to places far away from their home towns.*

Attention is invited to Board's letter No. E(SCT)60CM1/100 dated 8-12-1960, wherein it was desired that the transfer of Scheduled Caste and Scheduled Tribe employees should be confined to their native districts or adjoining districts or places where the administration can provide quarters and that these instructions should be followed as far as practicable subject to exigencies of service. The Board now desire that these instructions should be followed to the maximum extent possible subject of course to the exigencies of service.

Please acknowledge receipt.

Sd/- G. D. SUD,
Assistant Director, Establishment,
Railway Board.

APPENDIX V

(Vide Chapter II of the Report)

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E (SCT) 70/CM15/15/2

New Delhi, dated 19-11-1970/
28th Kartika, 1892.

The General Managers,
All Indian Railways including CLW, DLW and ICF.
The Director General,
R.D.S.O., Lucknow.

**SUBJECT:—Reservation quota for Scheduled Castes|Scheduled Tribes—
Recruitment of Casual Labour.**

Attention is invited to the instructions contained in Board's letter No. E(SCT)68CM15/13, dated 6-12-1969 wherein it was stated that Casual Labourer would not come within the purview of reservation orders.

The Board have considered the matter further and now desire that although there is no reservation for Scheduled Castes and Scheduled Tribes in the matter of recruitment of casual labourers, it should be ensured that adequate number of Scheduled Caste/Tribe candidates are taken in as casual labourers.

It is reiterated that the roster is not to be made applicable at the time of casual appointment, but at the time of regular appointment, the roster must be made applicable.

These instructions may be brought to the notice of all concerned.

Please acknowledge receipt.

Sd/- G. D. SUD,
Assistant Director, Establishment,
Railway Board.

Copy to E(NG)II Branch, Railway Board.

APPENDIX VI

(Vide Introduction)

Analysis of the action taken by the Government on the recommendations contained in the Fifteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha)

I. Total number of recommendations	42
II. Recommendations which have been accepted by Government (<i>vide</i> recommendations at Sl. Nos. 18, 35, 4, 7, 8, 9, 12 & 13, 15 & 16, 17, 18, 19, 20, 21, 22, 24, 25, 26, 28, 31, 32, 33, 34, 36, 37, 38, 39 and 41).	
Number	29
Percentage to total	69
III. Recommendations/observations which the Committee do not desire to pursue in view of Government's replies (<i>vide</i> recommendations at Sl. Nos. 2, 3, 6, 10, 11, 23, 30 and 42)	
Number	9
Percentage to total	21
IV. Recommendations in respect of which replies of Government have not been accepted by the Committee (<i>vide</i> recommendations at Nos. 5 and 59)	
Number	2
Percentage to total	5
V. Recommendations in respect of which final replies of Government have not been received (<i>vide</i> recommendations at Sl. Nos. 27 and 40)	
Number	2
Percentage to total	5