

**STANDING COMMITTEE ON RAILWAYS  
(2008-09)**

**FOURTEENTH LOK SABHA**

**MINISTRY OF RAILWAYS  
(RAILWAY BOARD)**

**[Action taken by the Government on the recommendations/  
observations contained in the 33<sup>rd</sup> Report of the Standing  
Committee on Railways (Fourteenth Lok Sabha) on 'Industrial  
Relations & Staff Welfare in Railways']**

**THIRTY EIGHTH REPORT**



**LOK SABHA SECRETARIAT  
NEW DELHI**

September, 2008/Bhadrapada, 1930 (Saka)

SCR No.: 133

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Committee on Railways (Fourteenth Lok Sabha) on 'Industrial  
Relations & Staff Welfare in Railways']**

*Presented to Lok Sabha on 20.10.2008*  
*Laid in Rajya Sabha on 17.10.2008*



**LOK SABHA SECRETARIAT**  
**NEW DELHI**

September, 2008/Bhadrapada, 1930 (Saka)

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**COMPOSITION OF THE STANDING COMMITTEE ON RAILWAYS (2008-09)****Shri Basudeb Acharia - Chairman****MEMBERS****LOK SABHA**

2. Shri Prasanna Acharya
3. Dr. Dharendra Agarwal
4. Shri Atiq Ahamad
5. Shri S. Ajaya Kumar
6. Smt. Suman Mahato
7. Shri Bapu Hari Chaure
8. Shri H.D. Devegowda
9. #Vacant
10. Shri Giridhar Gamang
11. Shri Anwar Hussain
12. Shri Mahesh Kumar Kanodia
13. Ch. Lal Singh
14. Shri Ananta Nayak
15. Shri Laxmanrao Patil
16. Shri A. Sai Prathap
17. Shri Kishan Singh Sangwan
18. Shri Iqbal Ahmed Saradgi
19. Shri Manik Singh
20. Shri K. Subbarayan
21. Shri C.H. Vijayashankar

**RAJYA SABHA**

22. Shri Motilal Vora
23. Shri Nandi Yellaiah
24. Shri Satyavrat Chaturvedi
25. Shri Lalit Kishore Chaturvedi
26. Shri Shreegopal Vyas
27. Shri Tarini Kanta Roy
28. Shri N. Balaganga
29. Shri Abani Roy
30. \*Shri Khekiho Zhimomi
31. Vacant

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#Shri Kishan Lal Diler passed away on 04.09.2008 (Ref.: LSS Bulletin No. 6009 dated 11<sup>th</sup> September, 2008).

\*Nominated w.e.f. 12.08.2008 (Bulletin No. 45235 dated 14.08.2008).

**LOK SABHA SECRETARIAT**

- |    |                    |   |                            |
|----|--------------------|---|----------------------------|
| 1. | Shri S.K. Sharma   | - | Secretary                  |
| 2. | Shri S. Bal Shekar | - | Joint Secretary            |
| 3. | Shri V.S. Negi     | - | Director                   |
| 4. | Shri Y.M. Kandpal  | - | Deputy Secretary-II        |
| 5. | Smt. Rashmi Roy    | - | Senior Executive Assistant |
-

## **INTRODUCTION**

I, the Chairman of the Standing Committee on Railways (2008-09), having been authorized by the Committee to present the Report on their behalf, present this Thirty Eighth Report of the Committee on Action Taken by the Government on the Recommendations/Observations contained in the Thirty Third Report of the Standing Committee on Railways (2007-08) on 'Industrial Relations & Staff Welfare in Railways'.

2. The Thirty Third Report was presented to Hon'ble Speaker on 14.09.2007 and presented to Lok Sabha on 19.11.2007. It contained 17 recommendations/observations. The Ministry of Railways have furnished their Action Taken Replies on all the recommendations/observations on 31.12.2007.

3. The Committee considered the Action Taken Report and adopted the same at their sitting held on 2.09.2008.

4. An analysis of the action taken by the Government on the recommendations/observations contained in the Thirty Third Report of the Standing Committee on Railways (2008-09) Fourteenth Lok Sabha is given in Appendix-II.

NEW DELHI;  
22 September, 2008  
31 Bhadrapada, 1930 Saka

**(BASUDEB ACHARIA)**  
**Chairman,**  
**Standing Committee on Railways**

**CHAPTER I**REPORT

This Report of the Committee deals with the Action Taken by the Government on the recommendations and observations contained in the Thirty Third Report of the Standing Committee on Railways (2007-08) on 'Industrial Relations and Staff Welfare in Railways'. The Report was presented to Hon'ble Speaker on 14.9.2007 and to Lok Sabha on 19.11.2007. Simultaneously, the Report was also laid in Rajya Sabha.

1.2 Action Taken Notes have been received from the Government on all the 17 recommendations/observations contained in the Report. These have been broadly categorized as follows:-

- (i) Recommendations/Observations which have been accepted by the Government –

Para Nos. 1,2, 3, 6, 8, 9, 10, 11, 12, 13, 14 and 16.  
(Total : 12)

- (ii) Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies –

Para No. 17. (Total : 1)

- (iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration –

Para Nos. 4, 5, 7 and 15. (Total : 4)

- (iv) Recommendations/Observations in respect of which final replies are still awaited -

NIL

1.3 The Committee will now deal with the Action Taken by Government on some of their recommendations/observations.

**A. Holding of Union elections by the Chief Labour Commissioner (CLC)**

**Recommendation (Para No. 4)**

1.4 Suggestion has been made in different quarters that holding of secret ballot should be entrusted to the Chief Labour Commissioner (CLC) at the Centre as in the case of Bharat Sanchar Nigam Limited who have held union elections with the assistance of observers provided by the CLC organization. The Ministry of Labour have however, held that they have neither the power nor the manpower to conduct elections especially for lakhs of Railway employees posted throughout the length and breadth of the country. The Committee trusted that the above suggestion would be taken note of and such steps taken as would ensure free and fair elections.

1.5 In their action taken reply, the Ministry of Railways have stated as under:

“The elections under secret ballot system for giving recognition to trade unions on the Railways have been conducted under the supervision of a Committee headed by a retired Chairman, Railway Board appointed specially by the Ministry of Railways for this from 26.11.2007 to 28.11.2007 and results declared.”

**1.6 The Committee feel happy to note that the Railways have successfully conducted the elections under the secret ballot system for giving recognition to trade unions. However, they find that the mandate of the high level Committee constituted by the Ministry of Railways under the Chairmanship of former Chairman, Railway Board was to frame the modalities for the conduct of secret ballots in order to recognize the Unions, to formulate the code of conduct/discipline for the elections and to function as a nodal body for the conduct and the supervision of the secret ballot and to**



suggest the mechanism for arbitration where disputes arise out of the election. The term of the Committee was from the date of constitution to two months from the date of holding elections or one year , whichever was earlier. Since, the job assigned to this high level Committee has been accomplished, the Committee wonder how the future elections to recognize Unions would be conducted in the absence of a nodal body. It is in this context, the Committee suggested to entrust the job of holding of secret ballot to the Chief Labour Commissioner. The reply of the Ministry is silent in this regard. The Committee, therefore, reiterate their earlier observation that in order to provide equal opportunities to all unions and to hold free and fair elections, the Ministry of Railways should take the assistance of the Chief Labour Commissioner organization at the Centre. They would like to be apprised of the action taken in the matter. The Committee , further desire that the details of the complaints received, if any, in respect of the secret ballot held in November, 2007 and action taken thereon may also be intimated to them.

**B. Recognition of Unions of Railway Production Units and Metro Railway, Kolkata.**

**Recommendation (Para No. 5)**

1.7 The Committee observed that the Production Units under the Ministry of Railways such as Chittaranjan Locomotive Works, Diesel Locomotive Works, Integral Coach Factory, Rail Wheel Factory and Rail

Coach Factory etc. though they qualify to be called 'factories' and entitled to have unions, the Ministry of Railways do not seem to be favourably inclined to allow these units to have unions. Similarly, there is no recognized Union in Metro Railway, Kolkata. In order to enable the workers in these units to exercise their trade union rights and to enable their participation in 'Permanent Negotiating Machinery', the Committee emphatically urged the Railways to reconsider their stand in the matter in consultation with the Ministry of Labour. They also recommended that the unions of the Production Units as well as the Metro Railway, Kolkata should be allowed to participate in the secret ballot.

1.8 In their action taken reply, the Ministry of Railways have stated as under:

"The existing grievances redressal machinery in the production units and MTP Railway is working satisfactorily. All General Managers and Chief Personnel Officers of the Production Units in the meeting held with Board on 10.8.1998 have reached consensus to continue with the existing system of Staff Councils and meetings of the Board with Staff Councils. The full Board in their meeting held on 11.10.1996 had also decided not to change the existing system of Staff Councils in Production Units.

With a view to facilitate Federations in building up their following in the Production Units, thereby enhancing their influence in these Units, the Board, in the year 1992 permitted the Federations to have one Zonal Secretary in the Production Units so that these Federations get the feel of the pulse of the workers and they could take up issues concerning Production Units. Both the Federations viz., All India Railwaymen's Federation (AIRF) and National Federation of Indian Railwaymen (NFIR) have also agreed with the present system of Staff Councils in the Production Units in the year 2004. Further, both the Federations have also been allowed to take up the broad based general issues like bonus, pay scales, general establishment rules, welfare schemes etc. in respect of Production Units and MTP Railway in the Permanent Negotiating Machinery (PNM) and Joint Consultative Machinery/Departmental Council meetings. The present system of Staff Council is a well established system and any change will lead to disturbance in industrial relations. The subject of Staff Council has found acceptance, both with the management and the workers. At present, the institution of Staff Council is maintaining harmonious industrial relations in Production Units."

**1.9 The Committee find from the Action Taken Reply of the Ministry of Railways that nothing has been mentioned in the reply about measures taken to allow the Unions of the Production Units as well as Metro Railway, Kolkata to participate in the secret ballot. The Committee expect the Ministry to furnish details in this regard without delay.**

**C. Working hours of Loco Running Staff**

**Recommendation (Para No. 7)**

1.10 The Committee taking note of the complaint of All India Loco Running Staff Association (AILRSA) about non-implementation of government's commitment given 35 years ago in 1973 about 10 hour duty for loco running staff in blatant violation of the Hours of Employment Regulation (HOER) urged inter-alia that working hours of Loco Running Staff be restricted forthwith to 8 hours.

1.11 In their action taken reply, the Ministry of Railways have stated as under:

“The working hours of railway servants including running staff on Railways are regulated in accordance with the provisions contained in Railways Act, 1989. Employment of railway servants has been classified into four categories namely, Intensive, Continuous, Essentially Intermittent and Excluded. The maximum statutory hours of work for employment classified as Intensive, Continuous and Essentially Intermittent are 45, 54 and 75 per week respectively.

Running staff on the Indian Railways are classified as ‘Continuous’ and they are statutorily required to work for 54 hours a week on an average in a two weekly period of 14 days. But the rostered hours of this category of employees have been fixed at 104 hours in a two weekly period of 14 days including preparatory and complementary time.

In 1969, the Railway Labour Tribunal under the Chairmanship of Justice N.M. Miabhoy was set up. One of the

terms of reference to the Tribunal related to review of the Hours of Employment Regulations, including running duty at a stretch for running staff. In regard to running duty at a stretch, the Tribunal after detailed consideration made the following recommendations in August, 1972.

“ Running duty at a stretch of running staff should not ordinarily exceed 10 hours but such duty may extend to a maximum period of 12 hours, provided the concerned administration gives at least two hours notice before expiration of 10 hours to the staff that it will be required to perform running duty for two hours more, provided further that the total maximum hours of duty from ‘signing on’ to ‘ signing off ’ does not exceed 14 hours provided further that the total maximum hours will be progressively reduced by half an hour every two years from the date of this Report till the target of 12 hours is reached, i.e. at the end of eight years from the date of this Report, the total maximum hours of duty at a stretch from signing on to signing off shall not exceed 12 hours.”

Certain Loco running staff of Trivandrum Division had filed the case in the Kerala High Court challenging Ministry of Railways letter No. E(LL) 77/HER/29 dated 3.4.81 .The CAT/Ernakulam vide their judgement dated 10.1.92 struck down the above-mentioned letter and had issued detailed guidelines for issue of instructions. Based on the guidelines, instructions were issued vide Ministry of Railways letter No. E(LL)91/HER/11 dated 13.4.92 which provides as under:-

1. The overall duty at a stretch of running staff from ‘ signing on’ should not ordinarily exceed 12 hours and they should be entitled to claim relief thereafter.
2. The running duty at a stretch should not ordinarily exceed 10 hours from the departure of the train and the staff should be entitled to claim relief thereafter.
3. In operational exigencies the running duty may be extended beyond 10 hours within overall limit of 12 hours provided a due notice has been given to the staff by the Controller before the completion of 8 hours of running duty.
4. If a train does not reach, within the overall limit of 12 hours, its normal crew changing point/destination of the train/or the place where a relief has been arranged and such point is approximately one hour’s journey away, the staff shall be required to work to that point.
5. In exceptional exigencies of accidents, floods, agitations, equipment failure etc. the staff may be required to work beyond the limits prescribed above. In such cases, the Controller should suitably advise the staff.

Due to the very nature of their duties and keeping in view round the clock operation of the Railways, running staff cannot be put on daily fixed roster.

All efforts are made to contain the duty hours within the parameters laid down and the position is monitored at Divisional, Zonal and Railway Board levels. The position regarding drivers duty on fortnightly basis is monitored by Crew Controllers and Divisional Officers to ensure that it is within the rostered 104 hours in a two weekly period of 14 days. Power Controllers are also required to work in close coordination with Section Controllers to ensure implementation of 10 hours duty rule. In addition to this Ministry of Railways have issued instructions to the Railways stating that periodic Joint Meetings are required to be held with the recognised Unions/Federations on this issue of implementation of 10-hours duty rule.

The rule provides that the overall duty at a stretch of running staff from signing on should not ordinarily exceed 12 hours. From the information available for the months of January to December 2006 on the Railways, an average of 88.1% trips were completed within 12 hours from 'signing on' to 'signing off'. Further an average of 87% trips were completed within 10 hours from departure of the train and also that an average of 76.7% was achieved in respect to completion of trips within 10 hours from signing on to signing off. Keeping in view the constraints and the large rail network, this is not a mean achievement.

It would not be out of place to mention that in emergency situations like floods, accidents, abnormal detentions of trains or unforeseen incidents it becomes unavoidable to book the staff beyond rostered hours for which the running staff is compensated monetarily and paid overtime allowance as per rules.

10 hour stipulated running time from wheel movement to wheel stoppage is intended to be the maximum running time. This also includes stoppage time of trains at signals and stations etc. However, in reality, the actual running time may be much less depending upon the availability of relief or termination of train. In case the maximum running time is reduced, the average running time per day of a driver in a fortnightly period will be much less. In addition to requirement of more drivers it may lead to problems of provision of additional running rooms, crew lobbies and accommodation to the drivers.

**1.12 The Committee find from the reply of the Ministry that the Railway Labour Tribunal under the Chairmanship of Justice N.M. Miabhoy in 1972 as well as the CAT/Ernakulam guidelines of 1992**

**have laid down that the running duty for the loco staff at a stretch should not exceed 10 hours except in operational exigencies. However, the Committee were given to understand that this 10 hours running duty for loco staff is calculated from 'wheel movement' to 'wheel stoppage'. Considering the strenuous nature of duty of loco running staff, the Committee desire that this 10 hours running duty should instead be counted from 'signing on' to 'signing off' and the running duty at a stretch should not exceed 8 hours. The Committee would await the response of the Ministry of Railways in this regard.**

#### **D. Grievances of RPF Association**

##### **Recommendation (Para No.8)**

1.13 All India RPF Association had expressed in their Memorandum to the Committee that RPF authorities do not implement the PNM decisions and Railway Board's orders. Another point raised by them was related to augmentation of the strength of the RPF by 24,000 as assessed by Railway administration and announced in 2006 and also suggested that Railway Protection Force personnel to the extent possible be posted within the respective State they belong to and there should be a time limit for the tenure of the RPF staff posted to Railway Protection Special Force. The Committee desired that these issues should be looked into at the highest level and the grievances redressed.

1.14 In their action taken reply, the Ministry of Railways have stated as under:-

“Instructions have been issued to divisional and zonal authorities to implement PNM decision and Railway Board's orders. So far as augmentation of the strength of the RPF is concerned, a proposal for creation of 2661 posts is pending in the Ministry of Finance. Regarding remaining posts proposals are awaited from a few zones

and then it will be put up for the consideration of the Board. Regarding transfer of RPSF personnel to RPF a Committee has been constituted to formulate policy. The Committee has submitted its Report and it is under consideration.”

**1.15 The Committee from the reply of the Ministry find that a proposal to create 2661 post of RPF, out of the 24,000 post as assessed and announced by the Railway Administration in 2006 for augmentation of the strength of RPF, is pending in the Ministry of Finance and for remaining posts proposals from a few Zones are yet to be received for consideration by the Board. The reply of the Ministry does not throw any light as to since when the proposal is pending in the Ministry of Finance for clearance and the efforts made by Railways in this regard. The Committee desire that the Ministry of Railways should take up the matter with Ministry of Finance without any further delay and the outcome be informed to them. They further hope that Railways will finalise the creation of the remaining posts also at the earliest after obtaining the proposals from the respective Zones and the position intimated to them. The Committee also desire that the outcome of Report submitted by a Committee constituted to formulate the policy for transfer of RPSF personnel to RPF be apprised to them.**

**E. Central Railway Hospitals in new Zones**

**Recommendation (Para No.13)**

1.16 The Committee found that new Central Hospitals have been established only in two Zones namely East Central Railway (at Patna)

and East Coast Railway (at Bhubaneswar) out of seven newly created Zones and in rest of the five new Zones, divisional hospitals have been upgraded into the Central Hospital, although a representative of the Ministry of Railways while deposing before them had stated that the Railways have recognized the need to create separate Zonal hospitals in the seven newly created Zones. The Committee hoped that steps will be taken to set up separate Central Hospital in all the new Zones.

1.17 In their action taken reply the Ministry of Railways has stated as under:-

“A decision was taken by the Ministry of Railways (Board’s letter No.2004/H/5/10(2) dated 9.8.2004) to create a new Central Hospital for East Central Railway at Patna as there was no Railway hospital and to upgrade the existing divisional hospitals at the remaining six newly formed zones to the level of Central hospitals to have quality Medicare and avoid duplication of the resources.”

**1.18 The Committee would desire to be informed of the Zone-wise status of implementation of the decision taken by the Railway Board with regard to the upgradation of the existing Divisional Hospitals to Central Hospital and the time frame set to achieve the same.**

**F. Mobile hospitals for each Divisional Hospital.**

**Recommendation (Para No.14)**

1.19 The Committee observed that at present, there is one mobile hospital in each Zone. The Committee felt that this facility needs to be extended to cover other areas also and accordingly recommended that arrangements be made for exclusive mobile hospital in each division and a blood bank in every divisional hospital.

1.20 In their action taken reply, the Ministry of Railways have stated as under:-



“A Pilot project was started to provide one Road Mobile Medical Van on each of the Railway Zone. The experiment has proved to be successful. Railways are contemplating to extend this facility to other areas. As per guidelines of the Drug Controller, Blood Banks are provided at the hospitals having a minimum annual requirement of 2000 bottles. Provision of Blood Banks at divisional Railway hospitals which meet this stipulation can be considered.”

**1.21 The Committee are glad to note that after successful experiment of a pilot project of Road Mobile Medical Van on each of the Railway Zone, Railways are considering to extend this facility to other areas also. The Committee would like to be informed of the details of the divisions where the facility of Mobile Medical Van has been provided so far and the steps taken to provide this facility in the remaining divisions.**

**G. Full time Doctors for Indian System of Medicines.**

**Recommendation (Para No.15)**

1.22 The Committee found that unlike the full time doctors for the Indian System of Medicine in Central and State Government hospitals and Primary Health Centers, the Railways have only part-time doctors. The Committee recommended that steps should be taken for providing full-time doctors for Indian System of Medicine and also for popularizing these systems.

1.23 In their action taken reply, the Ministry of Railways have stated as under:-

“Unlike Health Ministry and CGHS, State Government etc. Health care in Railways cannot be treated as a core function. Railway medical services have been developed to meet specific needs of the organization and the services include medical certification of fitness, especially safety related staff, curative services for a wide

variety of conditions, emergency medical care, accident rescue and relief work, immunization etc. These services cannot be provided by Indian System of Medicine & Homeopathy (ISM & H) practitioners as their curriculum is different. Hence, their services cannot be integrated with Indian Railway Medical Services.”

**1.24. Not satisfied with the reply of the Ministry, the Committee desire that to provide comprehensive health care to Railway employees and their family members, Railways should take immediate steps to depute full time doctors for Indian system of Medicine & Homoeopathy (ISM&H). They further desire that all efforts should be made to popularize these systems amongst the Railway employees and their dependent family members so that they also are benefited by these systems.**

#### **H. Utilizing of Metro Hospital, Kolkata**

##### **Recommendation (Para No.16)**

1.25 The Committee observed that the Metro Hospital at Kolkata which has all the modern equipments and good facilities is not being utilized properly due to shortage of Medical and Paramedical staff. They desired that Kolkata Metro Hospital should be fully utilized both indoor as well as outdoor facilities and urgent steps be taken to provide adequate number of Medical and Paramedical staff to the Hospital.

1.26 In their action taken reply, the Ministry of Railways have stated as under:-

“Steps are being taken by The Chief Medical Director, Eastern Railway to provide adequate medical facilities at Metro hospital at Kolkata, utilizing the complete infrastructure and medical equipments.”

**1.27 The Committee note from the reply that the Ministry of Railways have neither given any details about the steps taken in providing adequate number of medical and para medical staff to Kolkata Metro Hospital nor the details about the utilization of the indoor as well as outdoor facilities of the Hospital. The Committee would like to be informed of the details in this regard including the number of medical and para medical staff added to the Hospital.**

**CHAPTER – II****RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN  
ACCEPTED BY THE GOVERNMENT****Recommendation (Para No. 1)**

**It transpired during the Committee's examination of Industrial Relations and Staff Welfare in Railways that the system of verification of Members, adopted by the Railways over the years, for recognition of unions has been pronounced by Madras High Court as 'incorrect'. Recognition of unions used to be granted by the Zonal Railways on minimum 30% membership of non-gazetted employees verified on the basis of returns filed by the claimants. Obviously, the system was not foolproof to check dual membership. On the High Court's direction to devise a method to establish exclusive membership of an employee to a union, the Railways have since decided to go in for secret ballot. According to Delhi High Court order, the secret ballot should be held within six months from 22.03.2007 i.e. before 21 September, 2007. Though only a few days are left for the court's time limit to end, there appears to be no sign of the Railways completing the process of elections within the deadline. The Committee feel that this task could have been completed as stipulated by the Court, had the work been handled with a sense of urgency.**

**Reply of the Government**

A Committee headed by Sh. C.L.Kaw, Chairman, Railway Board (Retd.), has been formed for conducting and supervising the secret ballot. The modalities for conducting the elections have been finalized. The Hon'ble High Court, New Delhi vide order dated 28.9.2007 has further granted two months time to hold the elections. The polling for elections has been held from 26.11.2007 to 28.11.2007 and results declared.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

**Recommendation (Para No. 2)**

**The Panel, headed by a former Railway Board Chairman, Shri C.L. Kaw, which is the nodal body for conducting and supervising the secret ballot to recognize unions is reported to have since framed the modalities for the election. The Committee hope that the Railway Administration will take expeditious decision on the modalities under intimation to the Committee.**

### **Reply of the Government**

After finalizing the modalities, the polling for elections has been held from 26.11.2007 to 28.11.2007 and results declared.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 3)**

**There are two unions recognized by the Railways viz. All India Railwaymen's Federation (AIRF) and National Federation of Indian Railwaymen (NFIR) which have affiliates in all the Zonal Railways. The recognized unions enjoy a host of facilities including free passes which are not available to other registered unions. One of the Railway associations which appeared before the Committee has made a suggestion that recognition of the existing unions should be withdrawn atleast one year ahead of the secret ballot. In the opinion of the Committee, there should be a level playing field for all the unions-recognized as well as registered- which participate in the secret ballot. The Committee hope that appropriate steps will be taken to ensure this.**

### **Reply of the Government**

The modalities for conducting the Secret Ballot have been finalized. As per the modalities the existing recognized trade unions/federations shall continue to remain as recognized unions/federations till election process is completed and their further future will depend upon as to how they fare in the elections. The facilities available to the recognized unions will continue only on the condition that these facilities will not be used for elections purposes. In case a complaint is received in this connection and on investigation the complaint is found to be correct, that recognized Trade union against whom that complaint was received will be liable to be punished. Accordingly, the polling for elections has been held from 26.11.2007 to 28.11.2007 and results declared.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 6)**

**One of the main grievances of the unions relates to non-implementation/undue delay in implementation of the agreements arrived at in the meetings of Departmental Council and in the meetings of Permanent Negotiating Machinery (PNM) which operate at different levels and tiers. The Committee have been informed that the PNM meetings are not held as frequently as prescribed in a number of divisions. Similarly, in the case of All India RPF Association too, the PNM meetings are not held regularly at Zonal and Divisional levels. At the Board level also, the meetings have not been held with All India RPF Association for the last one year. The data furnished by the Ministry in this regard also brings out this fact. These reflect the failures of Railway authorities at divisional levels. The deposition by Labour Secretary indicates that Railway disputes constitute five to six percent of total disputes received in the Labour Ministry. The Committee desire that causes for this state of affairs should be gone into at high level and remedial measures taken to ensure that the Industrial Relations mechanism functions efficiently and effectively at all levels including the RPF by adhering to the laid down periodicity of meeting and time-bound implementation of the decisions arrived at such meetings.**

### **Reply of the Government**

- (i) On receipt of agenda items, these items are examined by the concerned Directorates in Board's office by obtaining the information from Zonal Railways. Besides items bearing effect on other Ministries/Departments viz. Ministry of Finance, DOP&T, Health and Ministry of Labour etc. necessary clarifications/ views are obtained and items are considered accordingly as per the extant rules and on the merit of the case which is time consuming. However, all out efforts are made to implement the decision arrived in the meetings at the earliest.
- (ii) So far as holding of PNM meetings as per prescription at zonal/division levels is concerned, necessary instructions have been reiterated to Zonal Railways vide Board's letter No. E(LR)I/2007/NM1-10 dated 04.10.2007.
- (iii) Insofar as RPF is concerned, instructions have been issued to Zonal and Divisional Authorities to hold PNM as per schedule. Efforts are also being made to have PNM at Railway Board level in the near future.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

**Recommendation (Para No. 8)**

**All India RPF Association has also expressed its grievance that RPF authorities do not implement the PNM decisions and Railway Board's orders. One of the points raised by AIRPF in their memorandum relates to augmentation of the strength of the RPF by 24,000 as assessed by Railway administration and announced in 2006. There is also a suggestion that Railway Protection Force personnel to the extent possible be posted within the respective state they belong to and there should also be a time limit for the tenure of the RPF staff posted to Railway Protection Special Force. The Committee desire that these issues should be looked into at the highest level and the grievances redressed.**

**Reply of the Government**

Instructions have been issued to divisional and zonal authorities to implement PNM decision and Railway Board's orders. So far as augmentation of the strength of the RPF is concerned, a proposal for creation of 2661 posts is pending in the Ministry of Finance. Regarding remaining posts proposals are awaited from a few zones and then it will be put up for the consideration of the Board. Regarding transfer of RPSF personnel to RPF a Committee has been constituted to formulate policy. The Committee has submitted its Report and it is under consideration.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

**Recommendation (Para No. 9)**

**One of the objectives of the mechanism of Participation of Railway Employees in Management (PREM) instituted in 1994 is to facilitate effective and meaningful participation of employees in the management process. According to AIRF and NFIR, the PREM has become a sort of ritual and there has been no real participation/involvement of employees before issues of significance are decided. It has been stated that the decisions regarding outsourcing of certain functions, Public Private Partnership and such other matters had no prior involvement of PREM. The Committee have been informed that in vital matters workers are not taken into confidence. The Member Staff, Railway Board admitted during oral evidence that there is positive room for**

**improvement. The Committee trust that the Railway management, taking note of its past failures, would take care to see that the PREM achieves its objectives and gives the Railway employees a sense of real involvement in the managerial process.**

### **Reply of the Government**

The recommendation of the Committee has been noted.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 10)**

**There was shortfall in utilization of funds for staff welfare to the tune of Rs 50 cr. in 2005-06 and Rs. 57 cr. in 2006-07. The under utilization under the head 'staff quarters' involving construction of new quarters and works in progress is stated to be about Rs. 46 cr. in 2003-04 and in the range of Rs. 13 cr. to Rs 29 cr. in the subsequent years and is attributed to steep hike in prices of raw materials, failures of contractors etc. The Committee note that these are the reasons, which are repeated year after year, for failure to achieve targets. In order to overcome these problems, a suggestion has been made that there should be a suitable price escalation clause inbuilt into the contracts which would avert contract failures. There is stated to be also delay in holding meetings by the Railways in deciding the works programme concerning staff quarters. The Committee desire that such delays should be avoided and appropriate steps taken to ensure full utilization of allotted funds and timely completion of projects.**

### **Reply of the Government**

Regarding the suggestion for price escalation clause being in built into the contracts, suitable directions to Zonal Railways already exist.

Works Programme is an annual exercise which take place on scheduled programme basis and sanction of new works is advised only after the Budget is passed by the Parliament. Efforts are being made by the Railways to ensure that funds allotted under staff welfare schemes under Plan Heads 51(Staff Quarters) and 52 (Staff Amenities) are utilized fully and not surrendered for improving staff satisfaction.



Railways have been directed suitably and specifically asked to utilize the funds allotted under Plan Heads '51 & '52' fully so that it could not be surrendered further.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 11)**

**The Committee have been informed that allocation under Staff Benefit Fund for recreational facilities to 'officers and supervisory staff' is disproportionate to their strength as compared to the allocation in this respect for the rest of the employees. The Committee have been assured that this aberration will be corrected. The Committee would await the action taken in this regard.**

### **Reply of the Government**

A decision has been taken to segregate the welfare activities aimed at officers from the scope of Staff Benefit Fund and the present allocation meant for the 'recreational facilities for officers and supervisory staff' has been kept with the SBF to be utilized towards recreational facilities for the staff/supervisory staff only.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 12)**

**The Committee find that though there is requirement of sanctioning of around Rs 450-500 cr. every year under the Corporate Welfare Plan for maintenance and improvement of staff quarters, the total funds allocated under this plan is just Rs. 344.22 cr. in 2007-08. The Committee would like to be informed of exact allocation and utilization of funds under the plan during 2006-07. Considering the fact that the staff quarters in some of the Railway colonies are in dilapidated condition, the Committee feel that the fund allocation for improvement of quarters should be stepped up to match the CWP projection of about Rs. 450 cr. every year.**

### **Reply of the Government**

It is submitted that the Corporate Welfare Plan(CWP) (2007-2016) was prepared and issued to Railways for implementation on 21.10.2006

only. Hence no allocation could be specifically made under this Plan during 2006-07.

Though there was shortfall in the allocation of adequate funds under the Corporate Welfare Plan during 2007-08, efforts will be made to ensure that from the next year onwards maximum possible allotment of funds under the CWP will be made to match the projection of funds of the Plan. Railways have been directed and specifically asked to propose maximum works under CWP through their regular Works Programmes.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 13)**

**The Committee note that new Central Hospitals have been established only in two out of seven newly created Zones and in rest of the five new Zones, divisional hospitals have been upgraded into the Central Hospital. The Zones which are having new Central Hospitals are East Central Railway (at Patna) and East Coast Railway (at Bhubaneswar). A representative of the Ministry of Railway deposited before the Committee that the Railways have recognized the need to create separate Zonal hospitals in the seven newly created Zones. The Committee hope that steps will be taken to set up separate Central Hospital in all the new Zones.**

### **Reply of the Government**

A decision was taken by the Ministry of Railways (Board's letter No.2004/H/5/10(2) dated 9.8.2004) to create a new Central Hospital for East Central Railway at Patna as there was no Railway hospital and to upgrade the existing divisional hospitals at the remaining six newly formed zones to the level of Central hospitals to have quality Medicare and avoid duplication of the resources.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 14)**

**At present, there is reportedly one mobile hospital in each Zone. The Committee feel that this facility needs to be extended to cover other areas also and accordingly recommend that arrangements be made for exclusive mobile hospital in each division and a blood bank in every divisional hospital.**

### **Reply of the Government**

A Pilot project was started to provide one Road Mobile Medical Van on each of the Railway Zone. The experiment has proved to be successful. Railways are contemplating to extend this facility to other areas. As per guidelines of the Drug Controller, Blood Banks are provided at the hospitals having a minimum annual requirement of 2000 bottles. Provision of Blood Banks at divisional Railway hospitals which meet this stipulation can be considered.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 16)**

**The Metro Hospital at Kolkata which has all the modern equipments and good facilities is not being utilized properly due to shortage of Medical and Paramedical staff. The Committee desire that Kolkata Metro Hospital should be fully utilized both indoor as well as outdoor facilities and urgent steps be taken to provide adequate number of Medical and Paramedical staff to the Hospital.**

### **Reply of the Government**

Steps are being taken by The Chief Medical Director, Eastern Railway to provide adequate medical facilities at Metro hospital at Kolkata, utilizing the complete infrastructure and medical equipments.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

**CHAPTER – III**

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

**Recommendation (Para No. 17)**

**The Committee find that out of 367 educational institutions on Railways, there has been only one degree college and the rest are at the level of senior secondary/secondary/middle/Primary schools. The Committee suggest, that the desirability of setting up professional colleges with the courses of study and curriculum designed to meet the specific requirements of Railways be examined.**

**Reply of the Government**

Provision of educational facilities is primarily the responsibility of State Governments and Ministry of Human Resource Development (Department of Education) as per Article 346(3) – item 25 of list 3 i.e. Concurrent list (Seventh Schedule) of the Constitution of India. However, Railways have provided educational facilities to the limited extent within the constraints of available resources, purely as a measure of staff welfare to meet the needs of wards/children of Railway employees only at such places where there is a concentration of Railway employees and the educational facilities provided there at by other agencies – both Government (State/Central) and private, are found inadequate or are totally absent resulting in hardships or inconvenience to them. However, with the passage of time and creation of educational facilities both by States/Private agencies such a situation has ceased to exist. As a matter of policy now Railways have decided to encourage opening of Kendriya Vidyalayas in Civil Sector in Railway colonies instead of opening their own schools.

Educational facilities provided by the Railways are generally confined to Primary/Middle and Secondary/Higher Secondary/Senior Secondary standards. The Railways do not normally enter into the field of College and Technical education owing to their extant policy keeping in view the far reaching administrative and financial implications.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

## **CHAPTER - IV**

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE

### **Recommendation (Para No. 4)**

**A suggestion has been made in different quarters that holding of secret ballot should be entrusted to the Chief Labour Commissioner (CLC) at the Centre. The Ministry of Labour have however, held that they have neither the power nor the manpower to conduct elections especially for lakhs of Railway employees posted throughout the length and breadth of the country. The Committee learn that Bharat Sanchar Nigam Limited have held union elections with the assistance of observers provided by the CLC organization. The Committee trust that the above suggestion would be taken note of and such steps taken as would ensure free and fair elections.**

### **Reply of the Government**

The elections under secret ballot system for giving recognition to trade unions on the Railways have been conducted under the supervision of a Committee headed by a retired Chairman, Railway Board appointed specially by the Ministry of Railways for this from 26.11.2007 to 28.11.2007 and results declared.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 5)**

**The Production Units such as Chittaranjan Locomotive Works, Diesel Locomotive Works, Integral Coach Factory, Rail Wheel Factory and Rail Coach Factory etc. which are under the Ministry of Railways do not have unions. Similarly, there is no recognized union in Metro Railway, Kolkata. Though these production units, according to Labour Secretary, would qualify to be called 'factories' and entitled to have unions, the Ministry of Railways do not seem to be favourably inclined to allow these units to have unions. The Committee have emphasized in their earlier Reports the need for the production units to have unions. In order to enable the workers in these units to exercise their trade union rights and to enable their participation in 'Permanent Negotiating Machinery', the Committee would urge the Railways to reconsider their stand in this matter in consultation with the Ministry of Labour. The Committee**

**recommend that the unions of the production units as well as the Metro Railway, Kolkata should be allowed to participate in the secret ballot.**

### **Reply of the Government**

The existing grievances redressal machinery in the production units and MTP Railway is working satisfactorily. All General Managers and Chief Personnel Officers of the Production Units in the meeting held with Board on 10.8.1998 have reached consensus to continue with the existing system of Staff Councils and meetings of the Board with Staff Councils. The full Board in their meeting held on 11.10.1996 had also decided not to change the existing system of Staff Councils in Production Units.

With a view to facilitate Federations in building up their following in the Production Units, thereby enhancing their influence in these Units, the Board, in the year 1992 permitted the Federations to have one Zonal Secretary in the Production Units so that these Federations get the feel of the pulse of the workers and they could take up issues concerning Production Units. Both the Federations viz., All India Railwaymen's Federation (AIRF) and National Federation of Indian Railwaymen (NFIR) have also agreed with the present system of Staff Councils in the Production Units in the year 2004. Further, both the Federations have also been allowed to take up the broad based general issues like bonus, pay scales, general establishment rules, welfare schemes etc. in respect of Production Units and MTP Railway in the Permanent Negotiating Machinery (PNM) and Joint Consultative Machinery/Departmental Council meetings. The present system of Staff Council is a well established system and any change will lead to disturbance in industrial relations. The subject of Staff Council has found acceptance, both with the management and the workers. At present, the institution of Staff Council is maintaining harmonious industrial relations in Production Units.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 7)**

**All India Loco Running Staff Association (AILRSA) has complained about non-implementation of government's commitment given 35 years ago in 1973 about 10 hour duty for loco running staff. This is in blatant violation of the Hours of Employment and Regulation (HOER). The Committee had also recommended in an earlier report that the working hours of Loco Running Staff should be only 8 hours. The Committee urge that working hours of Loco Running Staff be restricted forthwith to 8 hours. AILRSA has also reported that the Loco Running Staff Grievance Committee(LRSGC) was unilaterally abandoned by the Ministry of Railways in 1981 and pleaded that LRSGC, which existed earlier for having regular dialogue at different levels for redressal of grievances should be revived or reconstituted at the earliest. The Committee recommend that the AILRSA's request be considered without delay.**

### **Reply of the Government**

The working hours of railway servants including running staff on Railways are regulated in accordance with the provisions contained in Railways Act, 1989. Employment of railway servants has been classified into four categories namely, Intensive, Continuous, Essentially Intermittent and Excluded. The maximum statutory hours of work for employment classified as Intensive, Continuous and Essentially Intermittent are 45, 54 and 75 per week respectively.

Running staff on the Indian Railways are classified as 'Continuous' and they are statutorily required to work for 54 hours a week on an average in a two weekly period of 14 days. But the rostered hours of this category of employees have been fixed at 104 hours in a two weekly period of 14 days including preparatory and complementary time.

In 1969, the Railway Labour Tribunal under the Chairmanship of Justice N.M. Miabhoy was set up. One of the terms of reference to the Tribunal related to review of the Hours of Employment Regulations, including running duty at a stretch for running staff. In regard to running duty at

a stretch, the Tribunal after detailed consideration made the following recommendations in August, 1972.

“ Running duty at a stretch of running staff should not ordinarily exceed 10 hours but such duty may extend to a maximum period of 12 hours, provided the concerned administration gives at least two hours notice before expiration of 10 hours to the staff that it will be required to perform running duty for two hours more, provided further that the total maximum hours of duty from ‘signing on’ to ‘ signing off ’ does not exceed 14 hours provided further that the total maximum hours will be progressively reduced by half an hour every two years from the date of this Report till the target of 12 hours is reached, i.e. at the end of eight years from the date of this Report, the total maximum hours of duty at a stretch from signing on to signing off shall not exceed 12 hours.”

Certain Loco running staff of Trivandrum Division had filed the case in the Kerala High Court challenging Ministry of Railways letter No. E(LL) 77/HER/29 dated 3.4.81 .The CAT/Ernakulam vide their judgement dated 10.1.92 struck down the above-mentioned letter and had issued detailed guidelines for issue of instructions. Based on the guidelines, instructions were issued vide Ministry of Railways letter No. E(LL)91/HER/11 dated 13.4.92 which provides as under:-

1. The overall duty at a stretch of running staff from ‘ signing on’ should not ordinarily exceed 12 hours and they should be entitled to claim relief thereafter.
2. The running duty at a stretch should not ordinarily exceed 10 hours from the departure of the train and the staff should be entitled to claim relief thereafter.
3. In operational exigencies the running duty may be extended beyond 10 hours within overall limit of 12 hours provided a due notice has been given to the staff by the Controller before the completion of 8 hours of running duty.
4. If a train does not reach, within the overall limit of 12 hours, its normal crew changing point/destination of the train/or the place where a



relief has been arranged and such point is approximately one hour's journey away, the staff shall be required to work to that point.

5. In exceptional exigencies of accidents, floods, agitations, equipment failure etc. the staff may be required to work beyond the limits prescribed above. In such cases, the Controller should suitably advise the staff.

Due to the very nature of their duties and keeping in view round the clock operation of the Railways, running staff cannot be put on daily fixed roster.

All efforts are made to contain the duty hours within the parameters laid down and the position is monitored at Divisional, Zonal and Railway Board levels. The position regarding drivers duty on fortnightly basis is monitored by Crew Controllers and Divisional Officers to ensure that it is within the rostered 104 hours in a two weekly period of 14 days. Power Controllers are also required to work in close coordination with Section Controllers to ensure implementation of 10 hours duty rule. In addition to this Ministry of Railways have issued instructions to the Railways stating that periodic Joint Meetings are required to be held with the recognised Unions/Federations on this issue of implementation of 10-hours duty rule.

The rule provides that the overall duty at a stretch of running staff from signing on should not ordinarily exceed 12 hours. From the information available for the months of January to December 2006 on the Railways, an average of 88.1% trips were completed within 12 hours from 'signing on' to 'signing off'. Further an average of 87% trips were completed within 10 hours from departure of the train and also that an average of 76.7% was achieved in respect to completion of trips within 10 hours from signing on to signing off. Keeping in view the constraints and the large rail network, this is not a mean achievement.

It would not be out of place to mention that in emergency situations like floods, accidents, abnormal detentions of trains or unforeseen incidents it becomes unavoidable to book the staff beyond rostered hours

for which the running staff is compensated monetarily and paid overtime allowance as per rules.

10 hour stipulated running time from wheel movement to wheel stoppage is intended to be the maximum running time. This also includes stoppage time of trains at signals and stations etc. However, in reality, the actual running time may be much less depending upon the availability of relief or termination of train. In case the maximum running time is reduced, the average running time per day of a driver in a fortnightly period will be much less. In addition to requirement of more drivers it may lead to problems of provision of additional running rooms, crew lobbies and accommodation to the drivers.

The Loco Running Staff Grievance Committee under the Chairmanship of Minister of State for Railways was set up to discuss and settle grievances which were agitating the minds of Locomen in 1973. The Committee was wound up in 1975 after completing the specified allotted work. The facility of informal discussion with All India Loco Running Staff Association was withdrawn in the wake of 1981 strike by this Association.

It is the policy of Ministry of Railways not to encourage category wise unions. The existing recognized unions which represent all categories of employees represent the grievances of all categories of railway employees. Instructions also exist to give patient hearing by administration at its convenience whenever asked for by the representatives of loco running staff or other such organizations.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

### **Recommendation (Para No. 15)**

**The Committee find that unlike the Central and State Government hospitals and Primary Health Centers, which have full time doctors for the Indian System of Medicine, the Indian Railways have only part-time doctors. The Committee recommend that steps should be taken for providing full-time doctors for Indian System of Medicine and also for popularizing these systems.**

**Reply of the Government**

Unlike Health Ministry and CGHS, State Government etc. Health care in Railways cannot be treated as a core function. Railway medical services have been developed to meet specific needs of the organization and the services include medical certification of fitness, especially safety related staff, curative services for a wide variety of conditions, emergency medical care, accident rescue and relief work, immunization etc. These services cannot be provided by Indian System of Medicine & Homeopathy (ISM & H) practitioners as their curriculum is different. Hence, their services cannot be integrated with Indian Railway Medical Services.

(Ministry of Railways O.M. No. 2007/BC-II/XIV/300/8 dated 31.12.2007)

**CHAPTER - V**

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH  
REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE  
COMMITTEE

-NIL-

NEW DELHI;  
22 September, 2008  
31 Bhadrapada, 1930 Saka

**(BASUDEB ACHARIA)**  
**Chairman,**  
**Standing Committee on Railways**

**MINUTES OF THE THIRD SITTING OF THE STANDING COMMITTEE ON  
RAILWAYS (2008-09)**

The Committee sat on Tuesday, the 2<sup>nd</sup> September, 2008 from 1500 hrs. to 1540 hrs. in Committee Room 'E', Parliament House Annexe, New Delhi.

**PRESENT**

**SHRI BASUDEB ACHARIA - CHAIRMAN**

**MEMBERS**

**LOK SABHA**

2. Dr. Dhirendra Agarwal
3. Shri S. Ajaya Kumar
4. Shri Bapu Hari Chaure
5. Shri Kishan Lal Diler
6. Shri Giridhar Gamang
7. Shri Mahesh Kumar Kanodia
8. Ch. Lal Singh
9. Shri Laxmanrao Patil
10. Shri Kishan Singh Sangwan
11. Shri Iqbal Ahmed Saradgi
12. Shri K. Subbarayan

**RAJYA SABHA**

13. Shri Motilal Vora
14. Shri Nandi Yellaiah
15. Shri Lalit Kishore Chaturvedi
16. Shri Shreegopal Vyas
17. Shri Tarini Kanta Roy
18. Shri N. Balaganga
19. Shri Abani Roy

**SECRETARIAT**

- |    |                    |   |                       |
|----|--------------------|---|-----------------------|
| 1. | Shri S. Bal Shekar | - | Joint Secretary       |
| 2. | Shri V.S. Negi     | - | Director              |
| 3. | Shri Y.M. Kandpal  | - | Deputy Secretary - II |

2.       xxxxx                               xxxxx                               xxxxx                               xxxxx

3.       The Committee, thereafter took up for consideration the draft Action Taken Reports on the action taken by the Government on the recommendations/observations contained in 33<sup>rd</sup> and 34<sup>th</sup> Reports on ‘Industrial Relations and Staff Welfare in Railways’ and ‘Suburban and Metro Railways’ respectively. The Committee adopted these Reports with minor modifications and authorized the Chairman to finalise these Reports and present the same to the House.

4.       xxxxx                               xxxxx                               xxxxx                               xxxxx

The Committee then adjourned.

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**APPENDIX-II****ANALYSIS OF ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS/OBSERVATIONS CONTAINED IN THE 33<sup>RD</sup> REPORT (14<sup>TH</sup> LOK SABHA) ON 'INDUSTRIAL RELATIONS & STAFF WELFARE IN RAILWAYS'**

	<b>Total number of Recommendations/Observations</b>	<b>17</b>
(i)	Recommendations/observations which have been accepted by Government ( <i>Vide</i> recommendations/observations)  Para Nos. 1, 2, 3, 6, 8, 9, 10, 11, 12, 13, 14 and 16  Percentage of total	12     70%
(ii)	Recommendations/observations which the Committee do not desire to pursue in view of Government replies ( <i>Vide</i> recommendations/observations)  Para No. 17  Percentage of total	01     06
(iii)	Recommendations/observations in respect of which replies of which replies of Government have not been accepted by the Committee which require reiteration. ( <i>Vide</i> recommendations/observations)  Para Nos. 12, 13, 16 and 18  Percentage of total	04     24%
(iv)	Recommendations/observations in respect of which final replies of Government are still awaited. ( <i>Vide</i> Recommendations/observations)  NIL  Percentage of total	     NIL