

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2007-2008)

(FOURTEENTH LOK SABHA)

TWENTY-EIGHTH REPORT
ON

MINISTRY OF RAILWAYS
(RAILWAY BOARD)

“Reservation for and employment of Scheduled Castes and Scheduled Tribes in Southern Railway.”

Presented to Lok Sabha on 18.03.2008

Laid in Rajya Sabha on 18.03.2008

LOK SABHA SECRETARIAT
NEW DELHI

March, 2008/Chaitra, 1929 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES (2007-2008)**

Shri Ratilal Kalidas Varma - Chairman

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3. Shri S. Ajaya Kumar
4. Shri Kailash Baitha
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28. Miss Anusuiya Uikey
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SECRETARIAT

- | | | | |
|----|------------------------|---|----------------------|
| 1. | Dr. (Smt.) P.K. Sandhu | - | Additional Secretary |
| 2. | Shri P.K. Misra | - | Joint Secretary |
| 3. | Shri Gopal Singh | - | Director |
| 4. | Ms. J.C. Namchyo | - | Deputy Secretary |
| 5. | Smt. Kalavati Gola | - | Committee Officer |

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Twenty-eighth Report (Fourteenth Lok Sabha) on the Ministry of Railways (Railway Board) - "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Southern Railway".

2. The Committee took evidence of the representatives of the Ministry of Railways (Railway Board) and Southern Railway on 15th September, 2006. The Committee wish to express their thanks to the officers of the Ministry of Railways (Railway Board) and Southern Railway for placing before the Committee the material and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 13th February, 2008.

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix).

New Delhi;
March, 2008

Chaitra, 1929(Saka)

RATILAL KALIDAS VARMA
Chairman
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

CHAPTER – I

INTRODUCTORY

A. Background Note

1.1 Indian Railways is a public-sector enterprise under the Government of India. Railways are defined as a subject of the Union List in the Indian Constitution, giving the Central Government the primary authority to legislate on railway matters. The Railways Act, 1989, defines the current legal framework for construction and operation of railways in India.

1.2 Indian Railways is divided for administrative convenience into several regional railways. Until recently there were 9 zones, and this structure had not changed much for four decades. Recently, 7 new zones have been created, giving a total of 16.

(I) The nine older railway zones are:

- (i) Northern Railway (NR)
- (ii) North Eastern Railway (NER)
- (iii) Northeast Frontier Railway (NFR, [sometimes NEFR])
- (iv) Western Railway (WR)
- (v) Southern Railway (SR)
- (vi) South Central Railway (SCR)
- (vii) South Eastern Railway (SER)
- (viii) Eastern Railway (ER)
- (ix) Central Railway (CR)

(II) The 7 new zones are:

- (i) South Western Railway (SWR)
- (ii) North Western Railway (NWR)
- (iii) West Central Railway (WCR)
- (iv) North Central Railway (NCR)
- (v) South East Central Railway (SECR)
- (vi) East Coast Railway (ECoR)
- (vii) East Central Railway (ECR)

1.3 Each zonal railway is made up of a certain number of divisions, each having a divisional headquarters. The 9 older zones were split into 59 divisions in all. With the

creation of new zones, the divisions have also been reorganized and new divisions have been created in 2002 (some came into effect in April 2003), bringing the total number of divisions to 67.

1.4 The Committee have taken up the Southern Railway for detailed examination as to whether representation of Scheduled Castes and Scheduled Tribes in the services is adequate and in accordance with the Reservation Orders/guidelines of the Government. Southern Railway, in its present form, came into existence on 14th April 1951 through the merger of the three State railways namely Madras and Southern Mahratta Railway, the South Indian Railway and the Mysore State Railway.

1.5 Southern Railway's present network extends over a large area of India's southern peninsula, covering the States of Tamil Nadu, Kerala, Pondicherry and a small portion of Andhra Pradesh. Serving these naturally plentiful and culturally rich southern States, the Southern Railway (SR) extends from Mangalore on the west coast and Kanniyakumari in the south to Renigunta on the northwest and Gudur in the northeast.

B. Organisational set-up

1.6 It has been informed by the Ministry of Railways (Railway Board) that on Southern Railway, General Manager is the Administrative Head. In his administrative function, he is assisted by Principal Heads of Department/HOD of various disciplines, which are as under:-

1. Civil Engineering
2. Commercial
3. Electrical Engineering
4. Finance & Accounts

5. Mechanical Engineering
6. Medical
7. Operating
8. Personnel
9. Security
10. Signal & Telecommunication
11. Stores
12. General Administration
13. Vigilance
14. Audit
15. Planning
16. Construction Organization

1.7 For administrative convenience, Southern Railway is divided into five Divisions, which are as under:

- 1 Chennai
- 2 Trichy
- 3 Madurai
- 4 Palghat
- 5 Trivandrum

1.8 Divisional Railway Manager (DRM) is the head of each Division. He is assisted by Additional Divisional Railway Manager and the Divisional Officers, who are in charge of the respective departments.

1.9 Southern Railway also has five major Workshops, which are as under:

1. Carriage & Wagon Works, Perambur
2. Loco Works, Perambur
3. Central Workshop, Golden Rock
4. Signal & Telecommunication, Podanur
5. Engineering Workshop, Arakkonam

These Workshops are headed by Chief Workshop Manager/Works Manager.

C. Reservation Cell

1.10 The Ministry of Railways (Railway Board) have informed that there is a separate Cell in the Ministry to look after the interests of SC/ST employees on the Railways and to ensure proper, strict and timely implementation of the instructions issued from time to time in regard to the Reservation Rules and procedures, etc. This Cell functions under the control of Member (Staff) who is assisted by an Executive Director, Establishment (Reservation), One Director Establishment (Res), Two Joint Directors, Establishment (Res) and three Section Officers. The composition of the Cell is as under:

<u>Sl. No.</u>	<u>Designation</u>	<u>No. of posts</u>
1.	Executive Director Establishment (Reservation)	01
2.	Director Establishment (Reservation)	01
3.	Joint Director Establishment (Reservation)	02
4.	Section Officers	03
5.	Assistants	07
6.	Upper Division Clerk	01
7.	Stenographer Grade "D"	01
8.	Lower Division Clerk	01
Total:		17

1.11 When asked how many officials working in the Cell belong to SC/ST category, it was informed that out of the thirteen officers/staff, five belong to Scheduled Castes and eight to Scheduled Tribes. The Committee have also been informed that close liaison and co-ordination is maintained between the Ministry of Railways and the Southern Railway in regard to the implementation of Reservation Rules and procedures. Instructions/directives out-lining the policy of the Government and Brochures/Booklets containing compendium of Reservation Rules are issued by the Railway Board from time to time for guidance and follow up action by Southern Railway. Officers/officials from the Railway Board too carry out inspections in regard to the enforcement of Reservation Rules, ensuring adequate representation of SC/ST communities as per roster prescribed and for redressal of their grievances, if any. Irregularities or any violation of orders coming to their notice are brought to the knowledge of the competent authority of the Southern Railway for rectification. Periodical returns reflecting the state of representation of SC/ST/OBC candidates in the organisational structures and various other statistics are submitted to the Board for their examination and further directives, if any, for compliance by Southern Railway. Representations from SC/ST staff are also dealt with in this Cell.

1.12 The Committee enquired to know how many times inspections for enforcement of reservation rules are normally conducted during a year and whether any report on inspection has been prepared and submitted to the Railway Board. The Ministry in their post evidence reply have stated that there is no prescribed frequency for such inspection. However, efforts are made to visit the HQs. Office of a Zonal Railway, at least once a year by the Liaison Officer or by the officers/officials of the reservation Cell. Incidentally, no inspection of Southern Railway had been carried out by the Board

Officers during the last three years and as such, copies of such report cannot be supplied to the Hon'ble Committee.

1.13 The Committee note that there is a separate Cell in the Ministry to look after the interests of SC/ST employees on the Railways and also to ensure proper, strict and timely implementation of the instructions, issued from time to time in regard to Reservation Rules and procedures, etc. The Committee also note that the composition of the Cell consists of 17 incumbents under the control of Member (Staff). The Committee further note that out of the established strength of 17 of the Reservation Cell, only 13 officers/staff are in position and out of which 5 belong to SC and 8 to ST category. The Committee are of the firm view that since Reservation Cell is responsible for maintaining liaison and has to co-ordinate between the Ministry of Railways and all the railway establishments in regard to implementation of Reservation Rules and procedures, the Cell should be manned by full sanctioned strength.

1.14 The Committee observe that there is no prescribed frequency for inspection to enforce reservation rules. The Liaison officers /officials of the Board are supposed to carry out inspections at least once a year so as to ensure proper enforcement of reservation rules in the Railway establishments as also for redressal of grievances of SC/ST employees. The Committee are however perturbed to note that no inspection of Southern Railway had been carried out by the officers of the Board during the last three years. The Committee are of the view that the Liaison Officer is a key figure in an organisation and responsible for ensuring implementation of reservation policies of the Government. The Committee feel that it is a serious lapse on the part of the Liaison officer/officers

of the Board in not carrying out inspection on time and strongly recommend that all out efforts should be made to carry out inspection of each zonal/divisional headquarters in a time bound manner. The Committee further recommend that the staff/officers working in the Reservation Cell should be given proper training in the matter of reservation policy so that they may discharge their duties properly and effectively. The Committee would like to be apprised of the recent inspection carried out by the officers of Railway Board in regard to Southern Railway.

D. Liaison Officer and Cell

1.15 The Ministry of Railways (Railway Board) have informed that a Reservation Cell has been set up on Southern Railway in Headquarters Office as well as on each Division to look after the interests of Scheduled Caste and Scheduled Tribe employees. The Reservation Cell (HQ) of Southern Railway functions under the control of SPO, which is manned by the following staff/officers to look after the interests of SC/ST employees.

The details are as under:

Sl. No.	Designation	No. of posts	SC/ST	UR
1.	Sr. Personnel Officer (Res.) (Rs. 10000-15200)	01	SC	-
2.	Chief Office Superintendent (Rs. 7450-11500)	01	SC	-
3.	Welfare Inspector Gr. I (Rs. 6500-10500)	01	SC	-
4.	Law Assistant (Rs. 6500-10500)	01	SC	-
5.	Office Superintendent Gr.II (Rs. 5500-9000)	03	2SC 1 ST	-
6.	Head Clerk (Rs. 5000-8000)	01	1 SC	-
7.	Record Sorter (Rs. 2650-4000)	01	SC	
	Total	09	09	-
			(8-SC & 1-ST)	

1.16 The Committee have been informed that in Southern Railway, Chief Personnel Officer is functioning as the Chief Liaison Officer at Headquarters level, Sr.DPOs/DPOs function as Liaison officer at Divisional level and WPOs as Liaison officer at workshop level. With the assistance of CPO/IR, SPO/Res. and Staff in the Special Reservation Cell at Headquarters level, and Sr. DPO/DPOs at Divisional level and WPOs at Workshop level, reservation orders issued by Railway Board from time-to-time are strictly implemented. Chief Personnel officer is also functioning as a co-ordinating Officer between the Southern Railway and the Ministry of Railways for the following:

- (i) Supply of information, answering questions and queries and clearing doubts in regard to matters covered by the reservation orders.
- (ii) Scrutiny and consolidation of the Annual Statements and Half Yearly Statements, furnishing the total number of Railway servants and the number of SCs/STs amongst them.
- (iii) Cases of negligence or lapses in the matter of following the reservation and other orders relating to SCs/STs, coming to light through the inspections carried out by the Liaison Officer.

1.17 Apart from the above, the Liaison Officer's functions are as under:

1. To conduct Annual Inspection of the rosters maintained by the Division/Units/Hqrs. with a view to ensuring proper implementation of the reservation orders.

2. To submit his Annual Inspection Report to the GM, pointing out defects, if any, and the remedial steps taken in this connection so as to ensure that the subject of Constitutional safeguards provided for SCs/STs receives attention at the highest level on the Zonal Railway.
3. To submit the copy of Annual Inspection Report of the Liaison Officer to Railway Board along with the details of action taken by the GM on the report of the Liaison Officer.

1.18 The Committee note that a Reservation Cell has been set up on Southern Railway in Headquarters office as well as on each Division to look after the interests of Scheduled Caste and Scheduled Tribe employees. Keeping in view the fact that the Chief Liaison Officer and Liaison Officers are responsible for supply of information, answering questions and queries and clearing doubts in regard to matters covered by the reservation orders and other assigned duties pertaining to SCs/STs, they are expected to be well conversant with reservation orders/rules. The Committee, therefore, desire that the Chief Liaison Officer and Liaison Officers should be given adequate training on reservation related matters, so that reservation orders may be implemented properly. The Committee also recommend that the Annual Inspections of Division/Units/Headquarters should be strictly carried out by these Officers, so that cases of negligence or lapses in the matter of following the reservation and other orders relating to SCs/STs may be handled timely/properly.

E. Maintenance of Rosters

1.19 The Committee have been informed that rosters are being maintained in Southern Railway. The Railway Board have introduced, post based rosters for both recruitment and promotional categories as under:

- (a) For promotion with effect from 10.02.1995
- (b) For recruitment with effect from 21.08.1997

For Group 'B' promotion, 40 point roster was being followed, now switched over to post based roster with effect from 16.11.2005.

1.20 The Committee have also been informed that as per extant instructions, Reservation Brochure of Para 25.2, roster check should be carried out once in six months. However, on each occasion of placing indents with RRB for recruitment and for assessing vacancies for each promotion, the rosters are checked by the liaison officer in the Headquarters and Divisions, so as to ensure the correctness of SCs/STs representation in the recruitment/promotion.

1.21 The Committee have also been informed that the Chief Liaison Officer, Liaison Officers of Division/Unit and SPO/Res. of Southern Railway had carried out the inspection during the years 2002 to 2006 (up to 30.09.2006) as under:

Year	No. of Inspection by SPO/R	By Liaison Officers of Division/Unit
2002	03	26
2003	14	18
2004	05	22
2005	08	21
2006	10	14
Total	40	101

1.22 In a written reply to a query, as to what discrepancies/shortcomings were found in the maintenance of rosters, the Committee were informed that during periodical inspections, the following discrepancies were found:

- (a) The post- based roster is to be maintained separately for direct recruitment and promotional quota but the roster for Limited Departmental Competitive Examination (LDCE) is not maintained separately.
- (b) The ad-hoc promotion continuing more than 45 days is not reflected in the post based roster.
- (c) The Controlling Officers are not watching the sanction, actual vacancy and percentage of shortfall of SC, ST and OBC in the category and Grade-wise in the post based roster and instructed to follow the above.

1.23 When the Committee inquired during the evidence whether these rosters are available to the SC/ST employees for verification, the representative of Southern Railway stated:

“The rosters are available to the employees to verify. Anybody can come and see the roster. It is available and it is open in the office. If they have got any representation, then there is a Liaison Officer. There is a Special Cell, Reservation Cell, under SPO(R). They can come and see the roster.”

“He further added that a lot of representations have been received about the maintenance of roster.”

1.24 When the Committee desired to know when the rosters were inspected last by the representative of the Ministry, it was replied:

“The rosters have not been examined in the Southern Railway but rosters were examined in Central Railway, Mumbai and in the offices of Western Railway.”

XXX

XXX

XXX

XXX

XXX

1.25 When further questioned whether the representative had put his signature after examining the rosters, it was replied:

“Last time when I visited there, rosters were inspected by me but I did not sign it. During examination whatever shortcomings were found, I informed about it to concerned CPO and SPO(R).”

1.26 The Committee have further been informed that as suggested by the Ministry of Railways, separate training classes for all staff with regard to reservation rules and roster maintenance are conducted at Zonal Railway Training Institute, Tiruchirapalli. Also focused weekly training is conducted at Headquarters Office for imparting knowledge on various important subjects including reservation policies. The details of classes conducted in this regard during the last five years at Zonal Railway Training Institute, TPJ as submitted are under:

a.	2002-2003	4
b.	2003-2004	Nil
c.	2004-2005	3
d.	2005-2006	4
		3 (at Hqrs.)
	Total	14

1.27 The Committee note with concern that during periodic inspection, some discrepancies had been noted, one of which was that the controlling officers were not watching the sanction, actual vacancy and percentage of shortfall of SC/ST in the category and grade in post based roster. The Committee view it as a very serious lapse. The Committee recommend that such lapses on the part of controlling officers should be viewed seriously and he should be made accountable and liable to disciplinary action. The Committee also note with concern that the rosters had not been examined in the Southern Railway by Liaison Officer/officers of the Railway Board. Keeping in view the fact that rosters

are important documents to keep watch on the implementation of reservation orders fully and to identify vacancies reserved for SCs/STs, the Committee recommend that Liaison Officer of the Ministry should make it a regular practice to visit the Divisions/Units/Headquarters of each zone at least once in a year to ensure that reservation orders are implemented in all respects and the lapse on the part of controlling officers are not repeated. Any discrepancies noted during inspection should be rectified immediately or brought to the notice of higher officials for corrections/rectifications. The Committee feel that roster is a very important document as far as the interest and welfare of SCs/STs are concerned. In fact, the successful implementation of reservation rules depends entirely on proper maintenance of the rosters. Even slight miscalculation of roster points, whether for recruitment or promotion, may hamper employment/promotional opportunities for SCs/STs. All necessary information pertaining to the officials concerned should be duly filled in the respective columns provided for the purpose. Every entry made in the rosters should be neat and clean and over writing should not be allowed. The Committee recommend that rosters should clearly be signed with date and authenticated with official stamp of the inspecting officer concerned as a proof of the rosters having been inspected. The Committee also emphasise that liaison officers and officials working in the SC/ST Cell should be given orientation training on reservation matters so that they may not be found wanting in proper maintenance of rosters. The Committee also recommend that necessary software should be developed for effective maintenance of rosters in the Railways, including Southern Railway.

CHAPTER – II**RESERVATION IN SERVICES****A. Reservation Orders**

2.1 The Committee have been informed that the Ministry of Railways (Railway Board) generally follows the order on Reservation for the SCs/STs issued from time to time by the Ministry of Personnel, Public Grievances and Pension (Department of Personnel and Training) which is the nodal Ministry administering the reservation rules for the SCs/STs. On the basis of the orders issued by the Department of Personnel and Training, necessary instructions are issued to Southern Railway and other Zonal Railways/Production Units etc.

2.2 The Ministry have furnished the following information regarding reservation made in the Southern Railway in favour of Scheduled Castes and Scheduled Tribes and the date from which the same has been applied in the Southern Railway:

(i) Post filled by Direct Recruitment

For all Group 'C' and 'D' categories, percentage of reservation made in the Southern Railway is as under:

SC – 15% ST – 7.5%

The above instructions are effected from 31/07/2003 as per Railway Board's instructions contained in their letter No.94-E(SCT) 1/39/1 dated 31/07/2003 (RBE 131/2003) circulated as PBC 122/2003 on 13/08/2003.

(ii) Posts filled by Promotion

For all Group 'C' and 'D' categories, percentage of reservation made in the Southern Railway is as under:

SC – 15% ST – 7.5%

(iii) Posts filled by Deputation

Reservation rules do not apply to the posts filled by deputation.

2.3 Asked to list the categories of posts to which reservation orders do not apply, the Committee were informed that reservations for Scheduled Castes and Scheduled Tribes should invariably be made in all posts filled by direct recruitment and promotion unless exempted by special or general Instructions issued by Railway Board. Reservations, however, do not apply to:

- (i) Vacancies filled by transfer;
- (ii) Vacancies filled by promotions in grades or posts in which the element of direct recruitment, if any, does not exceed 75%.
- (iii) Promotions against leave vacancies of less than 45 days.
- (iv) Posts filled by deputation.
- (v) Posts filled up in production control organisation by drafting staff from the shop floor on ex-cadre tenure basis.
- (vi) Post of Vigilance Inspector in different grades; as they are filled on ex-cadre tenure basis.
- (vii) Posts of Instructors in Training Schools filled by drafting employees from other departments on tenure basis.
- (viii) Work charged appointments required for emergencies like flood relief works, accident restoration and relief measures.

NOTE: As per DPO&T's instructions, reservations do not apply to Ex-cadre posts filled on tenure basis.

B. Recruitment Procedure

2.4 The Committee have been informed that direct recruitment to posts in various Group "A" services on Indian Railways (including Southern Railway) is done centrally by Railway Board through Union Public Service Commission. No direct recruitment is generally made to Group "B" posts in Southern Railway, this being a promotional grade. Recruitment to Group "C" posts are generally done by Railway Recruitment Board (RRB) at Chennai and Trivandrum. Normally indents are placed on the Railway Recruitment Board, one year in advance in respect of categories where no training is involved, two years in advance for categories involving one year training and, three years in advance for categories involving two years training.

2.5 The requirement of all the Divisions, Workshops and extra divisional units is obtained and compiled at the Headquarters level and indents placed duly following the appropriate rosters for reservation for Scheduled Castes and Scheduled Tribes, on the Railway Recruitment Board according to the above schedule with the approval of concerned Principal Head of the Department and sanction of GM/AGM. Based on these requirements, the Railway Recruitment Board issues Employment Notice duly indicating the vacancies reserved for Scheduled Castes and Scheduled Tribes separately. The Railway Administration renders all assistance required by the Railway Recruitment Boards in conducting the written examination and in the interviews for certain categories.

2.6 The Committee have been informed that prior to 18.07.2005, the vacancies of Group "D" posts were filled up from open market through the respective Railway Recruitment Boards by placing indents as per the extant guidelines given by the Railway Board.

2.7 The Committee have been informed that presently the recruitment of staff against various Group "D" posts on zonal Railways is being done by Zonal Railways themselves by clubbing their total Group "D" requirements. This is done by issuing notifications, etc. in Employment News/Newspapers etc. and inviting applications for the same and then conducting a written exam and Physical Efficiency Test (PET).

2.8 Asked whether reserved posts are advertised through newspapers and notified to concerned Employment Exchange, it was stated that the advertisements indicating complete details including number of posts reserved for Scheduled Castes and Scheduled Tribes mentioned in the Employment notification/Advertisement through Employment News are published in English/Hindi languages. A short version of the notification is also published in the regional newspapers as well as in the leading National Newspapers. A copy of the said notification is also given/sent to the district Employment Exchange. As per the extant instructions, a copy of the advertisement is also sent to All India Radio/Doordarshan for wide publicity. The copies of the advertisement/employment notices are also sent to All India SC/ST Association.

2.9 It has further been stated that the interview letters as well as appointment letters to the candidates are dispatched under Registered Post. The minimum period of notice given to the candidates is three weeks for written test and three weeks for interview. However, the candidates are being informed of the written test/interview through call letters one month in advance. The intimation regarding holding of tests/interviews, etc. is also being notified through press. The appointment letters are issued to the selected candidates giving one month's period to report.

2.10 It has further been informed that presently, Railway Recruitment Boards (RRBs) conduct written examinations only for recruitment to various categories of posts and in

most of the selections, interviews have been done away except in four categories of posts viz. Teacher, Law Assistant, Physiotherapist and Telephone Operator. Wherever interviews were/are held, SC/ST candidates were/are interviewed in separate block.

2.11 The written examinations are conducted at the following centres by Railway Recruitment Board, Chennai and Trivandrum:

- 1 Tiruchirappalli
- 2 Madurai
- 3 Tirunelveli
- 4 Erode
- 5 Coimbatore
- 6 Port Blair (Andaman & Nicobar Islands)

2.12 The Committee observe that reservations for Scheduled Castes and Scheduled Tribes have been made invariably in all posts filled by direct recruitment and promotion unless exempted by special or General Instructions issued by Railway Board. Recruitment to posts in various group 'A' services on Indian Railways is done centrally by Railway Board through UPSC whereas there is no direct recruitment to Group 'B' posts and recruitment to Group 'C' is done by Railway Recruitment Board (RRB) at Chennai and Trivandrum and recruitment of various Group 'D' posts on zonal Railways is being done by Zonal Railways themselves by clubbing their total Group 'D' requirements.

2.13 The Committee also note that the written examination/interviews are mostly being conducted in major cities in the South and also in Port Blair. Since the Group 'C' and 'D' posts are advertised through Employment News on All India basis, the Committee strongly recommend that the Railway authorities should hold examinations in towns nearer to the SC/ST inhabited areas so that more SC/ST people residing in backward, remote and hilly areas are also encouraged to

appear for such examinations. Most of the SC/ST candidates are not able to travel to distant places as they cannot afford to pay for transport charges and the areas where they reside may not have railway network. The Railway authorities should therefore, increase the number of examination centres by identifying towns nearer to SC/ST populated areas so that sufficient number of suitable candidates are available for SC/ST posts.

2.14 The Committee observe that employment notification is given in Employment News/national dailies/regional newspapers and desire that copies of the Notifications/Advertisements should also be made available to the local MLAs/MPs and also to the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes for wider publicity.

2.15 The Committee note that the minimum period of notice given to the candidates is three weeks for written test and three weeks for interview. The Committee also note that appointment letters are issued to the selected candidates giving one month's period to report. Keeping in view the fact that majority of the SC/ST candidates live in backward, remote rural and hilly areas where mode of transport as well as communication system are not so good, the Committee recommend that at the expiry of one month's period provision to issue reminders may also be made so that such SC/ST candidates may not lose the opportunity of getting the job for lack of communication.

C. Concessions/Relaxations

2.16 The details of relaxations/concessions allowed to Scheduled Castes and Scheduled Tribes at the time of recruitment as furnished are as under:-

- | | |
|------------------------|---|
| 1. Age limit | The maximum age limit prescribed for direct recruitment shall be increased by 5 years. |
| 2. Fees | No examination fee is collected. |
| 3. Travelling facility | Free Second Class rail pass is issued from the normal place of residence and to the place of written examination/interview and back. |
| 4. Posting | As far as possible appointment should be made to their nearest home town or at places where administration can able to provide quarters subject to availability. |
| 5. Physical standard | Rakshaks and Sub-Inspectors of Railway Protection Force are allowed relaxation in physical standards. |
| 6. Training | SC/ST candidates who fail in the initial Training course are allowed repeat training course as under:

(i). Initial training course with stipend

(ii). Repeat course without stipend (for the SC/ST candidates those failed in the initial training course). |

2.17 Some of the relaxations/concessions viz. fee concession, maximum age relaxation, free second-class pass facility are mentioned in the advertisement made for recruitment. In addition to relaxations/concessions mentioned in the advertisement, SC/ST candidates are given relaxation in qualifying marks. The qualifying marks (in %) for different communities is given below:

Community	Qualifying Marks
SC	30%
ST	25%
UR	40%

2.18 When asked about the details of SC/ST candidates who have been allowed for repeat training course during the last three years and whether they succeeded in completing the training, the following statement has been furnished:-

Year	Number of candidates allowed repeat training course		Number of candidates successfully completed		Number of candidates failed	
	SC	ST	SC	ST	SC	ST
2003	8	1	8 (100%)	1 (100%)	-	-
2004	12	4	9 (75%)	4 (100%)	3	-
2005	14	6	11 (79%)	6 (100%)	3	-

2.19 The Committee note that the Ministry of Railways provide many concessions and relaxations on recruitment to SC/ST candidates. The Committee appreciate that SC/ST candidates who fail in the initial training course are allowed repeat training course. The Committee observe that the percentage of SC candidates who successfully completed repeat training course during the years 2003, 2004 and 2005 was 100%, 75% and 79% respectively, while in respect of ST candidates it was 100% during the same period. The Committee, therefore, recommend that the Railway Board should be more sensitive to the needs of the SC/ST people and continue to impart necessary training, wherever needed. The Committee hope that corrective steps would be taken so that number of SC candidates who completed repeat training may reach upto 100%.

D. Recruitment

2.20 The Committee have been informed that the details regarding the recruitment made by Southern Railway during the last five years are as under:

- A. Recruitment in Group A (Jr. Scale) is done by Railway Board centrally through UPSC.

B. No direct recruitment in Group B by the zonal Railway. The details for Group 'C' & 'D' are as under:

Category	Total No. of Vacancies	No. of vacancies reserved for SCs			No. of vacancies reserved for STs			No. of SCs actually appointed	No. of STs actually appointed	No. of vacancies carried forward	
		\$	#	Tot	\$	#	Tot			SC	ST
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01/01/2001											
Group 'C'	934	223	236	459	89	98	187	105	28	354	159
Group 'D'	412	111	100	211	60	122	182	89	18	122	164
01/01/2002											
Group 'C'	815	354	120	474	159	111	270	101	120	373	150
Group 'D'	484	122	49	171	164	66	230	83	95	88	135
01/01/2003											
Group 'C'	978	373	150	523	150	73	223	329	69	194	154
Group 'D'	609	88	39	127	135	54	189	101	42	26	147
01/01/2004											
Group 'C'	1002	194	93	287	154	66	220	166	109	121	111
Group 'D'	2198	26	518	544	147	325	472	369	82	175	390
01/01/2005											
Group 'C'	1275	121	243	364	111	112	223	207	62	157	161
Group 'D'	1912	175	489	664	390	163	553	454	53	210	500

2.21 When asked about the position of recruitment made by Southern Railway as on 01.01.2006, the following information has been submitted:

<u>Group C</u>			<u>Group D</u>			<u>Total</u>		
Total	SC	ST	Total	SC	ST	Total	SC	ST
850	198	118	1179	280	131	2029	478	249

2.22 The reasons for a large number of carried forward vacancies of SCs and STs in categories 'C' and 'D' during each of the last five years are stated to be as under:

- (i) Due to poor response from SC/ST candidates
- (ii) On medically found unfit for particular category
- (iii) Candidate selected do not come forward to take up the appointment even after repeated reminders

2.23 During the course of evidence, the representative of the Ministry elaborated further on the reasons for shortfall and the new initiative taken to fulfill the shortfall, as under:

“In Southern Railway, between 2001 and 2004, as the Chairman has rightly pointed out, the recruitment of SC/ST has been very less. That has been pointed out as carry forward shortfall. The reason for this is that the Southern Railway is one of the loss making Railways. The Railway Board has told us to reduce the staff strength. So, we have brought down the staff strength from 1,04,000 in 2001 to 1,02,000 in 2004. So, our recruitment reduced during this period for only non-operational categories.

Since the recruitment of SC/ST were less during 2001-2004, as Hon’ble Chairman has pointed out, after 2004 when the drive for SC/ST came, we have fully concentrated on the recruitment of SC/ST. Last year, we have recruited 1,086 SC/ST candidates. We have cleared all the shortfall. The entire recruitment of SC/ST in the year 2005-2006 has taken place. Nearly 2,000 indents will be pending with the RRB by 2007. We will be able to fulfill the shortfall.”

2.24 The Committee have also been informed in their post evidence reply that Southern Railway has taken/propose to take the following corrective steps to reduce the number of carry forward vacancies:

- (i) By placing indents on Railway Recruitment Boards.
- (ii) By launching Special Drive.

2.25 The Committee note from the statement furnished by the Ministry that Southern Railway was conducting recruitment regularly. At the same time, the trend of carrying forward reserved vacancies to next recruitment year has also been noticed, which the Committee feel is against the interest of the SCs and STs. As on 1.1.2005, the carry forward vacancies in Group C and D for SCs were 157 and 210 and for STs these were 161 and 500, respectively whereas similar information has not been furnished for subsequent years. From the statement of recruitment held as on 01.01.2006, the position is not clear as to whether the

current vacancies of SC/ST for that particular recruitment year have been taken into account or the number is for filling up of carry forward vacancies through special recruitment drive. The carry forward vacancies are clearly to be dealt with separately from the current vacancies of a particular year. The Committee should, therefore, be apprised of the same. The Committee should also be apprised of the latest position in regard to recruitment as on 01.01.2007.

2.26 The Committee regret to note that the reasons for carrying forward the reserved vacancies are stated to be the poor response from SC/ST candidates and non-availability of suitable candidates from these categories. The reason for less number of recruitment of SCs and STs is also attributed to the instruction from Railway Board to reduce the staff strength as Southern Railway has been one of the loss making railways. The Committee are of the view that the SC/ST vacancies should not be reduced while reducing the total staff strength as these are the vacancies which should have been filled up by SC/ST candidates in the past.

2.27 The Committee feel that Southern Railway has not made adequate serious efforts to fill SC/ST posts in the past. The Committee are of the view that unless concerted efforts are made by Southern Railway to fill up all SC/ST posts during every recruitment year, the situation will not improve. The Committee hardly need to point out that mere provision of relaxations/concessions in favour of SCs and STs will have no meaning unless the pragmatic and innovative efforts are made to fill up the reserved posts during every recruitment year. This would also do away with the trend of carrying forward vacancies in future recruitment.

E. Promotion

2.28 The Committee have been informed that the promotion to various categories of posts on Southern Railway is made in the following manners:

- (i) By positive act of selection - Where posts are filled by positive act of selection, candidates who are within the field of eligibility are subjected to a written test, where such a test is prescribed. Those who qualify in the written test are considered and placed on the panel by scrutinizing their Service Records, etc. by a Selection Board consisting of three officers including one from SC/ST community. Viva-voce test has been retained for the following 12 posts only vide Railway Board's Letters No. E(NG)/2000/PM1/41 dated 07.08.2003 and 12.09.2005:

1. Teachers
2. Law Assistants
3. Telephone operators
4. Physiotherapists
5. Instructors in zonal Training Schools etc.
6. Stenographers
7. Chief Typists
8. Protocol Inspectors
9. Receptionists
10. Publicity/Advertising Inspectors
11. Photographers/Cameramen
12. Hostel Superintendents

- (ii) By seniority-cum-suitability - Where posts are filled by seniority-cum-suitability, the candidates are considered for promotion in the order of seniority and placed in the select list by Competent Authority.

Suitability of eligible persons adjudged on the basis of Service Record/Confidential Reports.

- (iii) By trade tests - Where posts are filled by trade test, the candidates are subjected to prescribed practical test and those who pass the practical test are to be considered for promotion.

2.29 The Committee have been informed that the following concessions/relaxations are given to SC/ST employees while considering them for promotion:

- (i) Pre-selection coaching for safety category posts.
- (ii) Eligibility for empanelment:
 - a. Safety categories: An employee should obtain 60% marks in the professional ability and 60% marks in the aggregate, excluding marks for seniority. Thus a candidate securing 30 marks out of 50 in the professional ability and an aggregate of 51 out of 85 (i.e. excluding 15 marks for seniority) would be eligible for empanelment.
 - b. Non-safety categories:
 - (i) An employee should obtain 50 marks in the professional ability and 50% overall, excluding the marks for seniority. Thus a candidate obtaining 25 out of 50 marks for professional ability and an aggregate of 43 marks out of 85 (excluding 15 marks for seniority) would be eligible for empanelment. (Board's letter No.E(SCT)74CM15/34 dated 31.08.1974)

- (ii) However the relaxation of 50% marks or selection of the “best among the failed should be applied only when required number of candidates belonging to the reserved communities equal to the number of posts reserved for them are not available by applying the general standards. In other words, the selection committee should first draw a list of candidates who can be empanelled by applying the general standard. In case of deficiency the same should be made good by applying the relaxed standard of 50% marks. If there is still deficiency, the policy of best among the failed should be followed by calling for viva-voce where the post is prescribed for viva also those SC/ST employees who have secured not less than 7 marks out of 35 in the written test (Board’s letter No.83-E(SCT)42/1 of 14.04.1983 and No.83-E(SCT)1/8/1 of 10.09.1995). If the viva-voce is not prescribed for the post, the selection is to be as per para 2.28 above.
- (iii) There is a provision of “best amongst failure” scheme in non-safety posts, which is also called “in-service-training” to SC/ST candidates. In this scheme the best amongst the failed candidates, who gets a minimum 20% marks in each head of the marks awarded in a selection is put to work on the post for a period of six months and after completion of six months, in case, his working is found satisfactory, he is also considered for empanelment.

2.30 The details regarding promotion effected in Southern Railway during the years 2001 to 2005 in various categories of posts are as under:

Year	Category of posts	Total No. of employees promoted	No. of employees		Percentage		Shortfall		% of shortfall	
			SC	ST	SC	ST	SC	ST	SC	ST
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2001	Group A*									
	Group B	42	5	5	11.9	11.9	4	2	9.05	4.76
	Group C	5888	1065	365	18.08	6.19	628	835	9.09	7.14
	Group D	1471	154	61	10.46	4.14	263	143	4.32	19.68
2002	Group A*									
	Group B	33	8	5	24.24	15.15	1	1	2.27	3.57
	Group C	4178	456	454	10.91	10.86	644	948	4.63	22.56
	Group D	1110	327	166	29.45	14.95	373	109	4.56	7.33
2003	Group A*									
	Group B	66	15	2	22.72	3.03	0	6	0	26.06
	Group C	5248	628	194	11.96	3.69	620	852	4.16	19.42
	Group D	1657	209	88	12.61	5.31	335	64	5.01	4.8
2004	Group A*									
	Group B	40	13	5	32.50	12.50	0	0	0	0
	Group C	11748	2391	748	20.35	6.36	601	1054	5.11	8.97
	Group D	1959	455	76	23.22	3.87	193	270	9.85	13.78
2005	Group A*									
	Group B	72	14	2	19.44	2.07	0	5	0	6.94
	Group C	8480	1935	569	22.81	6.7	665	1031	8.07	12.15
	Group D	2375	558	147	23.49	6.18	179	532	7.53	22.04

A* Promotion in Group 'A' (senior scale) is done centrally by Railway Board through UPSC.

2.31 Asked to state what special efforts have been made to remove the shortfall, it has been informed that special promotion drive has already been launched to clear the shortfall in promotional categories which is still going on. Further, due to non-availability of eligible SC/ST candidates in promotional categories, vacancies are being diverted to recruitment categories, where it is permissible and there is an element of direct recruitment, so as to fill up these vacancies through open market as per extant rules.

2.32 In the updated information furnished to the Committee, the position regarding the promotion made during the year 2006 (upto 30th September, 2006) in various categories of posts is as under:

Year	Category of posts	Total No. of employees promoted	No. of employees		Percentage		Shortfall		% of shortfall	
			SC	ST	SC	ST	SC	ST	SC	ST
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2006	Group A*	-	-	-	-	-	-	-	-	-
	Group B	52	11	1	21.15	1.92	29	4	-	2.9
	Group C	4203	550	324	13.09	7.70	80	-	12	-
	Group D	1223	291	96	23.79	7.85	-	-	-	-

A* Promotion in Group 'A' (in senior scale) is done centrally by Railway Board through UPSC.

2.33 When asked whether the SC/ST candidates waiting for compassionate appointment have been considered on out of turn basis so as to make good the backlog/shortfall during the above period, they informed that no compassionate appointment has been made on out of turn basis.

2.34 The Committee further enquired whether there is a provision for reviewing the performance of the SC/ST candidates by Head of the Department/General Manager as the case may be, if reserved quota remains unfilled and the requisite SC/ST candidates though available have failed to qualify the selection in spite of all relaxations. In this regard the Ministry have replied that there is a provision as per Railway Board's letter No. E(SCT)70 CM 15/9 dated 05.08.1972. The following cases were reviewed by Head of the Department/General Manager for promotion during the last 3 years.

Division/Units	2004		2005		2006	
	SC	ST	SC	ST	SC	ST
MAS	-	1	4	-	3	-
TVC	-	-	1	-	-	-
WPO/S&T/PTJ	-	-	-	-	1	-
TOTAL	-	1	5	-	4	-

2.35 The Committee note that there has been a huge shortfall in the promotion of SC/ST candidates every year during the years 2001 to 2005. The reason for the shortfall has been stated to be the non-availability of eligible SC/ST candidates in the feeder grade. The Committee also note that the position has improved after the special promotion drive was undertaken to clear the shortfall in promotional categories and vacancies had been diverted to recruitment categories to fill up these promotional vacancies through open market as per extant rules. According to the position as on 30.09.2006, the Committee note that there is shortfall of SC numbering 29 in Group 'B' and 80 in Group 'C' and that of 4 ST in Group 'B' categories. The Committee hope that Southern Railway would be able to fill up the remaining shortfall in Group 'B' and 'C' categories within a definite time frame. Progress achieved in this regard should be communicated to the Committee.

2.36 The Committee note that a provision exists in the Railways according to which performance of SC/ST candidates are reviewed by the Head of the Department/General Manager for promotion, if reserved quota remains unfilled and the requisite SC/ST candidates though available, have failed to qualify the selection in spite of all relaxations. The Committee further note that during the years 2004 to 2006, performance of 1 ST candidate in 2004 and 5 and 4 SC candidates in 2005 and 2006, respectively, were reviewed. The Committee are of the view that Southern Railway should be more flexible and not be too rigid while considering such cases for revision. The Committee appreciate that there is a provision to review performance of SC/ST employees and initiative taken through this provision will immensely benefit SC/ST candidates and make good the backlog/shortfall.

F. Staff strength and shortfall

2.37 The Ministry have furnished the following statement showing the total staff strength of Southern Railway as on 01.01.2005 together with the percentage of SCs and STs amongst them:-

Category of posts	Total No. of Employees in position	Number of Employees		Percentage of Employees		Shortfall	
		SC	ST	SC	ST	SC	ST
01.01.2005							
Group 'A'	520	126	29	24.23	5.57	0	0
Group 'B'	496	97	34	19.55	6.86	0	3
Group 'C'	76480	12771	3457	16.04	4.52	0	2279
Group 'D' (excl. Safaiwala)	27202	5770	700	21.21	2.57	0	1340
Group 'D' (Safaiwala)	2224	1189	40	53.46	1.80	0	126

2.38 When asked about the reasons for shortfall in the employment of SCs and STs as against their reserved quota, it has been stated that there is generally no difficulty in getting adequate SC and ST candidates for the non-technical popular categories and graduate categories. In case of technical, diploma and graduate and para-medical categories, ST candidates are not becoming available to the extent of vacancies reserved for them. This is mainly due to inadequate response, failure in aptitude/medical test, etc.

2.39 During the course of evidence, the General Manager of the Southern Railway stated:

“As far as Southern Railway is concerned as against 15 per cent, which should be there, we have got 12,270 in SC, Group C category, which is 17 per cent and is above 15 percent average. In Group D also we are having almost 6959 staff which is 21.9 per cent and is above 15 per cent. Only in the case of STs we are having a serious problem. It is because for STs – as some of the Hon’ble Members pointed – I can do the recruitment in Assam or in other places, and they will join and next day they will request because of family consideration or other things to go back. So, I will be appointing them only on paper but not having them with me.”

2.40 In reply to a query whether the Southern Railway have had any liaison with professional institutes so as to have the campus recruitment of the personnel required for the technical and para-medical categories, it has been stated that direct recruitments in Group 'C' posts (including the posts of semi-skilled and skilled categories) on the Indian Railways are mostly being made through various Railway Recruitment Boards and in few cases by the Railway Administrations themselves where specially authorized by the Railway Board. All vacancies are notified in the newspapers, gazettes etc. for wide publicity and candidates are selected through open competition based on their merit. The eligible candidates irrespective of the community can apply in response to the notifications as and when made. The extant policy is thus to allow equal opportunity for employment in Railways to all the aspirants in Railway services. There is no practice of campus recruitment on Indian Railways.

2.41 In reply to a query as to what steps that have been taken/proposed to be taken to fill up posts of technical, diploma and graduate and para medical categories reserved for SC and ST candidates, the reply furnished is as under:

- (i) By placing Indents through RRB
- (ii) By Compassionate ground appointment

2.42 The Committee have also been informed about the reasons for shortfall in promotions which are as under:

- (i) As per Railway Board's orders of 19.02.1987, two years service in the immediate lower grade both in safety and non-safety categories is essential for promotion to the next higher grade. Available SC/ST employees in lower grade can be promoted to the higher grade only after they have put in two years service in the lower grade. This is

applicable to all Group "C" categories. Sometimes candidates with such length of service are not available.

- (ii) Direct recruitment to Group 'C' and 'D' posts in grade less than Rs. 5000 normally attracting candidates from a region or locality, reservation for STs was limited to 4% only till August 1997, whereas the reservation percentage in promotional quota is higher viz. 7.5%. This also sometimes resulted in non-availability of ST candidates with the requisite two years experience in the feeder categories. Recently, instructions have been received from Railway Board vide letter dated 31/07/2003 where uniform percentage of reservation for SC/ST/OBCs in Group 'C' and 'D' are 15%, 7.5% and 27% i.e. on par with the direct recruitment made on All India basis by open competition. As such from henceforth the problem mentioned above will be minimized.
- (iii) Sometimes the SC/ST candidates waiting for compassionate appointment are considered on out of turn basis so as to fill up the vacancies of SC/ST backlog/shortfall.

2.43 During the course of evidence, the Secretary, Ministry of Railways (Railway Board) elaborated the reasons for shortfall in promotion as under:

"Here, Sir, as you know, up to 1997, the percentage of intake for the recruitment grade itself for ST is four per cent as against 7.5 per cent for SC. Now, this was itself building up a backlog of three per cent in the promotional grade because I take four per cent and now I have to promote 7.5 per cent in the promotion grade. There itself was a constant gap. This was made good by DOPT. We represented this to the DOPT and said that this is creating a lot of problems for us. They cleared this. Thereafter, we have now come back to the stage where it would be 7.5 per cent also for recruitment as well as for promotional grade. This backlog is carrying forward and I go on adding it. Here, in

the current year, the problem is that I can only fill up 50 per cent of the vacancies and I cannot fill up 100 per cent. Unlike the backlog, which I can clear in one shot by recruiting from RRB, I have to fall back to 50 per cent. I have raised this with the Secretary, DOPT, and we have to find a way out. I am not getting the feeder category.”

2.44 In their written reply, the Committee have been informed that the following remedial measures were taken to wipe out the shortfall in Southern Railway:

- (i) In the past, panel from another Railway Recruitment Board was also utilized to fulfill the quota for SC community candidates.
- (ii) Screening of substitutes has been organised which will make good the shortfall of SC/ST to some extent.
- (iii) Wide publicity is also given to recruitment notices in other regions of the country with greater population of Scheduled Tribes.
- (iv) Time to time special recruitment drive were undertaken to make good the shortfall vacancies since 1989. As per the instructions of the Railway Board in pursuance of Minister of Railway's announcement in Railway Budget 2000-2001, a special Recruitment drive for SCs/STs was undertaken to wipe out the backlog vacancies existing as on 30.06.2000. 783 SCs/STs have so far been recruited as on 30.06.2003 against 783 backlog vacancies identified.

2.45 The Committee have also been informed that Southern Railway administration is making all concerted efforts to wipe out the shortfall of SCs/STs at the earliest. However, accrual and clearing/filling up of vacancies is a continuous process and takes time to complete the whole process of recruitment. For Group 'D' ST shortfall vacancies, Southern Railway has requested Chairman, RRB, Chennai for supplying some more people which is under consideration of Railway Board.

2.46 When asked to give details of SC/ST candidates appointed from panel of another RRBs, it was informed that so far no candidates have been appointed from RRBs other than Railway Recruitment Boards, Madras and Trivandrum which fall within the jurisdiction of Southern Railway. However, as a special case, in pursuance of ongoing Special Recruitment Drive, SC candidates have been recruited through RRB, Mumbai as per the direction of Railway Board to clear the backlog vacancies expeditiously.

2.47 When asked about the details of the screening of substitutes that has been organised by the Southern Railway to make good the shortfall of SC/ST to some extent during each of the last 5 calendar years, the information as furnished is as under:

Year	SC	ST
2002	58	08
2003	46	06
2004	55	07
2005	51	09
2006	33	04

2.48 When asked to give the details of SC/ST candidates appointed as a result of publicity of recruitment notices in the regions of the country with greater population of SCs/STs during each of the last 5 years, the Committee have been informed in a written reply that after 1998, based on the Railway Board's guidelines vide their letter No. E(NG)II/96/RR-1/62 dated 17-9-1998 to issue notification of Railway Recruitment Board/MAS, TVC & SBC (now in South Western Railway) in the regional newspapers besides Employment News to be published on all India basis, RRB notifications have been issued for filling up of SC/ST vacancies besides UR vacancies of Southern Railway. Hence, it is stated that all the vacancies filled up based on that notification on All India basis, which covers publicity of Recruitment Notice in the regions of the country with greater population or lesser population of SC/ST.

2.49 During the course of evidence, the representative of the Ministry of Railways (Railway Board) elaborated the point as under:

“We will try to go to those places where ST candidates are there to hold the selection. If we get sizeable number of applications from a particular area like we got from Port Blair, we will definitely go there and hold the selection. Unfortunately, we are not getting applications from other States. As the Chairman mentioned, we will also inform you so that you can also advise people from your area to apply. I will have a drive only for ST candidates. We will write to those particular States where ST candidates are available. In fact, I propose to have it in those States.”

XXX XXX XXX XXX XXX

“Our applications are for all over India. I cannot make it area-wise now. Therefore, it is on all over India basis, but despite that it is not happening. As I have mentioned here also that it is not that they are not coming in the non-technical, but it is in the case of technical diploma, graduate and para-medical category. Here our requirement is very high.”

2.50 The following information has been furnished in regard to details of posts filled (category-wise) on the basis of special Recruitment drive launched in 2004:

	GROUP 'C'		GROUP 'D'		TOTAL		
	SC	ST	SC	ST	SC	ST	TOTAL
No. of vacancies identified	126	145	88	372	214	517	731
No. of Recruitment done through RRB	90	134	0	361	90	495	585
Other modes like screening/C.G. appointment	34	0	88	6	122	6	128
Total Recruitment made	124	134	88	367	212	501	713
Vacancies yet to be filled	2	11	0	5	2	16	18

Percentage of filled up – 97.53

Note: Out of 18 balance posts, 9 posts could not be filled as none has qualified for the posts.

2.51 During the course of evidence, the representative of the Ministry also mentioned about the special recruitment drive being taken by Southern Railway to wipe out the shortfall as under:

“In Southern Railway there are two drives going on for filling up the SC/ST shortfall. One is the recruitment drive. In that, we have identified 731 as recruitment shortfall as on 31.3.2004. We have placed indent on the Regional Recruitment Board. Out of the total shortfall of 731, we have filled up 715 vacancies. We have given 713 in our statement, but after that two more people have also joined. We are not able to fill up the balance 15 vacancies. The reason is, the RRB is not able to give 9 ST candidates in Junior Engineer (Diesel) and Junior Engineer (Electrical) and Stenographer categories. In these three categories, ST candidates were not made available and as a result, 15 vacancies are still there in ST category. The percentage of people in position against total strength is 97 per cent in Southern Railway. We have again told the RRB to conduct another examination and give us candidates. They are going to issue advertisement very soon.

In promotional category, we have identified a total shortfall as 5,164 as on 1.4.2005. This is also the directive. As per the Hon’ble Prime Minister’s directive we have been asked to fill up all the promotional vacancies as on 1.7.2004. So far we have filled up 3,271 and the balance vacancies as on 1.8.2006 are 1,893. For this we have placed indent on RRB. By the end of this year we hope to fill up all the remaining vacancies in promotional shortfall.”

2.52 He, however, mentioned about his apprehension thus:

“Southern Railway is having some problems with regard to getting ST candidates. As per the Board’s directive, we have to fill up 7.5 per cent of ST people in recruitment and promotion. But the tribal population in Tamil Nadu is less and so we are not able to get ST candidates from Tamil Nadu. Most of the candidates who come to Southern Railway coming through RRB are from Rajasthan, Bihar, Jharkhand and Uttar Pradesh. They join the Southern Railway and then within 6 months they get transferred and go away. The RRB fills up the vacancies. The ST people join and then very soon they get transfer and go to other Railways. So, the ST shortfall is a little problematic in Southern Railway. The total population of SC is nearly 17 per cent and the ST population is only 5 per cent. The main problem is, we are not able to get ST candidates.”

2.53 The Committee note that according to staff strength as on 01.01.2005, the percentage of SC employees was more than the prescribed limit of 15% whereas the percentage of ST employees was less than the prescribed limit of 7.5% in all categories of post including both categories of Groups 'D' post. The Committee note that as per the statement at para 2.29, the ST employees in Group 'A', 'B', 'C' and 'D' (excluding safaiwala) and Group 'D' (Safaiwala) posts are 5.57%, 6.86%, 4.52%, 2.57% and 1.80%, respectively of total employees in each category. The Committee further note that one of the reasons for the shortfall is reported to be reservation limit of 4% for ST in direct recruitment to Group 'C' and 'D' post till August, 1997. As a result, the prescribed percentage of 7.5% for ST could not be achieved as there was no suitable ST candidate in feeder grade for promotion to higher grade. The Committee, however, observe that the prescribed percentage of 7.5% has also not been maintained even in Group 'A' posts whereas recruitment at entry level in this category is done by the Railway Board through UPSC. Even though the percentage of ST category has been mentioned as only 5.57%, it is intriguing to note that there is no shortfall of ST employees in that category in Southern Railway. The Committee would, therefore, like to know the reason as to how shortfall has been calculated. The Committee also note that there is shortfall of 3 ST employees in Group 'B' posts which is promotional category and need to be filled up at the earliest.

2.54 The Committee note that there is huge shortfall in ST category in Group 'C' i.e. 2279 and in Group 'D' (excluding safaiwala) and Group 'D' (safaiwala) posts, these are 1340 and 126, respectively. As the shortfall has been shown for all posts in a particular group together, it is difficult to make out whether the shortfalls

are in non-technical or technical posts. Whereas Southern Railway has claimed that there is no difficulty in getting adequate SC and ST candidates for the non-technical popular categories, the Committee consider the existence of huge shortfall in Group 'D' posts (both categories) a matter of great concern as all the shortfall may not be in technical posts. The Committee strongly feel that Southern Railway have not taken appropriate action at appropriate time to fill up the prescribed number of ST candidates in these categories. The Committee recommend that Southern Railway should provide the break-up of non-technical and technical posts of Group 'C' and Group 'D' posts (both categories) for which a consolidated figure each has been submitted as shown at para 2.37. The Committee are of the view that SC/ST vacancies should not remain unfilled for a long time. Unless concerted efforts are taken at the right time, the shortfall will continue to grow. The Committee may also be apprised how the above mentioned shortfall of ST in Group 'C' and Group 'D' are being wiped out at the earliest.

2.55 The Committee have been informed that in case of technical, diploma and graduate and para-medical categories, ST candidates are not becoming available to the extent of vacancies reserved for them. The Committee have also been informed that steps are being taken to wipe out shortfall in technical, diploma and para-medical categories post reserved for SC and ST candidates by placing indents through RRB, compassionate ground appointment and by launching Special Recruitment Drive. The Committee feel that shortfall of SC/ST in case of technical and para-medical categories can perhaps be taken care of, if Southern Railway get in touch with ITIs and other professional institutes for recruitment of SC/ST candidates. Conducting Special Recruitment Drive for filling up SC/ST posts once

in a while is not a permanent solution. The Committee recommend that Southern Railway should conduct Special Recruitment Drive till the shortfall is wiped out and thereafter should make every effort to fill up all SC/ST posts during every recruitment year so as to avoid shortfall to accumulate.

2.56 In pursuance of Minister of Railways announcement in Railway Budget 2000-2001, the Committee have been informed that Special Recruitment Drive for SCs/STs were undertaken to wipe out the backlog vacancies existing as on 30.06.2000 and 31.03.2004, respectively and 715 candidates under special drive have so far been recruited as on 15.09.2006 as against 731 backlog vacancies identified. The Committee, however, note that so far, no SC/ST candidate has been recruited from the panel of another Railway Recruitment Board to wipe out the shortfall during the last 5 years. The Committee, therefore, desire that if suitable candidates are not readily available from their own Recruitment Boards, panels from other Railway Recruitment Board should be utilized to fill up the quota reserved for SCs/STs.

CHAPTER – III

MEASURES TO IMPROVE REPRESENTATION

A. Pre-Recruitment training

3.1 The Committee have been informed that at present there is no scheme for giving pre-recruitment training to SC/ST candidates by the Southern Railway.

3.2 When asked about the constraints that do not allow Southern Railway to provide pre-recruitment training to SCs/STs, the Committee have been informed that on Indian Railways including Southern Railway there is no provision of imparting pre-recruitment training. Indian Railways being the vast organisation with huge manpower on roll, the scheme had never been experimented. It is the assigned responsibility of the Ministry of Social Justice and Empowerment only. No direction in the matter has since been received from the Nodal Ministry i.e. Ministry of Personnel Public Grievances and Pension (DOP&T).

3.3 The Ministry have further submitted that it is generally expected that imparting training/coaching to the aspirants of any examination would certainly improve his/her efficiency/intelligence. However, the scheme is not feasible to implement in Railways keeping in view the above facts as stated.

3.4 The Committee note that on Indian Railways, including Southern Railway, there is no provision of imparting pre-recruitment training. It has been stated by the Ministry that Indian Railways being a vast organisation with huge manpower on roll, the scheme is not feasible to implement and moreover, there is no direction in the matter from the Ministry of Personnel, Public Grievances and Pension (DOP&T). The Committee are deeply distressed by such a reply as the Government works through different Ministries and policy matter of the

Government in regard to SCs and STs is same. The Committee, therefore, do not subscribe to the idea that only the Ministry of Social Justice and Empowerment can have such a responsibility. The Committee feel that it should be every Ministry's concern to see that employment of SCs and STs, as guaranteed in the Constitution, is fully accomplished. Non-availability of suitably trained SC/ST candidates is often the repeated reply given for not filling up reserved posts. The Committee are of the strong view that this problem can be solved to some extent by imparting pre-recruitment training. The Committee also do not find any justification in the reply that the Indian Railways being a vast organisation with huge manpower on roll, pre-recruitment training is not feasible to implement. In many mega Public Sector Undertakings including Banks, the Committee have observed pre-recruitment trainings are being given successfully to SC/ST candidates. The Committee expect a positive approach from the Ministry of Railways too and desire that the Ministry should initiate some action for imparting pre-recruitment training to SCs and STs in various categories of posts. The Committee are of the opinion that such type of training would undoubtedly help in the improved intake of SC/ST candidates.

B. Pre-promotion Training

3.5 The Committee have been informed that the scheme of "in-service training" has been provided to SC/ST employees for their promotion to higher grade in non-safety categories when they are found below the required standard. As per this scheme, the best amongst failed SC/ST candidates, who could not get the required marks in the written test but has secured a minimum of 20% marks is put to officiate in that post for a

specific period of six months during which all kind of help is provided and after completion of the six months period, if the official's working is found satisfactory, he continues to work on that post on promotion and his name is interpolated in the original panel with the approval of competent authority. The Committee have also been informed that in order to enable the SC/ST employees to qualify for promotion to the posts in safety categories arrangements are made to give them suitable pre-selection coaching without fail.

3.6 When asked to briefly outline as to what sort of in-service training was given and results are giving some encouragements, the representative of the Ministry, during the course of evidence apprised the Committee as under:

“When we declare the date of selection, we also declare date of one month course for in-service training. About encouragement, I can say that if previously 20 per cent eligible candidates were coming for training, today 80 per cent are coming for training. It is natural that they are gaining out of that. Encouragement is there, and the percentage of people attending the training is much more than what was 10 years ago.”

3.7 The number of SC/ST candidates who had been promoted from the list of “best amongst failed SC/ST candidates” during the years 2001 to 2005 is reported to be as under:-

Year	No. of candidates promoted as per the best among failed scheme		
	SC	ST	Total
2001	-	-	-
2002	4	-	4
2003	8	-	8
2004	4	1	5
2005	12	7	19

3.8 It has further been informed that the SC/ST persons who had been given training before selection and the number of them promoted after such training during the years 2001 to 2005 is as under:

Year	Number of persons given training before selection			Number of persons promoted out of the candidates availed such training		
	SC	ST	Total	SC	ST	Total
2001	9	5	14	2	2	4
2002	11	9	20	9	4	13
2003	15	5	20	9	1	10
2004	11	3	14	9	1	10
2005	55	9	64	14	3	17

C. De-Reservation and Exchange of Vacancies

3.9 The Committee have been informed that as per Railway Board's letter No.2003-E(SCT)1/25/16 dated 6.1.2004 there is ban on de-reservation. As such no de-reservation proposal has been initiated and processed on this Railway for non-safety posts.

3.10 During the course of evidence when the Committee expressed their concern that usually reserved posts are filled up by general category candidates if these posts remain vacant for 4 to 5 years, the representative of the Ministry clarified:

“In Railways, it is totally banned. We do not de-reserve. To clarify the picture further, the Railways have now today 1,70,000 vacancies, and we have 14 lakh people working. That also reflects a little on our performance. For general candidates vacancies, we are not filling. Along with that, SCs/STs vacancies are also there. So, efforts are there.”

3.11 When asked what efforts are made to fill up reserved vacancies before the same is de-reserved, the Committee were informed as under:

- (i) If the vacancies could not be filled up in the same scale, the same is downgraded and filled up.

- (ii) Other mode is to divert the same to direct recruitment quota.
- (iii) Ad-hoc arrangements can be allowed for safety posts if SC/ST employees are not available.

3.12 When asked whether SCs are appointed in the vacancies reserved for STs and *vice-versa* if suitable Scheduled Castes and Scheduled Tribes candidates are not available for filling up the respective vacancies reserved for them, it was stated that earlier, Scheduled Tribe candidates were also to be considered for appointment against vacancies reserved for Scheduled Castes even in the third year to which the vacancy was carried forward and *vice-versa*. However, since 6.1.2004, the practice of exchange of reserved vacancies among SCs/STs etc. is not permissible (as per DOP&T's OM No.36012/17/2002-Estt(Res.) dated 6th November 2003..

3.13 The Committee note that 'in service training' is being provided to SC/ST employees for their promotion to higher grade in non safety categories and in order to enable the SC/ST employees to qualify for promotion to posts in safety categories, arrangements have been made to give them pre-selection coaching without fail. The Committee hope that this trend will continue in the years to come for better intake of SC/ST employees in promotional posts.

3.14 The Committee also feel that besides launching special recruitment drives more frequently, Southern Railway should also make sincere efforts to provide in service training to more and more SC/ST employees, so that sufficient number of SC/ST employees can be promoted to eliminate the shortfall in these categories.

3.15 The Committee are happy to note that there is a ban on de-reservation. The Committee are of the view that in any case, the posts reserved for SCs/STs should

not be filled up by way of ad-hoc appointments but rather those promotional vacancies should be filled up by suitably training the SC/ST candidates.

D. Deputation

3.16 The following information has been furnished in regard to total number of the employees including SCs/STs amongst them of Southern Railway who were sent on deputation to other departments during the years 2000 to 2006:

Year	Total no. of employees	SC	ST
2000	10	01	-
2001	07	01	01
2002	10	-	01
2003	13	01	-
2004	33	01	-
2005	25	02	-
Upto September 2006	63	02	-
Total	161	08	02

3.17 When asked to state the reasons as to why that only 8 Scheduled Caste and 2 Scheduled Tribe employees out of 161 employees had been sent on deputation to other departments, the Committee have been informed that SC/ST employees with sufficient number/sufficient eligibility criteria prescribed are not coming forward to volunteer for the deputation.

3.18 The Committee have further been informed that selection for deputation is made on the basis of volunteers opting for deputation with prescribed qualification, age, experience, service emphasised by the organisation to be deputed. The Committee have also been informed that presently, there is no provision for any reservation/relaxation for SC/ST for filling up the post on deputation since DOP&T which

is the nodal department in the matter has not issued any instruction, so far for providing reservation and relaxation to SCs/STs in deputation.

3.19 The Committee note that out of a total of 161 employees, only 8 SC and 2 ST employees were sent on deputation to other departments during the years 2000 to September 2006. The Committee are not convinced with the reply of Southern Railway that SC/ST employees with sufficient number/sufficient eligibility criteria prescribed are not coming forward to volunteer for the deputation. The Committee, therefore, desire that Southern Railway should make extra efforts to encourage SC/ST employees to opt for deputation, so that adequate representation could be given to SCs/STs while sending the employees for deputation. The Committee feel sending SC/ST employees on deputation would definitely improve their knowledge and also their efficiency.

E. False Caste Certificate

3.20 The Committee have been informed that instances have come to the notice where persons have obtained employment in Southern Railway on the basis of false caste certificates. During the years 2000 to 2005, 220 complaints had been received in respect of submission of false caste certificates. Out of these, 35 have been finalised.

The position of the balance 185 complaints is as under:

Under departmental enquiry/investigation	-	45
Under investigation with District Collector	-	120
Pending before Hon'ble Courts/Tribunals	-	20

Total	-	185

3.21 During the year 2006, 8 complaints regarding the false caste certificates have been received. Out of the 8 complaints, 6 cases were sent to the concerned District Collectors to verify the genuineness and 2 employees have been terminated from service after cancellation of their community certificates by the District Collectors.

3.22 During the course of evidence, the representative of the Ministry elaborated about the pendency of false caste certificate cases as under:

“Sir, there are 220 false caste certificate cases with us. So far we have removed 10 people. Out of ten people, five have come back based on court cases. Nearly 140 cases are pending with the district authorities for verification. We have contacted the District Collectors. Our General Manager has written a letter to the Chief Secretary. But here it gets delayed. The verification of false certificate gets delayed because in some of the districts the District Level Committee itself is not available. The District-Level Committee consists of the Collector, one Adi-Dravida Welfare Officer and one Anthropologist. In many districts, the Committee is not sitting regularly. So, they are not able to verify. Even after the District Committee verifies and tells that the certificate is false, they get a stay order in the High Court. Even before the report comes from the district authorities, they get a copy and get a stay from the High Court.”

3.23 When enquired about the steps that have been taken by the Southern Railway for the expeditious finalisation of the court cases and investigations, it was informed that the Southern Railway has advised the Railway Advocates to pursue the court cases vigorously and requested the District Collectors of the respective districts to take necessary action for early disposal of the false community certificate cases pending with the Districts Collectors. Further, letters have been sent to the District Collectors to expedite their investigation/enquiry in the false certificate cases pending with them. Besides Railway Officers/Supervisors are frequently meeting the State officials for early disposal.

3.24 In regard to the corrective measures that have been taken to avoid recurrence of such cases in future, it has been stated that after receiving of panel from RRB, before

appointment against direct recruitment posts, the school certificates and caste certificates are verified by appointing authority before being sent for medical examination. In compassionate appointment, the school certificates and caste certificates are verified by the Personnel Inspectors with concerned educational institutions and district authorities before appointment is offered, which avoid recurrence of such cases in future.

3.25 During the evidence, when the Committee enquired about the procedure followed to dispose of cases of false caste certificates, the representative of the Ministry of Railways stated:

“As and when we get the complaint from any person that a particular person does not belong to SC or ST, immediately we call for the original certificate from the employee. We also take the Service Register and see whether he has been recruited as SC or ST and whether he got promotion based on SC or ST. These are the initial verifications that we do. Once we come to the conclusion that his certificate is false, immediately we send his certificate to the respective District Collector from which the certificate had been issued. Then, the District Collector gives a letter and we also follow it up by sending our inspector and officers. Once we get a letter from the District Collector that the certificate is false, the same day or the next day, we terminate the services of the employee.”

3.26 The Committee observe that during the years 2000 to 2005, 220 complaints and in the year 2006, 8 complaints were reported to have been received in respect of persons who obtained employment in Southern Railway on the basis of false caste certificates. Out of the above 228 cases, 37 cases have been finalised and remaining 191 cases are at various stages of investigation. The Committee note that 191 cases are still pending due to various reasons. The Committee are more disturbed by the fact that a large number of cases are pending as these are under investigation with District Collectors. The Committee have been informed that the cases are pending with the District Collectors as in some of the districts, the

District Level Committee consisting of the Collector, one Adi-Dravida Welfare Officer and one Anthropologist is not available and that in many districts, the Committee also does not hold meetings regularly. The Committee express their concern over this sad state of affairs and urge upon the Ministry of Railways to take up this matter with the Ministry of Personnel, Public Grievances and Pension who is the cadre controlling Ministry over the Collectors and to ensure that all the State Governments constitute appropriate District Level Committee in every district urgently and to instruct them to hold regular meetings so that cases of investigation of false caste certificates are not held up for want of proper DLC or non-holding of meetings by such Committees. The Committee also recommend that Southern Railway should advise Railway advocates to take prompt action to get the stay vacated in the cases relating to false caste certificates. The Committee further recommend that the cases pending under departmental enquiry/investigation should also be pursued vigorously with the concerned authorities for early disposal of pending cases within a time frame. However, the Committee hope that utmost care should be taken to ensure that genuine SC and ST employees do not suffer during investigation and their cases should be finalised in the earliest possible time. The Committee, also recommend that if any person is found guilty, the criminal proceedings should be initiated immediately, besides termination of his services.

CHAPTER – IV
MISCELLANEOUS

A. Redressal of Complaints/Grievances

4.1 The Committee have been informed that the SC/ST employees can represent their grievances orally or in writing. They are allowed to seek interviews in regard to their grievances during the inspections/visits of Railway Officers to Railway Stations/their places of working. The grievances of SC/ST railway employees are received from various agencies like M.R. Cell/Railway Board/Commissioner for Scheduled Castes and Scheduled Tribes, All India SC/ST Railway Employees' Association and the persons concerned. These complaints are registered in a separate register maintained for the purpose. The application of SC/ST is forwarded to the concerned officer/division for furnishing para-wise comments and factual position for further action at Headquarters level. After receiving required information from the respective officers, the cases of SCs/STs are finalised on merits and concerned office/individual is advised accordingly. Every effort is made to dispose/finalise the grievances within three months as per the extant instructions.

4.2 It has further been stated that the complaint register is being maintained in every office in order to register the grievances of SC/ST railway employees. These registers are checked during the visits of the officers of the Division and Headquarters office as well.

4.3 The Committee have been provided with the following information when asked as to how many times these registers were checked by the officers of the Division and Headquarters of the Southern Railway during the last three years:

Sl. No.	Year	No. of time checked
1.	2003	85
2.	2004	96
3.	2005	120
	Total	301

4.4 The total number of complaints as received during the years 2002-03, 2003-04, 2004-05 and 2005 up to January, 2005 is stated to be as under:

Year	Received	Finalised	Percentage
2002-2003	72	72	100
2003-2004	98	98	100
2004-2005	77	77	100
2005 – upto Jan. 2006	18	18	100

4.5 The Committee have also been informed in their post evidence reply that 16 complaints were received during the year 2006 (up to 30 September 2006), out of which, 11 cases were disposed of and 5 cases were under investigation.

4.6 As regards the nature of these complaints, the Ministry have informed that generally the grievances of Scheduled Caste and Scheduled Tribe Railway employees are concerning their promotions or seniority etc. It has also been informed that a complaint is generally disposed of within a period of 1-3 months depending upon the nature of complaint.

4.7 When asked to state the role played by the liaison officer in disposal of complaints/grievances, the Ministry have stated that the Liaison Officer carries out inspections in the Divisions/Extra Divisional Units to see the pending complaints/grievances and brings it to the notice of the Chief Liaison Officer in the Headquarters i.e. Chief Personnel Officer/Southern Railway. The grievances are attended to on priority and disposed of/redressed in a time bound manner duly obtaining the details from Divisions/Units. Informal meetings are conducted twice in a year. The SC/ST Association members if they desire can meet the Liaison Officers at various levels and submit the grievances of the SC/ST employees for its speedy disposal. The Liaison Officer ensures expeditious disposal of complaints/grievances.

4.8 The Committee appreciate the measures taken by the Southern Railway for redressal of grievances of SC/ST employees. While the aforesaid initiatives are applauded, proper implementation of measures is also desired or otherwise such initiatives may remain sterile. Southern Railway has informed that during the years 2002 to 2005 hundred per cent complaints were disposed of while in the year 2006, 16 complaints had been received up to 30 September 2006, out of which 11 cases had been disposed of and 5 cases were under investigation. The Committee recommend that those 5 cases should also be disposed of at the earliest and that the difficulties faced by the SC/ST employees should always be rectified by the concerned officer/division, as per the extant instructions in a specific time frame.

B. Compassionate appointments

4.9 The details of persons appointed on compassionate grounds in Southern Railway during the last five years and the number of SC/ST among them are as under:

Year	Total no. of persons appointed	SC	ST
2000-2001	759	207	19
2001-2002	775	211	22
2002-2003	1193	346	31
2003-2004	966	228	12
2004-2005	995	280	18

4.10 The Committee have been informed that out of 69 pending cases for appointment on compassionate grounds in Divisions, 19 cases pertain to SC and 1 case pertains to ST community.

4.11 When the Committee enquired about the reasons for delay in disposing of these cases, it was stated in post evidence reply that it is due to delay in verifying the proof of date of birth, educational qualification, community certificates, rival claims, Medical unfitness, injunction from Court of law etc.

4.12 However, in a further written reply, the Ministry have stated that out of 19 SC and 1 ST cases for appointment on compassionate grounds, 18 SC and 1 ST were offered appointment and that only 1 SC candidate is waiting for appointment.

4.13 The Committee note that every year a number of persons are being appointed in Southern Railway on compassionate grounds. Out of 995 candidates appointed during the year 2004-05, 280 were SC and 18 belonged to ST categories. The Committee also note that there were 69 pending cases in Divisions, out of which 19 cases pertained to SC and 1 case pertained to ST community. The Ministry has further informed that 18 SCs and 1 ST were offered appointment and only 1 SC candidate is waiting for appointment. The Committee appreciate the efforts made by Southern Railway in disposing of pending SC and ST cases

speedily. The Committee expect that the same spirit of urgency and efficiency would be kept up in dealing with other cases of compassionate appointments within specific time frame so that the dependents of the deceased SC/ST employees do not face hardships after the demise of their breadwinner.

C. Housing Facilities

4.14 The Committee have been informed that in order to give relief to Scheduled Caste and Scheduled Tribe employees, a specific percentage for allotment of quarters to SC/ST employee has been fixed. A separate waiting list for SC/ST employees is maintained. The SC/ST employees, who are senior enough and are covered in general waiting list in their turn are given allotment from general pool. A representative of SC/ST employees is included in the Housing Allotment Committee in all cases where it exists.

4.15 The Committee have also been informed that in order to give relief to Scheduled Castes and Scheduled Tribes in non-essential categories, the extant instructions provide for reservation of 10% in Type I and II and 5% in Type III and IV Railway Quarters in favour of SC/ST employees in all areas where the number of quarters is 50 or more.

The detailed position of allotment of quarters is as under:

Type of Quarters	Total no. of Quarters	No. of Quarters allotted to SC/ST	Percentage
Type-I	16593	2831	17.06
Type-II	7828	1092	13.94
Type-III	2029	118	5.81
Type-IV	916	57	6.22
Type-V	366	46	12.56
Total	27732	4144	14.94

4.16 The Committee appreciate that Southern Railway have allotted more than the prescribed percentage in allotment of quarters to SC/ST employees. The Committee hope that they will continue to keep up this spirit in future also.

D. Petty Contracts

4.17 When enquired to know whether any reservation is provided for SCs and STs for awarding petty contracts relating to running of stalls/kiosks, loadings, unloading of goods etc., the Committee have been informed that the Catering Policy – 2005 provides for reservation of 49.5% for various categories. This includes 12% for SCs and 8% for STs for small catering units at 'D', 'E' and 'F' category stations besides 10% reservation for freedom fighters, women including war widows and widows of Railway employees and 2% reservation for physically and mentally challenged persons. Further, a reservation of 10% (6% for SCs and 4% for STs) out of 25% in award of small catering units at 'A', 'B' and 'C' category stations has been provided in the new catering policy. However, the eligibility criteria regarding reputation/business standing/financial standing of the applicants belonging to SCs/STs shall be deemed to be desirable criteria and not an essential qualification.

4.18 The Committee were also informed that in the Book Stall Policy dated 12.10.2004, a reservation of 10% (6% for SCs and 4% for STs) out of 25% has been provided in the allotment of new bookstalls at 'B', 'C', 'D' 'E' and 'F' category of stations.

4.19 When asked about the criteria for reservation for SCs and STs at 6% and 4% while awarding licences in case of contracts of small catering units, it was replied that as per revised Catering Policy – 2005, Minor Units at A, B and C category stations consisting of 25% reservation are basically for the socially backward persons including

SCs/STs. Out of these, 10% (6% SC and 4% ST) reservation goes to SCs/STs and the rest 15% goes to OBC (3%), people below poverty line (3%), freedom fighters/women/war widows of railway employees etc. (4%), minority (3%) and physically handicapped/mentally challenged persons (2%). The allotment is made by the respective divisions by calling of applications similar to allotment in D, E and F (where 20% reservation for SCs (12%) STs (8%) out of 49.5%) category stations.

4.20 When the Committee enquired as to how the reputation of SCs/STs is assessed for awarding of small catering units, it was stated in a further written reply that it is based on credential verification submitted by the authorities and the best applicants among the SCs and STs are selected.

4.21 In reply to a query as to why reservation for SCs and STs has been provided for awarding of licences only in the case of minor contracts of small units, it was stated in the post evidence reply that as a consequence of announcement made by Hon'ble Minister for Railways in the Parliament during the discussion on Railway Budget (1990-2000) all catering/vending licences of major units like Refreshment Room/Restaurant, Pantry car etc. will be awarded under two packet tender system so as to bring about tangible improvement in catering services and increase the railway revenue. It may not be proper to have reservation in such cases as it would be difficult to decide in case of company bidding for the licence, as a company does not belong to a specific category.

4.22 When asked to furnish details of small contracts awarded to SCs/STs in Southern Railway during the years 2003, 2004, 2005 and 2006 (up to 30th September, 2006), it was stated that a total of 47 (SC-42, ST-5) catering contracts (small) at all category stations have been awarded to SCs/STs in Southern Railway during the years 2003,

2004, 2005 and NIL in the year 2006 whereas, 10 contracts were awarded to SCs only at D, E, F category stations. However, no contract could be awarded to ST candidate.

4.23 In reply to a query as to whether SC and ST people are unable to fulfill the criteria to get award of contracts for major units, the Ministry in their post evidence reply stated that the SC/ST people are not debarred from applying for such contract. They can also apply subject to fulfilling the following criteria fixed for major units:

- (a) Reputation/business standing of the applicant
- (b) Turnover of applicants business in catering
- (c) Financial standing of the applicant
- (d) Previous track record of the applicant
- (e) Size of the establishment and staff required for running the unit
- (f) Location of the unit
- (g) Proximity of the caterers to the location of the proposed unit and
- (h) Any other factor considered relevant by Railways

Essential

- (i) In case of individuals/partnership firms, the individual/partner should be literate.
- (ii) In case of individuals/partnership firms, the individual/partners should have good moral character
- (iii) The applicant should be solvent.
- (iv) The individual/partners and the employees, particularly those handling/preparing the food should not be suffering from any infectious disease.

- (v) For reserved categories, the relevant certificate from concerned authority as a proof of being a member of certain reserved category should be furnished.

Desirable

- (vi) Previous experience in catering business
- (vii) Financial standing to mobilize resources to employ the requisite staff and to run the unit, and
- (viii) Previous tract record, if any.

4.24 Asked to state the number of awards of contract for major units that have been allotted during the last three years and the number of SCs/STs amongst them, it was stated in post evidence reply that no major contract has been awarded to SCs/STs during the last three years.

4.25 When enquired whether copies of Notices/Advertisements inviting applications from SCs and STs for awarding contracts are sent to the local MLA/MP for information, it was replied in negative. The advertisements are published in local dailies for wide publicity.

4.26 The Committee note that the Catering Policy 2005 provides for reservation of 49.5% for various categories. This includes reservation of 12% for SCs and 8% for STs in small catering units at 'D', 'E' and 'F' category stations. Further, at 'A', 'B', 'C' category stations, a reservation of 10% (6% for SCs and 4% for STs) out of 25% in award of small catering units has been provided in the new catering policy. The Committee also note that in the Book Stall policy, a reservation of 6% for SCs and 4% for STs out of 25% has been provided in the allotment of new book stalls at B, C, D, E and F category of stations. However, there is no provision for reservation in all catering/vending licences of major units like Refreshment Room/Restaurant, Pantry car, etc. as these are awarded under two packet tender

system so as to bring about tangible improvement in catering services to the passengers and increase the railway revenue. The Committee note that no major contract was awarded to SCs/STs during the last three years. Although SC/ST people are not debarred from applying for major contract, yet the Committee feel that a provision for reservation to SCs/STs in awarding major contracts, would definitely help SC/ST peoples. The Committee, therefore, urge the Indian Railways to provide reservation to SCs and STs in award of licences for major catering contracts also, so that they may get an opportunity to try their mettle in catering business and thus improve upon their economic condition.

4.27 The Committee are constrained to note that the performance of Southern Railway with regard to extending small catering contracts to SCs and STs is very disappointing. The Committee note that altogether 42 and 5 small catering contracts had been awarded to SCs and STs respectively in Southern Railway during the years 2003, 2004 and 2005 and in 2006, no contract was given to SCs and STs. In case of D, E, F category stations, 10 book stall contracts were awarded to SCs, whereas no contract was awarded to ST candidates. The Committee regret to note that nothing has been said about the contracts given to others and in the absence of this information, it is not possible to comment whether the prescribed quota for SCs and STs has been maintained. The Committee may be apprised of the reasons as to why no contract was awarded to SCs/STs during the year 2006, as also the details of contracts given to others during 2003 onwards. The Committee also note that in the book stall policy, reservation has been provided only in the allotment of book stalls at B, C, D, E and F category of stations. The Committee are of the view that unless liberal and

sympathetic attitude is adopted towards SCs/STs entrepreneurs, the situation will not improve. The Committee, therefore, recommend that the book stall policy 2004 should be revised and reservation should be provided to SCs/STs in the allotment of book stalls licences at 'A' category stations also.

4.28 The Committee also feel that mere provision of reservation in favour of SCs/STs on paper will have no meaning unless these are publicised widely, so that availability of various schemes/policies are known to SCs/STs and they can take benefits of these schemes. The Committee, therefore, recommend that wide publicity of these petty contracts should be given so that more and more deserving SC/ST candidates could be benefited. The Committee would also like the Ministry of Railways to involve panchayats/BDOs and local MLAs/MPs for dissemination of information in this regard.

E. Socio-Economic Development

4.29 Asked to explain the role of Ministry of Railways in formulating and implementation of backward/tribal development programmes and to monitor progress of various programmes/schemes undertaken by them, it has been informed that identification of backward region and a comprehensive plan for their development is under the purview of Planning Commission, National Development Council etc. Railways are, however, actually participating in the development of backward areas and are engaged in building a Rail Transport Infrastructure by constructing new lines, conversion of meter gauge/narrow gauge lines to Broad gauge to have industrial and economic development of those areas, which have potential for growth, but have not been able to develop for want of Rail infrastructure.

4.30 A large number of new line and gauge conversion projects have been taken up for the development of backward, tribal, remote hilly and other under developed areas. These projects have not been considered justifiable on the basis of financial rate of return but have been taken up purely on socio-economic consideration.

4.31 They have also informed that Southern Railway has not been given specific assignment in this regard. Moreover, there are no specified backward/tribal areas in the territorial jurisdiction of this Railway.

4.32 The Committee appreciate the fact that Indian Railways have taken up many projects on consideration of socio-economic development in backward, tribal and undeveloped areas although majority of these projects are not financially viable. The Committee desire that adequate funds should be made available for these ongoing projects, so that these areas are provided efficient line of connectivity contributing to their overall growth.

New Delhi;
March, 2008
Chaitra, 1929(Saka)

RATILAL KALIDAS VARMA
Chairman
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

MINUTES**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2006-2007)****(FOURTEENTH LOK SABHA)****FIFTH SITTING
(15.09.2006)****The Committee sat from 1500 to 1700 hrs.****PRESENT****Shri Ratilal Kalidas Varma - Chairman****MEMBERS****LOK SABHA**

2. Shri Anandrao Vithoba Adsul
3. Shri S. Ajaya Kumar
4. Shri M. Appadurai
5. Shri Biren Singh Engti
6. Shri Eknath M. Gaikwad
7. Dr. P.P. Koya
8. Shri G.V. Harsha Kumar
9. Shri Kailash Meghwal
10. Shri Rupchand Murmu
11. Shri Harikewal Prasad
12. Shri Ashok Kumar Rawat
13. Shri Bajju Ban Riyan
14. Dr. (Col.) Dhani Ram Shandil

RAJYA SABHA

15. Shri Surendra Lath
16. Shri Harendra Singh Malik
17. Shri Nabam Rebia
18. Smt. Maya Singh
19. Shri Nandi Yellaiah

SECRETARIAT

1. Shri P.K. Bhandari, Joint Secretary
2. Shri Gopal Singh, Director,
3. Ms. J.C. Namchy, Under Secretary

WITNESSES**MINISTRY OF RAILWAYS (RAILWAY BOARD)**

1. Shri K.C. Jena, Member (Staff) Ex-Officio Secretary
2. Shri P.K. Sharma, Advisor (Staff)
3. Shri Ashok Kumar, Executive Director Estt. T&C)
4. Shri H.C. Gupta, Executive Director Estt. (RRB)
5. Smt. Geeta Mishra, Executive Director Estt. (N)
6. Shri Shiv Dan Singh, Executive Director Estt. (Res.)

SOUTHERN RAILWAY

1. Shri Thomas Varghese, General Manager
 2. Shri N. Swaminathan, Chief Personal Officer
2. At the outset the Chairman welcomed the representatives of the Ministry of Railways (Railway Board) and Southern Railway.
3. The Committee then took oral evidence of the representatives of the Ministry of Railways (Railway Board) and Southern Railway on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Southern Railway".
4. The evidence was completed.
(The witnesses then withdrew)
5. A verbatim record of the proceedings was kept.

The Committee then adjourned.

MINUTES**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2007-2008)****(FOURTEENTH LOK SABHA)****THIRTEENTH SITTING****(13.02.2008)**

The Committee sat from 1500 to 1600 hrs.

PRESENT

Shri Ratilal Kalidas Varma - Chairman

MEMBERS – LOK SABHA

2. Shri Anandrao Vithoba Adsul
3. Shri Kailash Baitha
4. Smt. Sushila Kerketta
5. Shri Kailash Meghwal
6. Shri Rupchand Murmu
7. Shri Jual Oram
8. Shri Chengara Surendran

MEMBERS – RAJYA SABHA

9. Shri Krishan Lal Balmiki
10. Shri Mahendra Sahn
11. Shri Jesudas Seelam
12. Shri Veer Singh
13. Shri Nandi Yellaiah

SECRETARIAT

1. Ms. J.C. Namchy, Deputy Secretary
2. Smt. Maya Lingi, Under Secretary

At the outset, the Hon'ble Chairman welcomed the Hon'ble Members of the Committee. The Committee then considered the draft report on "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Southern Railway" and adopted the same. The Hon'ble Chairman also requested the Members to send their suggestions if any, to be incorporated in the draft report latest by 18th February, 2008.

2. The Committee also authorised the Chairman to finalise the report in the light of consequential changes and present the same to both the Houses of Parliament.

The Committee then adjourned.

APPENDIX 'C'

(vide para 4 of Introduction)

SUMMARY OF CONCLUSIONS/RECOMMENDATIONS
CONTAINED IN THE REPORT

Sl. No.	Para. No.	Conclusions/Recommendations
1	2	3
1.	1.13	The Committee note that there is a separate Cell in the Ministry to look after the interests of SC/ST employees on the Railways and also to ensure proper, strict and timely implementation of the instructions, issued from time to time in regard to Reservation Rules and procedures, etc. The Committee also note that the composition of the Cell consists of 17 incumbents under the control of Member (Staff). The Committee further note that out of the established strength of 17 of the Reservation Cell, only 13 officers/staff are in position and out of which 5 belong to SC and 8 to ST category. The Committee are of the firm view that since Reservation Cell is responsible for maintaining liaison and has to co-ordinate between the Ministry of Railways and all the railway establishments in regard to implementation of Reservation Rules and procedures, the Cell should be manned by full sanctioned strength.
2.	1.14	The Committee observe that there is no prescribed frequency for inspection to enforce reservation rules. The Liaison officers /officials of the Board are supposed to carry out inspections at least once a year so as to ensure proper enforcement of reservation rules in the Railway establishments as also for redressal of grievances of SC/ST employees. The Committee are however perturbed to note that no inspection of Southern Railway had been carried out by the officers of the Board during the last three years. The Committee are of the view that the Liaison Officer is a key figure in an organisation and responsible for ensuring implementation of reservation policies of the Government. The Committee feel that it is a serious lapse on the part of the Liaison officer/officers of the Board in not carrying out inspection on time and strongly recommend that all out efforts should be made to carry out inspection of each zonal/divisional headquarters in a time bound manner. The Committee further recommend that the staff/officers working in the Reservation Cell should be given proper training in the matter of reservation policy so that they may discharge their duties properly and effectively. The Committee would like to be

apprised of the recent inspection carried out by the officers of Railway Board in regard to Southern Railway.

3. 1.18 The Committee note that a Reservation Cell has been set up on Southern Railway in Headquarters office as well as on each Division to look after the interests of Scheduled Caste and Scheduled Tribe employees. Keeping in view the fact that the Chief Liaison Officer and Liaison Officers are responsible for supply of information, answering questions and queries and clearing doubts in regard to matters covered by the reservation orders and other assigned duties pertaining to SCs/STs, they are expected to be well conversant with reservation orders/rules. The Committee, therefore, desire that the Chief Liaison Officer and Liaison Officers should be given adequate training on reservation related matters, so that reservation orders may be implemented properly. The Committee also recommend that the Annual Inspections of Division/Units/Headquarters should be strictly carried out by these Officers, so that cases of negligence or lapses in the matter of following the reservation and other orders relating to SCs/STs may be handled timely/properly.
4. 1.27 The Committee note with concern that during periodic inspection, some discrepancies had been noted, one of which was that the controlling officers were not watching the sanction, actual vacancy and percentage of shortfall of SC/ST in the category and grade in post based roster. The Committee view it as a very serious lapse. The Committee recommend that such lapses on the part of controlling officers should be viewed seriously and he should be made accountable and liable to disciplinary action. The Committee also note with concern that the rosters had not been examined in the Southern Railway by Liaison Officer/officers of the Railway Board. Keeping in view the fact that rosters are important documents to keep watch on the implementation of reservation orders fully and to identify vacancies reserved for SCs/STs, the Committee recommend that Liaison Officer of the Ministry should make it a regular practice to visit the Divisions/Units/Headquarters of each zone at least once in a year to ensure that reservation orders are implemented in all respects and the lapse on the part of controlling officers are not repeated. Any discrepancies noted during inspection should be rectified immediately or brought to the notice of higher officials for corrections/rectifications. The Committee feel that roster is a very important document as far as the interest and welfare of SCs/STs are concerned. In fact, the successful implementation of reservation rules depends entirely on proper maintenance of the rosters. Even slight miscalculation of roster points, whether for recruitment or promotion, may hamper employment/promotional opportunities for SCs/STs. All necessary information pertaining to the officials concerned should be duly filled

in the respective columns provided for the purpose. Every entry made in the rosters should be neat and clean and over writing should not be allowed. The Committee recommend that rosters should clearly be signed with date and authenticated with official stamp of the inspecting officer concerned as a proof of the rosters having been inspected. The Committee also emphasise that liaison officers and officials working in the SC/ST Cell should be given orientation training on reservation matters so that they may not be found wanting in proper maintenance of rosters. The Committee also recommend that necessary software should be developed for effective maintenance of rosters in the Railways, including Southern Railway.

5. 2.12 The Committee observe that reservations for Scheduled Castes and Scheduled Tribes have been made invariably in all posts filled by direct recruitment and promotion unless exempted by special or General Instructions issued by Railway Board. Recruitment to posts in various group 'A' services on Indian Railways is done centrally by Railway Board through UPSC whereas there is no direct recruitment to Group 'B' posts and recruitment to Group 'C' is done by Railway Recruitment Board (RRB) at Chennai and Trivandrum and recruitment of various Group 'D' posts on zonal Railways is being done by Zonal Railways themselves by clubbing their total Group 'D' requirements.
6. 2.13 The Committee also note that the written examination/interviews are mostly being conducted in major cities in the South and also in Port Blair. Since the Group 'C' and 'D' posts are advertised through Employment News on All India basis, the Committee strongly recommend that the Railway authorities should hold examinations in towns nearer to the SC/ST inhabited areas so that more SC/ST people residing in backward, remote and hilly areas are also encouraged to appear for such examinations. Most of the SC/ST candidates are not able to travel to distant places as they cannot afford to pay for transport charges and the areas where they reside may not have railway network. The Railway authorities should therefore, increase the number of examination centres by identifying towns nearer to SC/ST populated areas so that sufficient number of suitable candidates are available for SC/ST posts.
7. 2.14 The Committee observe that employment notification is given in Employment News/national dailies/regional newspapers and desire that copies of the Notifications/Advertisements should also be made available to the local MLAs/MPs and also to the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes for wider publicity.

8. 2.15 The Committee note that the minimum period of notice given to the candidates is three weeks for written test and three weeks for interview. The Committee also note that appointment letters are issued to the selected candidates giving one month's period to report. Keeping in view the fact that majority of the SC/ST candidates live in backward, remote rural and hilly areas where mode of transport as well as communication system are not so good, the Committee recommend that at the expiry of one month's period provision to issue reminders may also be made so that such SC/ST candidates may not lose the opportunity of getting the job for lack of communication.
9. 2.19 The Committee note that the Ministry of Railways provide many concessions and relaxations on recruitment to SC/ST candidates. The Committee appreciate that SC/ST candidates who fail in the initial training course are allowed repeat training course. The Committee observe that the percentage of SC candidates who successfully completed repeat training course during the years 2003, 2004 and 2005 was 100%, 75% and 79% respectively, while in respect of ST candidates it was 100% during the same period. The Committee, therefore, recommend that the Railway Board should be more sensitive to the needs of the SC/ST people and continue to impart necessary training, wherever needed. The Committee hope that corrective steps would be taken so that number of SC candidates who completed repeat training may reach upto 100%.
10. 2.25 The Committee note from the statement furnished by the Ministry that Southern Railway was conducting recruitment regularly. At the same time, the trend of carrying forward reserved vacancies to next recruitment year has also been noticed, which the Committee feel is against the interest of the SCs and STs. As on 1.1.2005, the carry forward vacancies in Group C and D for SCs were 157 and 210 and for STs these were 161 and 500, respectively whereas similar information has not been furnished for subsequent years. From the statement of recruitment held as on 01.01.2006, the position is not clear as to whether the current vacancies of SC/ST for that particular recruitment year have been taken into account or the number is for filling up of carry forward vacancies through special recruitment drive. The carry forward vacancies are clearly to be dealt with separately from the current vacancies of a particular year. The Committee should, therefore, be apprised of the same. The Committee should also be apprised of the latest position in regard to recruitment as on 01.01.2007.
11. 2.26 The Committee regret to note that the reasons for carrying forward the reserved vacancies are stated to be the poor response from SC/ST candidates and non-availability of suitable candidates from

these categories. The reason for less number of recruitment of SCs and STs is also attributed to the instruction from Railway Board to reduce the staff strength as Southern Railway has been one of the loss making railways. The Committee are of the view that the SC/ST vacancies should not be reduced while reducing the total staff strength as these are the vacancies which should have been filled up by SC/ST candidates in the past.

12. 2.27 The Committee feel that Southern Railway has not made adequate serious efforts to fill SC/ST posts in the past. The Committee are of the view that unless concerted efforts are made by Southern Railway to fill up all SC/ST posts during every recruitment year, the situation will not improve. The Committee hardly need to point out that mere provision of relaxations/concessions in favour of SCs and STs will have no meaning unless the pragmatic and innovative efforts are made to fill up the reserved posts during every recruitment year. This would also do away with the trend of carrying forward vacancies in future recruitment.
13. 2.35 The Committee note that there has been a huge shortfall in the promotion of SC/ST candidates every year during the years 2001 to 2005. The reason for the shortfall has been stated to be the non-availability of eligible SC/ST candidates in the feeder grade. The Committee also note that the position has improved after the special promotion drive was undertaken to clear the shortfall in promotional categories and vacancies had been diverted to recruitment categories to fill up these promotional vacancies through open market as per extant rules. According to the position as on 30.09.2006, the Committee note that there is shortfall of SC numbering 29 in Group 'B' and 80 in Group 'C' and that of 4 ST in Group 'B' categories. The Committee hope that Southern Railway would be able to fill up the remaining shortfall in Group 'B' and 'C' categories within a definite time frame. Progress achieved in this regard should be communicated to the Committee.
14. 2.36 The Committee note that a provision exists in the Railways according to which performance of SC/ST candidates are reviewed by the Head of the Department/General Manager for promotion, if reserved quota remains unfilled and the requisite SC/ST candidates though available, have failed to qualify the selection in spite of all relaxations. The Committee further note that during the years 2004 to 2006, performance of 1 ST candidate in 2004 and 5 and 4 SC candidates in 2005 and 2006, respectively, were reviewed. The Committee are of the view that Southern Railway should be more flexible and not be too rigid while considering such cases for revision. The Committee appreciate that there is a provision to review performance of SC/ST employees and initiative taken

through this provision will immensely benefit SC/ST candidates and make good the backlog/shortfall.

15. 2.53 The Committee note that according to staff strength as on 01.01.2005, the percentage of SC employees was more than the prescribed limit of 15% whereas the percentage of ST employees was less than the prescribed limit of 7.5% in all categories of post including both categories of Groups 'D' post. The Committee note that as per the statement at para 2.29, the ST employees in Group 'A', 'B', 'C' and 'D' (excluding safaiwala) and Group 'D' (Safaiwala) posts are 5.57%, 6.86%, 4.52%, 2.57% and 1.80%, respectively of total employees in each category. The Committee further note that one of the reasons for the shortfall is reported to be reservation limit of 4% for ST in direct recruitment to Group 'C' and 'D' post till August, 1997. As a result, the prescribed percentage of 7.5% for ST could not be achieved as there was no suitable ST candidate in feeder grade for promotion to higher grade. The Committee, however, observe that the prescribed percentage of 7.5% has also not been maintained even in Group 'A' posts whereas recruitment at entry level in this category is done by the Railway Board through UPSC. Even though the percentage of ST category has been mentioned as only 5.57%, it is intriguing to note that there is no shortfall of ST employees in that category in Southern Railway. The Committee would, therefore, like to know the reason as to how shortfall has been calculated. The Committee also note that there is shortfall of 3 ST employees in Group 'B' posts which is promotional category and need to be filled up at the earliest.
16. 2.54 The Committee note that there is huge shortfall in ST category in Group 'C' i.e. 2279 and in Group 'D' (excluding safaiwala) and Group 'D' (safaiwala) posts, these are 1340 and 126, respectively. As the shortfall has been shown for all posts in a particular group together, it is difficult to make out whether the shortfalls are in non-technical or technical posts. Whereas Southern Railway has claimed that there is no difficulty in getting adequate SC and ST candidates for the non-technical popular categories, the Committee consider the existence of huge shortfall in Group 'D' posts (both categories) a matter of great concern as all the shortfall may not be in technical posts. The Committee strongly feel that Southern Railway have not taken appropriate action at appropriate time to fill up the prescribed number of ST candidates in these categories. The Committee recommend that Southern Railway should provide the break-up of non-technical and technical posts of Group 'C' and Group 'D' posts (both categories) for which a consolidated figure each has been submitted as shown at para 2.37. The Committee are of the view that SC/ST vacancies should not remain unfilled for a long time. Unless concerted efforts are taken at the right time, the shortfall will continue to grow. The Committee may also be apprised

how the above mentioned shortfall of ST in Group 'C' and Group 'D' are being wiped out at the earliest.

17. 2.55 The Committee have been informed that in case of technical, diploma and graduate and para-medical categories, ST candidates are not becoming available to the extent of vacancies reserved for them. The Committee have also been informed that steps are being taken to wipe out shortfall in technical, diploma and para-medical categories post reserved for SC and ST candidates by placing indents through RRB, compassionate ground appointment and by launching Special Recruitment Drive. The Committee feel that shortfall of SC/ST in case of technical and para-medical categories can perhaps be taken care of, if Southern Railway get in touch with ITIs and other professional institutes for recruitment of SC/ST candidates. Conducting Special Recruitment Drive for filling up SC/ST posts once in a while is not a permanent solution. The Committee recommend that Southern Railway should conduct Special Recruitment Drive till the shortfall is wiped out and thereafter should make every effort to fill up all SC/ST posts during every recruitment year so as to avoid shortfall to accumulate.
18. 2.56 In pursuance of Minister of Railways announcement in Railway Budget 2000-2001, the Committee have been informed that Special Recruitment Drive for SCs/STs were undertaken to wipe out the backlog vacancies existing as on 30.06.2000 and 31.03.2004, respectively and 715 candidates under special drive have so far been recruited as on 15.09.2006 as against 731 backlog vacancies identified. The Committee, however, note that so far, no SC/ST candidate has been recruited from the panel of another Railway Recruitment Board to wipe out the shortfall during the last 5 years. The Committee, therefore, desire that if suitable candidates are not readily available from their own Recruitment Boards, panels from other Railway Recruitment Board should be utilized to fill up the quota reserved for SCs/STs.
19. 3.4 The Committee note that on Indian Railways, including Southern Railway, there is no provision of imparting pre-recruitment training. It has been stated by the Ministry that Indian Railways being a vast organisation with huge manpower on roll, the scheme is not feasible to implement and moreover, there is no direction in the matter from the Ministry of Personnel, Public Grievances and Pension (DOP&T). The Committee are deeply distressed by such a reply as the Government works through different Ministries and policy matter of the Government in regard to SCs and STs is same. The Committee, therefore, do not subscribe to the idea that only the Ministry of Social Justice and Empowerment can have such a responsibility. The Committee feel that it should be every Ministry's concern to see that employment of SCs and STs, as guaranteed in

the Constitution, is fully accomplished. Non-availability of suitably trained SC/ST candidates is often the repeated reply given for not filling up reserved posts. The Committee are of the strong view that this problem can be solved to some extent by imparting pre-recruitment training. The Committee also do not find any justification in the reply that the Indian Railways being a vast organisation with huge manpower on roll, pre-recruitment training is not feasible to implement. In many mega Public Sector Undertakings including Banks, the Committee have observed pre-recruitment trainings are being given successfully to SC/ST candidates. The Committee expect a positive approach from the Ministry of Railways too and desire that the Ministry should initiate some action for imparting pre-recruitment training to SCs and STs in various categories of posts. The Committee are of the opinion that such type of training would undoubtedly help in the improved intake of SC/ST candidates.

20. 3.13 The Committee note that 'in service training' is being provided to SC/ST employees for their promotion to higher grade in non safety categories and in order to enable the SC/ST employees to qualify for promotion to posts in safety categories, arrangements have been made to give them pre-selection coaching without fail. The Committee hope that this trend will continue in the years to come for better intake of SC/ST employees in promotional posts.
21. 3.14 The Committee also feel that besides launching special recruitment drives more frequently, Southern Railway should also make sincere efforts to provide in service training to more and more SC/ST employees, so that sufficient number of SC/ST employees can be promoted to eliminate the shortfall in these categories.
22. 3.15 The Committee are happy to note that there is a ban on de-reservation. The Committee are of the view that in any case, the posts reserved for SCs/STs should not be filled up by way of ad-hoc appointments but rather those promotional vacancies should be filled up by suitably training the SC/ST candidates.
23. 3.19 The Committee note that out of a total of 161 employees, only 8 SC and 2 ST employees were sent on deputation to other departments during the years 2000 to September 2006. The Committee are not convinced with the reply of Southern Railway that SC/ST employees with sufficient number/sufficient eligibility criteria prescribed are not coming forward to volunteer for the deputation. The Committee, therefore, desire that Southern Railway should make extra efforts to encourage SC/ST employees to opt for deputation, so that adequate representation could be given to SCs/STs while sending the employees for deputation. The Committee feel sending SC/ST

employees on deputation would definitely improve their knowledge and also their efficiency.

24. 3.26 The Committee observe that during the years 2000 to 2005, 220 complaints and in the year 2006, 8 complaints were reported to have been received in respect of persons who obtained employment in Southern Railway on the basis of false caste certificates. Out of the above 228 cases, 37 cases have been finalised and remaining 191 cases are at various stages of investigation. The Committee note that 191 cases are still pending due to various reasons. The Committee are more disturbed by the fact that a large number of cases are pending as these are under investigation with District Collectors. The Committee have been informed that the cases are pending with the District Collectors as in some of the districts, the District Level Committee consisting of the Collector, one Adi-Dravida Welfare Officer and one Anthropologist is not available and that in many districts, the Committee also does not hold meetings regularly. The Committee express their concern over this sad state of affairs and urge upon the Ministry of Railways to take up this matter with the Ministry of Personnel, Public Grievances and Pension who is the cadre controlling Ministry over the Collectors and to ensure that all the State Governments constitute appropriate District Level Committee in every district urgently and to instruct them to hold regular meetings so that cases of investigation of false caste certificates are not held up for want of proper DLC or non-holding of meetings by such Committees. The Committee also recommend that Southern Railway should advise Railway advocates to take prompt action to get the stay vacated in the cases relating to false caste certificates. The Committee further recommend that the cases pending under departmental enquiry/investigation should also be pursued vigorously with the concerned authorities for early disposal of pending cases within a time frame. However, the Committee hope that utmost care should be taken to ensure that genuine SC and ST employees do not suffer during investigation and their cases should be finalised in the earliest possible time. The Committee, also recommend that if any person is found guilty, the criminal proceedings should be initiated immediately, besides termination of his services.
25. 4.8 The Committee appreciate the measures taken by the Southern Railway for redressal of grievances of SC/ST employees. While the aforesaid initiatives are applauded, proper implementation of measures is also desired or otherwise such initiatives may remain sterile. Southern Railway has informed that during the years 2002 to 2005 hundred per cent complaints were disposed of while in the year 2006, 16 complaints had been received up to 30 September 2006, out of which 11 cases had been disposed of and 5 cases were under investigation. The Committee recommend that those 5

cases should also be disposed of at the earliest and that the difficulties faced by the SC/ST employees should always be rectified by the concerned officer/division, as per the extant instructions in a specific time frame.

26. 4.13 The Committee note that every year a number of persons are being appointed in Southern Railway on compassionate grounds. Out of 995 candidates appointed during the year 2004-05, 280 were SC and 18 belonged to ST categories. The Committee also note that there were 69 pending cases in Divisions, out of which 19 cases pertained to SC and 1 case pertained to ST community. The Ministry has further informed that 18 SCs and 1 ST were offered appointment and only 1 SC candidate is waiting for appointment. The Committee appreciate the efforts made by Southern Railway in disposing of pending SC and ST cases speedily. The Committee expect that the same spirit of urgency and efficiency would be kept up in dealing with other cases of compassionate appointments within specific time frame so that the dependents of the deceased SC/ST employees do not face hardships after the demise of their breadwinner.
27. 4.16 The Committee appreciate that Southern Railway have allotted more than the prescribed percentage in allotment of quarters to SC/ST employees. The Committee hope that they will continue to keep up this spirit in future also.
28. 4.26 The Committee note that the Catering Policy 2005 provides for reservation of 49.5% for various categories. This includes reservation of 12% for SCs and 8% for STs in small catering units at 'D', 'E' and 'F' category stations. Further, at 'A', 'B', 'C' category stations, a reservation of 10% (6% for SCs and 4% for STs) out of 25% in award of small catering units has been provided in the new catering policy. The Committee also note that in the Book Stall policy, a reservation of 6% for SCs and 4% for STs out of 25% has been provided in the allotment of new book stalls at B, C, D, E and F category of stations. However, there is no provision for reservation in all catering/vending licences of major units like Refreshment Room/Restaurant, Pantry car, etc. as these are awarded under two packet tender system so as to bring about tangible improvement in catering services to the passengers and increase the railway revenue. The Committee note that no major contract was awarded to SCs/STs during the last three years. Although SC/ST people are not debarred from applying for major contract, yet the Committee feel that a provision for reservation to SCs/STs in awarding major contracts, would definitely help SC/ST peoples. The Committee, therefore, urge the Indian Railways to provide reservation to SCs and STs in award of licences for major catering contracts also, so

that they may get an opportunity to try their mettle in catering business and thus improve upon their economic condition.

29. 4.27 The Committee are constrained to note that the performance of Southern Railway with regard to extending small catering contracts to SCs and STs is very disappointing. The Committee note that altogether 42 and 5 small catering contracts had been awarded to SCs and STs respectively in Southern Railway during the years 2003, 2004 and 2005 and in 2006, no contract was given to SCs and STs. In case of D, E, F category stations, 10 book stall contracts were awarded to SCs, whereas no contract was awarded to ST candidates. The Committee regret to note that nothing has been said about the contracts given to others and in the absence of this information, it is not possible to comment whether the prescribed quota for SCs and STs has been maintained. The Committee may be apprised of the reasons as to why no contract was awarded to SCs/STs during the year 2006, as also the details of contracts given to others during 2003 onwards. The Committee also note that in the book stall policy, reservation has been provided only in the allotment of book stalls at B, C, D, E and F category of stations. The Committee are of the view that unless liberal and sympathetic attitude is adopted towards SCs/STs entrepreneurs, the situation will not improve. The Committee, therefore, recommend that the book stall policy 2004 should be revised and reservation should be provided to SCs/STs in the allotment of book stalls licences at 'A' category stations also.
30. 4.28 The Committee also feel that mere provision of reservation in favour of SCs/STs on paper will have no meaning unless these are publicised widely, so that availability of various schemes/policies are known to SCs/STs and they can take benefits of these schemes. The Committee, therefore, recommend that wide publicity of these petty contracts should be given so that more and more deserving SC/ST candidates could be benefited. The Committee would also like the Ministry of Railways to involve panchayats/BDOs and local MLAs/MPs for dissemination of information in this regard.
31. 4.32 The Committee appreciate the fact that Indian Railways have taken up many projects on consideration of socio-economic development in backward, tribal and undeveloped areas although majority of these projects are not financially viable. The Committee desire that adequate funds should be made available for these ongoing projects, so that these areas are provided efficient line of connectivity contributing to their overall growth.