

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1977-78)**

(SIXTH LOK SABHA)

✓
TWENTY-FIRST REPORT

**MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

**Reservations for, and employment of, Scheduled
Castes and Scheduled Tribes in Northern Railway
and award of petty contracts to Scheduled Castes and
Scheduled Tribes in Northern Railway.**

Presented to Lok Sabha on 27-4-1978

Laid in Rajya Sabha on 27-4-1978



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

(1977-78)

Shri Ram Dhan—*Chairman*

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*Elected to the Committee w.e.f. 23rd November, 1977 *Vice* Shri Chand Ram and Karia Munda ceased to be members of the Committee on their appointment as Ministers of State w.e.f. the 14th August, 1977.

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Shri H. L. Malhotra—*Senior Legislative Committee Officer.*

**Ceased to be Members of the Committee on their retirement from Rajya Sabha w.e.f. 9th April, 1978.

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Twenty-First Report on the Ministry of Railways (Railway Board)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Northern Railway and award of petty contracts to Scheduled Castes and Scheduled Tribes in Northern Railway.

2. The Committee took the evidence of the representatives of the Ministry of Railways (Railway Board) on the 22nd and 23rd December, 1977 and 27th and 28th January, 1978. The Committee wish to express their thanks to the officers of the Ministry of Railways (Railway Board) and Northern Railway for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 14th April, 1978.

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

NEW DELHI;
April 18, 1978.
Chaitra 28, 1900 (S).

RAM DHAN,
*Chairman, Committee on the
Welfare of Scheduled Castes
and Scheduled Tribes.*

CHAPTER I

A. Organisational Set-up

The Northern Railway was set up with effect from the 1st April, 1952. There are seven Divisions on Northern Railway as indicated below:

Division	Headquarters of the Division
(i) Delhi	New Delhi
(ii) Ferozpur	Ferozpur Cantt
(iii) Allahabad	Allahabad
(iv) Lucknow	Lucknow
(v) Moradabad	Moradabad
(vi) Bikaner	Bikaner ²⁹
(vii) Jodhpur	Jodhpur

1.2 Nine workshops are also functioning under this Railway which are as under:

(i) Loco Workshops	Amritsar
(ii) Jagadhri Workshops	Jagadhri
(iii) Kalka Workshop	Kalka
(iv) Loco Workshop	Charbagh, Lucknow
(v) Carriage & Wagon Workshop	Alambagh, Lucknow
(vi) Jodhpur Workshop	Jodhpur
(vii) Bikaner Workshop	Bikaner
(viii) Signal Workshop	Ghaziabad
(ix) Bridge Workshop	Jullundur Cantt.

1.3. These Workshops were taken over by the Northern Railway in 1952 when it was first formed. These Workshops are at present under the administrative control of the Chief Workshop Engineer who functions under the General Manager of the Northern Railway. The Workshops of the Bridge Department are under the Administrative control of Chief Bridge Engineer (Bridge Works). The Signal Workshop at Ghaziabad is under the administrative control of

the Chief Controller and Telecommunications Engineer, in addition, there are sheds for the maintenance of diesel and electrical locomotive which are not classified as workshops.

B. Reservation Orders and Exemptions

1.4. The Committee have been informed that reservation orders for Scheduled Castes and Scheduled Tribes have been adopted by the Northern Railway from the following dates:

- (a) *Recruitment*—Since the inception of the Northern Railway i.e. from 1-4-1952.
- (b) *Promotion*—
 - (i) In selection within Class III and from Class IV to Class III—from 4th January, 1957.
 - (ii) In promotions from Class III Service to Class II Service and from Class II Service to the lowest rung of Class I on the basis of selection—from 20th July, 1974.
 - (iii) In posts filled on the basis of seniority-cum-suitability in all Classes—from 27th November, 1972.

1.5. Reservations are applicable in promotional categories wherever the percentage of direct recruitment, if any, does not exceed 66-2/3 per cent. (Formerly this limit was 50 per cent upto 24-2-1976). 1976).

1.6. The following percentages of reservations have been provided to Scheduled Castes and Scheduled Tribe candidates on the Northern Railway:

(i) Direct Recruitment	Scheduled Castes	Scheduled Tribes
(a) All India basis	15%	7½%
(b) Regional basis	20%	5%
(ii) Posts filled by promotions	15%	5%
(iii) Posts filled by temporary appointment		
Same as above (item)		
(iv) Posts filled by deputation		Nil

1.7. Asked to state the measures taken to ensure that the reservations made in favour of Scheduled Castes and Scheduled Tribes

in the Northern Railway and its workshops are in accordance with the instructions issued by the Government of India from time to time, the Committee have been informed that there is a Senior Personnel Officer in the Headquarters to look after the interest of Scheduled Castes and Scheduled Tribes employees, and he is assisted by a Welfare Inspector (Reservations). In each Division, there is Divisional Personnel Officer to look after the interests of Scheduled Caste and Scheduled Tribe employees and in case of large Divisions, Senior Divisional Personnel Officers have been posted. There are also Additional Chief Personnel Officer and Chief Personnel Officer at the Zonal Headquarters over them. One of the two Advisers of the Ministry of Railways whose jurisdiction covers Northern Railway also conducts checks and the discrepancies noticed during the course of inspections are rectified and remedial action taken.

1.8. With regard to the categories of posts for which reservations have not been provided in the Northern Railway the Committee have been informed that reservation rules do not apply in promotion to posts, where the element of direct recruitment, if any, exceeds 66-2/3 per cent. Reservation orders are also not applicable in the case of following categories of posts:

- (a) Vacancies filled by transfer,
- (b) Vigilance Inspectors,
- (c) Posts filled by deputation,
- (d) Purely temporary establishments, such as, work-charged (daily rated) staff in the construction organisation.

1.9. Asked to state the categories of posts to which reservation rules in promotions are not applicable on the Northern Railway, the General Manager, Northern Railway during the course of evidence before the Committee, has stated that there is no category in Class II where the reservation orders do not apply and in Class III, there are five categories of posts to which reservation orders are not applicable. These posts are of Assistant Permanent Inspector, Health Inspector, Inspector of Works, Bridge Inspector and Tracers. In the case of Permanent Way Group, the lowest category is of Gangman and the lowest Inspector is the Permanent Way Inspector and many Gangmen could not be promoted to the rank of Assistant Permanent Way Inspector as the technical knowledge was essential for this post.

1.10. In the case of Vigilance Inspectors, they are taken on deputation for a certain period and no reservations for Scheduled Castes

and Scheduled Tribes has, therefore, been provided. In the case of Assistant Security Officers, the Committee have been informed, during the course of evidence, that 30 percent of the posts have been opened for direct recruitment through the Union Public Service Commission.

1.11. The Committee are distressed to note that a large number of posts have been kept outside the purview of reservation orders in favour of Scheduled Castes and Scheduled Tribes in the Northern Railway. The Committee see no reason why reservation orders have not been made applicable to these posts and would, therefore, like the Ministry of Railways (Railway Board) to review the whole policy of making reservation orders applicable in toto to all the posts in the Railways in consultation with the Department of Personnel and Administrative Reforms as the Committee are in principle opposed to any category of posts being exempted from the purview of reservations.

C. Liaison Officer and Cell

1.12. In a note submitted to the Committee, the Committee have been informed that the Ministry of Railways (Railway Board) has set up a special Cell at the Railway Board under the charge of an Additional Director assisted by the two Advisers. On the Northern Railway acts as the Liaison Officer in the Railway. An Officer has up at the Headquarters. The Chief Personnel Officer in the Northern Railway acts as the Liaison Officer in the Railway. An Officer has been nominated in each of the Divisions and in the workshops to ensure quick and correct implementation of policy decisions and also to look into grievances of employees belonging to Scheduled Castes and Scheduled Tribes.

1.13. The special Cell in the Ministry of Railways keeps a watch over the implementation of reservation orders for Scheduled Castes and Scheduled Tribes on the Railways. Besides, monitoring the implementation of the quota both in recruitment and in promotion the Cell also looks into the grievances of Scheduled Castes and Scheduled Tribes.

1.14. There are no separate Cells at the Division and Workshop level to look after the interests of Scheduled Castes and Scheduled Tribes employees. When the Committee enquired the reasons for not setting up such Cells at the Division and Workshop levels in spite of the instructions issued by the Railway Board in August, 1975, the

to review the position in the light of instructions issued by the Railway Board. The Committee have since been informed that one Inspector for two Divisions|Workshops has been sanctioned with a view to ensure implementation of reservation orders both at the Divisional and Workshops level and more staff would be posted as and when the work increases.

1.15. Asked to state the number of checks conducted by the Adviser attached to the Northern Railway, the Committee have been informed that 12 checks have been conducted by th Advisers during the last two years. These are intensive checks and almost all the Divisions and the Headquarters of the Northern Railway have been covered. During the course of inspection by the Adviser, it has been found that the reserved vancancies have not been correctly carried out leading to subsequent vacancies not assessed correctly and at one place, the figures have not been maintained in respect of promotional categories.

1.16. To a question as to whether any periodical meetings of the Liaison Officers at the Zonal Headquarters have been arranged to discuss problems relating to the maintenance of rosters, etc., the Committee have been informed that 12 such meetings both at the Headquarters and in the Divisions had been arranged during 1977. The Divisional Superintendents of the Railway are also holding such meetings every month.

1.17. **The Committee note that the Chief Personnel Officer in the Northern Railway Headquarters has been appointed as the Liaison Officer to periodically inspect each unit and report the progress regarding intake of Scheduled Castes and Scheduled Tribes in the services as per quota reserved for them to the General Manager. He is assisted by one Senior Scale Officer at Headquarters and one officer has been nominated in each of the Divisions and in the Workshops. The Committee also note that one of the Advisers in the Railway Board, whose jurisdiction covers the Northern Railway, also visits various units of the Railways to keep a watch over the implementation of Reservation Orders for Scheduled Castes and Scheduled Tribes. The Committee are of the view that mere designating a Liaison Officer and his periodically inspecting units and reporting the progress is not enough. What is needed is concerted action on the part of the Liaison Officer to ensure due compliance by the subordinate appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them. In order to carry out the duties properly, it is but essential that he**

should ensure that personnel assisting him are conversant with the duties required for the proper and effective implementation of reservation orders. The Committee would also like that the Ministry of Railways (Railway Board) should arrange refresher courses from time to time for the Liaison Officers, Personnel Officers and other concerned staff and, if necessary, the assistance of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes may be sought in this regard.

1.18. The Committee further note that a Cell has been set up in the Ministry of Railways (Railway Board) and also in the Headquarters of the Northern Railway to look after the interests of Scheduled Castes and Scheduled Tribes and to ensure proper and timely implementation of instructions issued from time to time in regard to Reservation Orders. The Committee feel that the effectiveness of the Cells set up in the Ministry of Railways (Railway Board) and in the Northern Railway should be judged by the increase in the intake of Scheduled Castes and Scheduled Tribes in the vacancies reserved for them. The number of complaints handled by the Liaison Officer would also serve as an index to the activities of the Cell. The Committee also desire that with a view to ensure more effective implementation of various Reservation Orders at the Divisional/Workshop level, a Cell should be set up in each Division/Workshop and an Assistant Personnel Officer nominated to look after this job, assisted by at least one Inspector, as laid down in Railway Board's letter No. 75-E(SCT)15/63, dated the 8th August, 1975.

CHAPTER II

A. Recruitment Procedure

2.1. The Committee have been informed in a written note furnished to the Committee that on Railways, recruitment to Class I Services is made by the Union Public Service Commission. There is generally no direct recruitment to Class II Services, the posts in Class II Services being filled by promotion of suitable Class III staff from the eligible grades. However, there is direct recruitment to the category of Assistant Security Officer in the Railway Protection Force to the extent of 30 per cent of the vacancies.

2.2. Direct recruitment to Class III categories on the Northern Railway is made through the Railway Service Commission, Allahabad. However, recruitment is also made in the following cases by the General Manager of the Northern Railway under the power delegated to him:

- (i) Appointment on compassionate grounds of dependents of railway employees who die while in service, or get permanently crippled or afflicted with serious illness leaving the family in straitened circumstances.
- (ii) Sportsmen under Sports Quota.
- (iii) Artists; and
- (iv) Scheduled Castes and Scheduled Tribe candidates against the shortfall in the quota.

2.3. So far as recruitment to Class IV is concerned, it is done by screening available casual labour substitutes in the Northern Railway. If, however, requisite number of Scheduled Castes and Scheduled Tribes are not available among them to fill the vacancies reserved for them, recruitment is made from the open market.

2.4. The Committee have been further informed that where the Railway Service Commission is unable to recommend adequate number of Scheduled Castes and Scheduled Tribes against the reserved quota, the General Manager has been vested with special powers for appointment of Scheduled Castes and Scheduled Tribes to Class III posts without making reference to the Railway Service

Commission so as to wipe out deficiencies in reservation. For example, in 1976, recruitment to various categories in Class III posts was undertaken by the Northern Railway to make good the shortfall in the quota for Scheduled Castes and Scheduled Tribes. 6675 applications were received from Scheduled Castes and Scheduled Tribe candidates out of which 5152 applicants were called for the test and interview. As a result of the test and interview, 546 Scheduled Castes and 217 Scheduled Tribes to the extent needed for filling up the shortfall were selected for appointment to various Class III Services.

2.5. Asked to state the procedure followed for recruitment against the 'loyal quota' during the years 1975 and 1976, the Committee have been informed in a note submitted to the Committee that in the wake of the railwaymen's strike in May, 1974, Government decided to recognise the services of dedicated employees who stood by Government during the period of the crisis and attended to the call of duty unmindful of intimidation and violence. The recognition was in the form of grant of certain awards, one of which was consideration of employment for one of the wards of the employees. 20 per cent of the vacancies in the initial recruitment grades were earmarked for such appointments. Appointments against this quota were made by the Railways within their own administrative arrangements. Clarifying the position during the course of evidence, it has been stated that the question whether the employees himself was Scheduled Caste or Scheduled Tribe was not considered while appointing the persons against the 'loyal' quota but the total quota in a year for the Scheduled Castes and Scheduled Tribes in regard to recruitment and promotion would not have got affected.

2.6. The total number of persons recruited against the 'loyal' quota during the years 1975 and 1976 and the number of Scheduled Castes and Scheduled Tribes among them has been stated to be as follows:

Period	Class III			Class IV		
	Total No appointed	SC/ST amongst the total		Total appointed	SC/ST amongst the total	
		SC	ST		SC	ST
1-6-1974 to 31-12-1975	1175	93	1	1294	253	7
1-1-1976 to 31-12-1976	160	2	6	262	43	9
TOTAL	1335	95	7	1556	296	16

2.7. Asked whether reservations were provided in the appointments made at the instance of the Minister and Deputy Minister of Railways, during the Emergency, the Committee have been informed during evidence that after the new Government has taken over, all such appointees have been informed that their appointments are purely on *ad hoc* basis and they have to go to the Railway Service Commission at the very first opportunity when advertisements are issued and if they fail to do so, they would be discharged. The Committee have also been informed that apart from *ad hoc* appointments, apprentice clerks have also been appointed and it has been decided that they have also to go through the Railway Service Commission and would be absorbed to the extent of 50 per cent of the available vacancies through the Railway Service Commission and the reservations for the Scheduled Castes and Scheduled Tribes would be maintained*.

2.8. Clarifying the position regarding recruitment being made on compassionate grounds, the General Manager, Northern Railway has stated during the course of evidence, that the persons are recruited on the following compassionate grounds:

- (i) Priority is given to the wards or wife, husband, if she is woman in employment, of those employees who have died while on duty either in an accident or otherwise;
- (ii) the wards of those who die of natural death while in service; and
- (iii) those who are suffering from incurable diseases which are likely to take them away, like cancer, etc.

2.9. In the case of T.B., the criterion is that if the man is not able to undertake the job again, he is then put in the third category.

2.10. In the case of sportsmen, the Committee have been informed that anyone who has distinguished himself at the inter-State level, Inter-University level, inter-School level and who comes within the first three is considered for recruitment. Recruitment under the category "artists" has since been stopped.

2.11. The Committee note that recruitment to various categories of Class III posts in the Northern Railway is made by the Railway Service Commission Allahabad. The Committee also note that in case the Railway Service Commission is unable to recommend adequate

* At the factual verification stage, Northern Railway have stated that in these appointments the reservations for Scheduled Castes and Scheduled Tribes would be maintained to the extent of availability.

number of Scheduled Castes and Scheduled Tribes against the reserved vacancies, the General Manager, Northern Railway has been vested with powers to make recruitment of Scheduled Castes and Scheduled Tribes from the open market to wipe out the shortfall in the reserved vacancies and the General Manager in fact exercised these powers in 1976 when 546 Scheduled Castes and 217 Scheduled Tribes were recruited to wipe out the shortfalls at that time. The Committee emphasise that the General Manager should take recourse to these special powers immediately after receipt of intimation from the Railway Service Commission to the effect that they are unable to recommend the requisite number of Scheduled Castes and Scheduled Tribes.

2.12. The Committee further note that recruitment to Class IV is made by screening available casual labour|substitutes in the Northern Railway and if requisite number of Scheduled Castes and Scheduled Tribes are not available to fill the vacancies reserved for them, recruitment is made from the open market. The Committee recommend that a Scheduled Caste|Scheduled Tribe officer should always be associated with the Screening Committee to safeguard the interests of Scheduled Castes and Scheduled Tribes. The Committee also desire that while engaging casual labour in the initial stages, it should be ensured that adequate number of Scheduled Castes and Scheduled Tribes are recruited so that there may not be any difficulty in filling the reserved quota at the time of their screening for regular appointment.

The Committee have no doubt that enough care would be taken at the time of appointment of persons on compassionate grounds to ensure that the reservations for Scheduled Castes and Scheduled Tribes are not affected.

B. Railway Service Commission, Allahabad

2.13. The Railway Service Commission, Allahabad was set up on 1-12-1953. The existing strength of Gazetted and non-gazetted personnel in the Commission has been stated to be as follows:—

I Gazetted :

Designation	Scale of pay	No of posts
Chairman	Rs. 2000—2250	1
Member-Secretary	Rs. 1500—2000	1
Assistant Secretary	Rs. 650—1200	1

IF Non Gazetted:

Office Superintendent	Rs. 550—750	1
Conference Assistant	Rs. 550—750	1
Senior Stenographer	Rs. 425—700	1
Head Clerks	Rs. 425—700	3
Senior Clerks	Rs. 330—560	7
Hindi Translator	Rs. 330—560	1
Clerks	Rs. 260—400	15
Hindi Typist	Rs. 260—400	(SC-3) 1
Record Sorter	Rs. 210—270	1
Daftry	Rs. 200—250	1(SC)
Peons	Rs. 196—232	5
Mali	Rs. 196—232	(SC-2) 1
Safaiwala	Rs. 196—232	1(SC)
Khalasi	Rs. 196—232	2
Watchman	Rs. 196—232	3 (SC-1)

2.14. The Railway Service Commission makes direct recruitment for various Class III posts for entire Northern Railway, Diesel Locomotive Works, Varanasi and Varanasi Division of North Eastern Railway. As such the area of this Commission covers the State of Bihar, Uttar Pradesh, Himachal Pradesh, Haryana, Punjab, Jammu and Kashmir and Rajasthan and the Union Territory of Delhi and Chandigarh.

2.15. Asked to state the time-lag between the issue of an advertisement by the Railway Service Commission and the final recruitment, the Committee have been informed during the course of evidence that the staff strength of the Railway Service Commission, Allahabad was fixed at the time when it was set up in 1953 and at that time, the applications received were not in large number. With the increase in educational qualifications, the applications received for popular categories of posts are now in lakhs and it takes about 12 to 18 months time in finalising the selections and for technical categories, the Commission takes about five to eight months supplying the panels to the Railway Administrations. The Committee have also been informed that the Railway Board are now planning to allow all the candidates who have applied for a post to appear in the examination to be conducted by the Railway Service Commissions on certain conditions and, in that process, the documents of only those candidates would be examined who qualify in the examination.

2.16. Asked to state whether Railway Service Commission, Allahabad is competent to give relaxations/concessions in minimum qualifications or in the qualifying marks in the examinations as well as in the interviews to the Scheduled Caste and Scheduled Tribe candidates, the representative of the Ministry of Railways has, during evidence, stated as follows:

“There is nothing laid down. As the Service Commission is itself an academic body, it determines what minimum there should be. Generally, there is a considerable relaxation as between the general candidate and the Scheduled Caste candidate. For one year if it is 45 per cent and above for general candidates, they may fix 35 per cent for the Scheduled Castes.”

2.17. The Committee have also been informed during the course of evidence that Railway Service Commission, Allahabad is in touch with the Industrial Training Institutes and various other Technical Institutions who have been teaching diploma and other courses in order to get suitable candidates for jobs on the Railways.

2.18. The Committee regret to note that the Railway Service Commission, Allahabad takes about 12 to 18 months in finalising the selection for popular categories in Class III posts and about 5 to 8 months for technical categories in the Northern Railway. The Committee would like the Ministry of Railways (Railway Board) to go into the working of the Railway Service Commission particularly from the angle of augmenting staff strength, if necessary, and take necessary corrective measures wherever necessary inter alia to ensure the time gap in finalising the panels for the Northern Railway administration is reduced to the barest minimum.

2.19. The Committee are not sure whether the Railway Service Commission, Allahabad, approaches the Employment Exchange for furnishing to them list of Scheduled Castes and Scheduled Tribes candidates for any specified category of jobs. In case, this is resorted to, the Committee recommend that all vacancies should be notified to the local or Regional Employment Exchanges. The total number of vacancies to be filled and the number of vacancies reserved for Scheduled Castes and Scheduled Tribes, qualifications prescribed for the posts and the concessions/relaxations permissible in favour of Scheduled Castes and Scheduled Tribes should be clearly intimated in the requisition sent to the Employment Exchanges. Copies of such notices should also be sent to the local Scheduled Caste/Tribe M.L.A.s and M.P.s, and also the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

2.20. The Committee further recommend that simultaneously with the issue of recruitment advertisements in the Press and requisitions to the Employment Exchanges, vacancies reserved for Scheduled Castes and Scheduled Tribes should also be notified to all the recognised and/or registered Associations/Organisations of Scheduled Castes and Scheduled Tribes and also to the Director of Scheduled Castes/Tribes, Welfare or Director of Social Welfare in the State/Union Territory concerned.

2.21. The Committee would also like the Railway Service Commission, Allahabad and other recruitment authorities in the Northern Railway to furnish to the Employment Exchanges, in case it is not already done, the precise reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by them to fill the reserved posts for their future guidance and to enable them to gear up their own machinery to sponsor the right type of candidates in future.

2.22. The Committee note that the Railway Service Commission, Allahabad is in touch with the Industrial Training Institutes and other technical institutions for securing suitable candidates to man the various posts on the Railway. The Committee desire that the Liaison Officers in the Northern Railway should also maintain close liaison with the Indian Institute for Technology and Industrial Training Institutes for the recruitment of Scheduled Castes and Scheduled Tribes in the skilled and semi-skilled categories of posts in the Northern Railway and in its workshops.

C. Concessions and relaxations

2.23. The Committee have been informed that the following concessions/relaxations are granted to candidates belonging to Scheduled Castes and Scheduled Tribes while making recruitment to Class III Railway Services:—

- (i) Maximum age limit is relaxed by 5 years.
- (ii) Cost of application form is $\frac{1}{4}$ th of the rate charged from others.
- (iii) Free railway passes are issued when called for written test/interview.
- (iv) No minimum qualifying marks have been prescribed for these candidates appearing at interviews for recruitment.
- (v) These candidates are interviewed in separate blocks.

(vi) Recruiting authority has full discretionary powers to recommend Scheduled Caste and Scheduled Tribe candidates fulfilling a lower standard of suitability than from other communities, provided these candidates have the minimum qualification prescribed and the lowering of standards in their cases does not unduly affect the maintenance of efficiency.

(vii) Concession given in height and chest measurement is as under:

	Height	Chest
Scheduled Castes.	160 Cms.	78.0 Cms.
Scheduled Tribes.	150 Cms.	78.0 Cms.
Others	167.6,,	81.3 Cms.

(viii) Where the candidates who have a low place in the examination are selected, they are given additional training and coaching so that they may come up to the standard of other recruits.

(ix) Reserved community candidates are offered appointment in any of the divisions where the vacancies exist if such vacancies do not exist in the divisions of their choice.

(x) Candidates belonging to Scheduled Caste/Scheduled Tribe who fail to qualify the apprenticeship are given another chance with stipend and a further chance without stipend. If these candidates still fail to qualify, they are offered alternative employment in Class III where there are shortfall in the reserved quota.

(xi) The Scheduled Caste/Tribe candidates who fail in the medical examination are considered for alternative category for which they are medically fit and where there is deficiency in their reserved quota.

2.24. The Committee note the various concessions/relaxations granted to Scheduled Castes and Scheduled Tribes while making recruitments to Class III Services in the Northern Railway and its Workshops. The Committee have no doubt that if the Northern Railway authorities implement these concessions/relaxations both in letter and spirit, enough Scheduled Caste and Scheduled Tribe candidates would be available for the reserved vacancies.

D. Maintenance of Rosters

2.25. The Committee have been informed, in a note submitted to the Committee that rosters are maintained for each category of posts to be filled by direct recruitment and also for promotional categories wherever reservation rules are applicable in the Headquarters, Divisions, Workshops and other Units.

2.26. There is a post of a Senior Personnel Officer assisted by the Welfare Inspector (Reservation) to check the correct maintenance of roster registers. One more Inspector has been posted to strengthen the Cell in the Headquarters Office. Similar Cells are functioning in the Divisions and Workshops under the supervision of an Assistant Personnel Officer.

2.27. The rosters are inspected by the officials of the Reservation Cells in the Headquarters Office, Additional Chief Personnel Officer and also by the Chief Personnel Officer who is the liaison officer on the Northern Railway.

2.28. One of the two Advisers of the Ministry of Railways whose jurisdiction covers Northern Railway also occasionally conducts checks of the rosters registers maintained in different offices of the Units of the Northern Railway. The discrepancies noticed during the course of inspections are rectified and remedial action taken.

2.29. The Committee have been further informed that 12 checks have been conducted by the Adviser attached to the Railway Board during the last two years of some of the offices and workshops of the Northern Railway. Synopsis of the reports submitted by the Adviser are at Appendix.

During the course of visits by the Adviser, opportunity has been taken by him to discuss the deficiencies/lapses and other irregularities noticed during the checks with the concerned authorities. Written reports indicating the results of checks are also sent to the Headquarters of the Northern Railway.

2.30. During the course of evidence, the Committee have been informed that in the Railways, there are two rosters, one for recruitment and the other for promotion. No rosters are being maintained for confirmation either for Scheduled Castes and Scheduled Tribes or for any other employees. Any one who is taken on a permanent basis gets automatically confirmed unless the report on him is adverse during the probation or training period.

2.31. The Committee would like to emphasise that rosters are the only mechanism to watch the proper placement of Scheduled Castes and Scheduled Tribes in Services, as per the points reserved for them in the rosters and that these would cease to have any significance if they are not maintained properly. The Committee would, therefore, like to emphasise that the rosters should be maintained by the authorities concerned in accordance with the extent orders on the subject and check regularly by the competent authorities. Discrepancies noticed during the inspection of rosters should be rectified immediately and also brought to the notice of the concerned Head of the Department.

E. Promotions

2.32. During the course of evidence, the General Manager, Northern Railway has stated that the following criteria is followed for promotion in the Northern Railway:—

“So far as Class IV is concerned except where trade test is involved, it is done without a test. Where trade test is prescribed, they have to pass the trade test.

In the case of posts where criteria is seniority-cum-suitability, if five posts are there, we consider the seniormost five persons. If any one of them is not fit, then sixth man is taken into consideration.

Where the promotion is on the basis of merit, the number is taken* five times. We take outstanding persons out of them and the best among other with due weightage to seniority also. There is an arrangement in consultation with the recognised federations which grades should be Selection and which grades should be non-Selection.”

2.33. In reply to a question as to whether all officers coming in the Zone of consideration are considered for promotion in the Railway, the Committee, during the course of evidence, have been informed as follows:

“We consider all the people who come within the zone of 5 to 6 times the number. There is a difference between Class II and Class I on the one hand and Class III and Class IV on the other, in the matter of zone of consideration. In the case of the latter, we can separately take into considera-

*At the factual verification stage the Northern Railway have stated that the promotion in Class III categories is on the basis of selection, the number considered is three times the requirement.

tion Scheduled Caste and Scheduled Tribe candidates. In regard to the former, we take only the first 50 persons into consideration. If in the first 50, seven persons belonging to Scheduled Caste and Scheduled Tribe are there, we cannot take any more but in the other case, we can go to the 100th person and consider; and consider all the Scheduled Caste men and promote them."

2.34. Three statements showing the *ad hoc* promotions in each Class in the Northern Railway and its Workshops during the period from 1-4-1974 to 31-3-1977 are at Appendices II—V.

2.35. During the course of evidence, the Committee have also been informed that the promotions depend on the cadre strength and since the number of persons belonging to Scheduled Tribes is small, it is difficult to find adequate numbers for promotions. The position with regard to Scheduled Castes is quite good. The Railway Board have recently issued instructions that, in the case of Scheduled Castes and Scheduled Tribes, the best among those who have failed should be taken and they should be kept under watch for six months and given opportunities to learn the job.

2.36. In a note furnished to the Committee, it has been stated that during the period from 1-4-1977 to 30-9-1977, 410 Scheduled Caste and 37 Scheduled Tribe employees have been promoted in Class III and 98 Scheduled Castes and 5 Scheduled Tribes in Class IV keeping in view the various relaxations and concessions admissible to the Scheduled Caste and Scheduled Tribe candidates.

2.37. The following promotions have been made in Class III and Class IV in the Northern Railway during the year 1976-77:—

Total No. of vacancies	No. actually promoted			
	SC.	Percentage	ST	Percentage
Class III	877	17	65	1.2
Class IV.	277	19.3	37	1.2

2.38. In reply to a question whether there have been cases where junior Scheduled Caste persons have been promoted and the senior candidates have been ignored, the General Manager, Northern Railway has during the course of evidence stated that such cases do arise.

2.39. The Committee note that, in accordance with the instructions issued by the Ministry of Railways (Railway Board), if the requisite number of candidates belonging to Scheduled Castes and Scheduled Tribes are not found suitable in the promotional categories, the best amongst the failures are to be promoted against the quota reserved for them for six months on ad hoc basis and if during these six months their performance is found to be satisfactory, their names are to be included in the panel. The Committee hope that all the appointing authorities in the Northern Railway will follow these instructions meticulously and will ensure that all the posts reserved for them are actually filled in by them with a view to wipe out the backlog as early as possible.

F. Dereservation

2.40. In a note submitted to the Committee, the Committee have been informed that dereservation of reserved vacancies is done:—

- (i) with the approval of the General Manager in cases of all technical and operational categories in non-gazetted services;
- (ii) with the approval of the Railway Board in respect of other categories in non-gazetted services; and
- (iii) with the approval of the Department of Personnel and Administrative Reforms in all cases of gazetted services.

The Committee have also been informed that the procedure laid down in the Department of Personnel and Administrative Reforms O.M. No. 28/14/74-Estt(SCT) dated the 12th July, 1976 circulated with Railway Board's letter No. 76 E(SCT) 15/53 dated the 22nd July, 1977 is being followed on the Northern Railway.

2.41. The proposals for dereservation are examined to ensure that every effort has been made to secure Scheduled Caste and Scheduled Tribe candidates and that all permissible relaxations have been given and the performance of the failed candidates has been reviewed after imparting them in-service training. Only after such verification, if it is found that Scheduled Caste and Scheduled Tribe candidates are not available, the posts are got dereserved and carried forward.

2.42. The number of vacancies which have been dereserved during the years 1974-75, 1975-76 and 1976-77 (up to 30.6.1977) are stated to be as under:

S. No.	Category	No. of vacancies dereserved on account of non-availability	
		Scheduled Castes	Scheduled Tribes
1	<u>1974-75</u>	—NIL—	
2	<u>1975-76</u>		
	1. Section Officer (Accounts)	1	..
	2. Nurses Gr. 550-750 (RS)	19	..
	3. Station Masters Gr. 550-750 . . . . .	..	6
	4. Wagon Movement Inspector Gr. 550-750 (RS)	6	2
	5. Matrons Gr. 700-900 (RS)	1	..
3	<u>1-4-1976 to 30-6-1977</u>		
	1. Section Officer (Accounts)	2	1
	2. Station Supdt. Gr. 700-900 (RS) . . . . .	..	1
	3. JFI/JDI/JLI Gr. 500-750 (RS)	16	..
	4. C.M.I. Gr. 455-700 (RS)		1
	5. Rates Inspector Gr. 455-700 (RS)		1
	6. Claims Inspector Gr. 550-900 (RS) . . . . .	..	1
	7. Claims Inspector Gr. 550-700	2	2
	8. Claims Inspector Gr. 455-700	2	2
	9. Asstt. Claims Inspector Gr. 425-640 (RS) . . . . .	..	1
	10. Claims Tracer Gr. 330-560 (RS)		2

2.43. In a note submitted to the Committee, the Ministry of Railways (Railway Board) have informed the Committee that the number of cases for dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes received in the Railway Board's Office from the Northern Railway during the period from 1975 to 1977 and

the reasons for which the posts have been dereserved as given in Appendix—VI.

2.44. During the course of evidence, the Committee have been informed that it has since been decided that with effect from the 1st January, 1978, prior approval of the Department and Administrative Reforms will be obtained in all cases for dereservation of vacancies reserved for Scheduled Castes or Scheduled Tribes on the Railways.

2.45. The Committee are distressed to note that a large number of vacancies have been dereserved in various grades during the last three years depriving employment to many a Scheduled Caste and Scheduled Tribes. The Committee are firmly of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved. The Committee desire that before steps for dereservation are taken, it should be ensured whether Scheduled Caste candidates are available for appointment against the vacancies reserved for Scheduled Tribes and vice versa.

G. Departmental Recruitment Committee/Selection Boards, etc.

2.46. In a note submitted to the Committee, the Committee have been informed that vacancies in initial Class IV grades are filled by screening casual labour and substitutes by a Board consisting of Assistant Officers.

2.47. In the case of Class III categories, recruitment is made by the Railway Service Commission. As such, no Board is constituted by the Northern Railway for recruitment of Class III staff. For purposes of promotion in Class III categories, Selection Boards are constituted comprising of three officers including one from the Department concerned. One of the members of the Committee is nominated from the reserved communities as far as possible.

2.48. During evidence when the Committee specifically asked whether any Scheduled Caste or Scheduled Tribe representative is included in the Departmental promotion Committees, the General Manager, Northern Railway stated that 'invariably one is there, if available'.

2.49. The Committee need hardly emphasise the desirability of including a Scheduled Caste or Scheduled Tribe officer on the Selection Boards/Departmental Promotion Committees constituted by the Northern Railways so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case, a Scheduled Caste/

Tribe officer of the appropriate status is not available in the Northern Railway, a Scheduled Caste|Tribe officer from another Railway should be associated with such Selection Committees|Departmental Promotion Boards.

H. Recruitment of Casual labour

2.50. In a note submitted to the Committee, it has been stated that casual labour are engaged by the Senior Subordinates Divisions and extra Divisional Offices on the Northern Railway. There are at present 50 to 55 thousand casual labourers in the Northern Railway and out of them 33 per cent. are Scheduled Castes and 9 per cent. are Scheduled Tribes. If a casual labourers continuously works for 120 days under an Inspector, he is to be given a regular scale of pay. On the construction side, there are about 10,000 casual workers and they have to work for 180 days before they are entitled to get regular scales of pay.

2.51. The Committee have also been informed that in terms of Railway Board's letter No. E(SCT)70 CM 15/15/2 dated the 19th November, 1970, no rosters for casual labour are being maintained for the engagement of casual labour but instructions have since been issued that the intake of Scheduled Castes and Scheduled Tribes candidates should not be below the percentage of reservations in favour of Scheduled Castes and Scheduled Tribes. It has also been decided that the rule that the last to come should go out first will not be violated if for the sake of maintaining the proportion of Scheduled Castes and Scheduled Tribes within the list are retained as long as the uota for Scheduled Castes and Scheduled Tribes is not full.

2.52. The Committee note that there are at present 50 to 55 thousand casual labourers on the Northern Railway and out of them, 33 per cent are Scheduled Castes and 9 per cent are Scheduled Tribes and they are entitled to regular scales of pay after completing 120 days continuous service under an Inspector and, on the construction side, they have to work continuously for 180 days before they are regularised.

2.53. The Committee are not aware as to how many of these casual labourers have been regularised. The Committee would like the Ministry of Railways to examine whether 120/180 days of total service instead of continuous service of that duration, as the case may be, could be prescribed for making them regular. The Committee had already recommended earlier in this Report about ensuring adequate representation of Scheduled Castes and Scheduled Tribes in this category.

I. Exchange of vacancies reserved for Scheduled Castes and Scheduled Tribes

2.54. The Committee have been informed that, in terms of Railway Board's letter No. E(SCT)70 CM 15/10 dated 22nd April, 1970, vacancies reserved for Scheduled Castes and Scheduled Tribes are to be treated as reserved for the respective community only. Scheduled Caste and Scheduled Tribe candidates may, however, be considered for appointment against the vacancies reserved for Scheduled Castes and Scheduled Tribes respectively when such a vacancy cannot be filled by candidates of the concerned group even in the third year of which the vacancy is carried forward.

2.55. In the case of promotion from Class III to Class II, since there is no carry-forward, the exchange is done in the very year of recruitment. In case of Class III and Class IV posts, there is provision for carry forward of vacancies for three recruitment years, the earlier reserved vacancies are utilised first and, as such, the contingency for exchange of vacancies has not so far arisen.*

2.56. In case of promotion to Class II posts, since there is no provision for carry-forward, the exchange of vacancies during the last three years is stated to be as under:

(i) P.E. 31-3-1975	. . . . . Nil
(ii) P.E. 31-3-1976	. Two points of Scheduled Tribe exchanged by Scheduled Caste and two eligible employees promoted to Class II.
(iii) P.E. 31-3-1977.	. . . . . Nil

* At the factual verification stage, the Northern Railway have stated that contingency for exchange of vacancies has so far arisen as indicated in the statement at Appendix X.

2.57. The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes and Scheduled Tribes and vice versa at the end of the third year of carry-forward of vacancies is obviated. The Committee would, therefore, suggest that all possible efforts should be made by the Northern Railway authorities to find Scheduled Caste and Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year.

CHAPTER III

A. Staff Strength and Shortfall

3.1. A statement showing the total number of employees in Class I, Class II, Class III and Class IV in the Northern Railway and the number of Scheduled Castes and Scheduled Tribes among them and their percentages to the total strength from 30-9-1973 to 1-4-1977 as furnished by the Railway Board is at Appendix VII.

3.2. Another statement showing the recruitments made in Class III and Class IV posts in the Northern Railway during the period from 1974-75 to 1976-77 is at Appendix VIII.

3.3. The Committee have been informed that the shortfall of Scheduled Castes and Scheduled Tribes in Class III and Class IV in direct recruitment as well as in promotions on the 30th September, 1977 is as follows:

	SC	ST
<i>I. Direct Recruitment.</i>		
Class III	213	118
Class IV	83	523
<i>II. Promotion Selection</i>		
Class III	161	260
<i>Non-Selection</i>		
Class III	273	779
Class IV	28	139

3.4. The Committee have been informed, during the course of evidence that as a result of general review, it has been decided to launch a special programme from 1-10-1977 to make good the shortfalls in the quotas reserved for Scheduled Castes and Scheduled Tribes wherever existing in Class III and Class IV categories on all Railways, both in recruitment and promotional categories, to the maximum extent possible. This programme is scheduled to last upto the 31st March, 1978.

The Railway Service Commissions have been asked to hold special examinations for Scheduled Castes and Scheduled Tribe candidates. There is no difficulty to find out Scheduled Caste candidates for technical posts but there is some difficulty to get Scheduled Tribe candidates. There are some areas where there is no Scheduled Tribe population and in some areas there is concentration of Scheduled Tribe population. It is proposed to recruit higher percentage of Scheduled Tribe candidates where the Scheduled Tribe population is higher and to reduce the percentage on these areas where there is less population of Scheduled Tribes. The Railway Service Commissions have also been asked to contact IITs and Regional Engineering Colleges as to whether Scheduled Caste and Scheduled Tribe candidates could be recruited from those institutions. For filling up the posts on the technical side, certain categories like, Apprentice Mechanic, Apprentice Electrical Chergeman, Appentice Train Examiner for recruitment to which a Diploma in the concerned discipline has been prescribed. The educational qualification prescribed has in these cases been relaxed to Matriculation with Science in the case of Scheduled Tribe candidates for recruitment to these categories. The Scheduled Tribe candidates recruited with the relaxed qualification will be given training for a longer period than the candidates recruited with Diploma qualification. This dispensation has been allowed for the recruitment of Scheduled Tribes to be made during the special programme to wipe out the deficiency in the quota reserved for them.

3.5. Asked to state the total sanctioned strength on the Northern Railway and whether the required percentage for the Scheduled Castes and Scheduled Tribes is being maintained on the Northern Railway, the Committee have been informed that the percentages laid down for recruitment of Scheduled Castes is 20 per cent and it is 5 per cent for Scheduled Tribes on the Northern Railway. On the 1st April, 1977, the total strength of Scheduled Tribes in Class III on the Northern Railway was to the extent of 0.2 per cent, whereas it was only 0.04 per cent earlier, in Class IV, it is now 1.24 per cent. There are 12.2 per cent of Scheduled Castes in Class III posts on the Railway but in Class IV, there are 20.8 per cent Scheduled Castes.

3.6. The Committee have also been informed that Scheduled Tribe candidates are not coming for Class IV posts on the Northern Railway and the Scheduled Castes and Scheduled Tribe organisations have already been approached to forward candidates for Class IV posts on the Northern Railway.

3.7. With regard to popular categories in Class III posts, the Committee have been informed that a large number of qualified Scheduled Caste and Scheduled Tribe candidates are available with the Railway Service Commission, Allahabad. They had already written to other Railway Service Commissions and also to the General Managers of various Railways to intimate as to whether they were in need of Scheduled Caste and Scheduled Tribe candidates. The shortfalls in Class III posts are likely to be wiped out by the end of March, 1978.

3.8. The Committee note that, as a result of review, the Ministry of Railways (Railway Board) have launched a special programme on all the Railways from the 1st October, 1977 to make good the shortfalls in the quotas reserved for Scheduled Caste and Scheduled Tribe wherever existing in Class III and Class IV categories, both in the recruitment and promotional categories to the maximum extent possible. The programme was scheduled to last upto the end of March, 1978. The Committee also note that there is no shortage of candidates belonging to Scheduled Castes and Scheduled Tribes for popular categories of Class III posts but there is shortage of Scheduled Tribe Candidates for the posts on the technical side and certain relaxations, in qualification have been given to Scheduled Tribe candidates in this regard. The Committee would like to be apprised of the results achieved as a result of the special programme launched by the Ministry of Railway (Railway Board) to wipe out the shortfalls in the Northern Railway.

B. Institutional and In-service Training

3.9. The Committee have been informed in a written note furnished to the Committee that candidates selected for popular categories like Assistant Station Masters, Signallers, Trains Clerks, Coaching Clerks, Goods Clerk, Ticket Collectors etc., are given training in the Zonal Training School, Chandausi, in order to enable them to acquire the basic knowledge of rules, procedure and functions. The training includes both theoretical as well as practical training and the period of training varies depending upon the categories. They are given lectures and home-work by the Inspectors. During the period of training the candidates belonging to Scheduled Castes and Scheduled Tribes are given full facilities to follow and pick up the lessons.

3.10. At the end of the training course, the candidates are examined and if the candidates belonging to Scheduled Caste and Scheduled Tribe fail to qualify in the examination, they are given

another chance with stipend whereas the general candidates are given the same without stipend. If the Scheduled Caste and Scheduled Tribe candidates still fail to qualify the examination, they are not debarred but are given a third chance without the benefit of stipend.

3.11. The cases of Scheduled Caste and Scheduled Tribe candidates who do not come out successful even after the repeat courses, given to them, are reviewed and considered for appointment in alternative categories, where there may be a shortfall in the quota, under the powers vested with the General Manager of the Railways.

3.12. The same procedure is followed in the case of candidates for appointment in technical categories who are sent for training in the technical institute at Lucknow and the Indian Railways Institute of Signally and Telecommunications at Secunderabad.

3.13. On the Northern Railway, no special or specific course of in-service training as such as has been arranged. However, employees who are promoted under the Scheme of 'best among the failures' are provided the opportunity of learning while on the job.

3.14. The number of Scheduled Caste and Scheduled Tribe employees, category-wise, who have been given in-service training in the Northern Railway during the years 1975-76 and 1976-77 are stated to be as follows:—

Year	Category	Grade	SC	ST
		Rs.		
1975-76	Senior Clerk	330- 560 (RS)	1	..
	Chief Controller	840-1040 "	1	..
	Head Clerk	425- 700 "	1	..
	Sr. Wagon Movement Inspector	700- 900 "	1	..
	Chief D/Man (Engg.)	700- 900 "	1	..
	Chief (D/Man (Mech)	700- 900 "	1	..
	Diesel Fitter Power	330- 480 "	2	..
	Electric Fitter Power	260- 400 "	1	..
1976-77	Chief Enquiry & Reservation Clerks	254- 700 "	10	..

3.15. None of the Scheduled Caste/Scheduled Tribe employee who has been promoted on an *ad hoc* basis and given in-service training has so far been found unfit and demoted.

3.16. The Committee note that all new recruits are given training in the Railway Training Schools and no special or specific course of in-service training, as such, has been arranged for Scheduled Caste and Scheduled Tribe employees in the Northern Railway. However, Scheduled Caste and Scheduled Tribe employees who are promoted under the scheme 'best among from the failures' are provided the opportunity of learning while on the job. The Committee feel that a special in-service training programme in the Northern Railway especially for those Scheduled Caste and Scheduled Tribe employees who have been promoted by lowering the standards should be initiated on a regular basis so as to make them better equipped for selection to higher categories of posts.

C. Annual Statements

3.17. The Committee have been informed that a statement showing the number of reserved vacancies filled during a year by recruitment as also by promotion of Scheduled Castes and Scheduled Tribes as on the 1st January of each year is required to be submitted by each Railway to the Railway Board by the 15th February of the following year. Statements showing the number of Scheduled Castes and Scheduled Tribes (i) recruited, and (ii) promoted by selection and also on the basis of seniority-*cum*-suitability as on the 31st March and 30th September of each year are also submitted by the Railways to the Railway Board by the 7th May and 7th November of the year.

3.18. These statements are furnished for purposes of compiling the report of the progress made in the intake of Scheduled Castes and Scheduled Tribes against vacancies reserved for them in recruitment and promotional categories during the half year ending 31st March and 30th September. These reports are laid on the Table of the two Houses of Parliament.

3.19. The Committee have also been informed that the statements are also reviewed and as a result of general review, it has been decided by the Railway Board to launch a special programme from the 1st October, 1977 to make good the shortfalls wherever exist in Class III and Class IV of Railways both in recruitment and promotional categories to the maximum extent possible.

3.20. The Committee note that half yearly statements showing the progress made in the intake of Scheduled Castes and Scheduled Tribes against vacancies reserved for them in recruitment and promotional categories laid on the Table of both Houses of Parliament. The Committee further note that these statements are reviewed by the Ministry of Railways (Railway Board) as and when received from the Railways and, as a result of their review, it has been decided to launch a special drive to make good the shortfalls wherever exist in Class III and Class IV both in recruitment and promotional categories to the maximum extent possible. The Committee hope that the Ministry of Railways (Railway Board) will continue to make a thorough and analytical study of these statements and take prompt and effective measures to remove the deficiencies noticed.

CHAPTER IV

MISCELLANEOUS

A. Redressal of Grievances of Scheduled Caste and Scheduled Tribe employees

4.1. The Committee have been informed that the nature of complaints received from Scheduled Caste and Scheduled Tribe employees working on Northern Railway are in respect of promotions, supersessions, seniority, harassment by supervisors and colleagues, transfers, allotment of quarters, etc.

The number of complaints received during the last three years are stated to be as under:

1974-75 .	471
1975-76 .	486
1976-77 .	629

4.2. The complaints received during the last three years are stated to have been disposed of as stated below:

Period	No. of complaints disposed of at the level of					
	Divisional Hd. Qrs.		S.P.O. (RP)		Head of the Zonal Railway	
	SC	ST	SC	ST	SC	ST
1974-75	414		17	..	..	..
1975-76	423		23		..	..
1976-77	114	5	200	2	325	
1-4-77 to 30-9-77	76	4	59	3	182	..

Out of 629 complaints received during the year 1976-77, about one-third of the complaints have been decided in favour of Scheduled Caste and Scheduled Tribe employees and 420 complaints have been found untenable. 45 complaints from Scheduled Castes and one complaint from Scheduled Tribe are stated to be pending as on the 30th September, 1977.

4.3. Asked to state whether complaints' Registers have been maintained separately for Scheduled Caste and Scheduled Tribe employees in each establishment, the General Manager, Northern Railway has stated, during the course of evidence, that complaints' Registers are being maintained for Scheduled Castes and Scheduled Tribes even at small stations and all complaints made by them are being looked into. On inspection of one of the Complaints' Register maintained by the Northern Railway, the Committee have noted that complaints even by employees not belonging to Scheduled Castes and Scheduled Tribes have been entered in this Complaints' Register.

4.4. As regards transfer of Scheduled Caste and Schedule Tribe employees, the Committee have been informed that there are instructions that, in case of Scheduled Caste and Scheduled Tribe employees, they should be posted, as far as possible, in the districts from which they hail.

4.5. When asked to state whether there are any complaints regarding untouchability being practised in the offices, the General Manager, Northern Railway, has stated that untouchability as such is not practised in the Railways. The Committee have, however, been informed that serious view would be taken if it is brought to notice of the Railway authorities that any of the railway employees has indulged in discrimination on the basis of caste.

4.6. In reply to another question, the Committee have been informed that the Adviser-in-charge of Northern Railway has received 20 complaints from the employees of Northern Railway with regard to promotion during the last one year and 17 complaints out of them have been disposed of and 5 complaints have been decided in favour of the employees.

4.7. When the Committee enquired whether there are delays in disposing of the complaints sent to the Grievances Cell, the representative of the Ministry of Railways (Railway Board) has stated:

“There are delays in replying and I do not deny that. I have sent five or six reminders to General Managers saying that a large number of complaints have not yet been replied. The Northern Railway have the largest share of representations. There are delays in dealing with the complaints both from Scheduled Castes and others. The Railways have got to tone up. They have also got their problems in the matter. But they are constantly trying to improve the matter. Some more staff are also required.”

4.8. The Committee would like to stress that separate registers for registering complaints/representations received from Scheduled Caste and Scheduled Tribe employees should be maintained at various levels with immediate effect and a precise procedure laid down to deal with such complaints/representations with utmost expedition. These registers should at least be checked quarterly by the Liaison Officer and also by the Head of Division concerned during the course of inspection of the offices under his control to ensure prompt disposal of complaints/representations received from Scheduled Caste and Scheduled Tribe employees and quarterly reports submitted to the Headquarters of Northern Railway and also to the Ministry of Railways (Railway Board) for their information.

B. Apprenticeship Training Scheme

4.9. In a note submitted to the Committee, the Committee have been informed that the Apprentices Act, 1961, which is intended to ensure an adequate supply of skilled manpower for the industrial development of the country places a statutory obligation on all industries to engage apprentices, number of apprentices being determined as a ratio to the strength of workers in the designated trade. The statutory obligation is only to give training. There is no obligation to provide employment to the apprentices on completion of training.

4.10. The apprentices engaged for training in a designated trade are given training in accordance with the syllabus prescribed by the Director General of Employment and Training. It has been laid down that the candidate should not be less than 14 years of age for engagement as an apprentice and should also satisfy the standards of educational and physical fitness as prescribed under the Apprenticeship Rules. For skilled trainees such as, fitter, turner, machinists etc. the minimum educational qualification is a pass in the eighth Class examination or its equivalent. In the case of trades like store-keeper, cashier etc., the minimum qualification is a pass in the Matriculation or its equivalent or 10th Class under the 10+2 Scheme.

4.11. Scheduled Castes and Scheduled Tribes are recruited as apprentices under this Scheme, as per the prescribed ratio stipulated in the Apprenticeship Rules. This ratio varies from State. The duration of training varies from one to four years for different designated trades. The percentage of reservation provided for Schedules

duled Caste and Scheduled Tribe candidates under the Apprenticeship Training Scheme in various States is stated to be as under:—

Name of States	Scheduled Castes	Scheduled Tribes
Haryana .	1 : 5	
Punjab	1 : 4	..
Rajasthan .	1 : 6	1 : 8
Uttar Pradesh .	1 : 5	1 : 100
Himachal Pradesh	1 : 5	1 : 25

4.12. During the course of evidence, the Committee have been informed that the total number of seats available under the Apprenticeship Scheme on the Northern Railway is 2398. The provision of reservations for Scheduled Castes and Scheduled Tribes in the engagement of apprentices was introduced from the middle of 1975.

4.13. The number of apprentices selected by various Workshops under the Northern Railway during the years 1975, 1976 and 1977 and the percentage of Scheduled Castes and Scheduled Tribes amongst them are stated to be as follows:—

Year	No. of Apprentices selected year-wise	No. of Scheduled Castes/Tribes amongst them		Percentage of Scheduled Castes/Tribes	
		SC	ST	SC	ST
1975	1004	211	3	21.01%	0.28%
1976	276	62	2	22.4%	0.7%
1977	255	35	..	13.7%	..

The number of apprentices who have been declared successful, the number of apprentices who have failed and the number of drop-out apprentices and the percentage of Scheduled Castes and Sched-

duled Tribes amongst them during the years 1975-1976 and 1977 are stated to be as under:—

Year	No. of Apprentices who were declared successful	No. of Apprentices who failed	No. of dropout Apprentices	No. of drop out Scheduled Caste/Tribe apprentices and their percentage			
				SC	% age	ST	% age
1975	27	26	41	5	12.1%		
1976	81	44	46	2	4.3%		..
1977	145	55	10	2	20%	..	..

4.14. Out of 161 apprentices who have so far been absorbed in the Northern Railway, 38 belongs to Scheduled Castes and none belongs to Scheduled Tribes.

Explaining the reasons as to why Scheduled Tribes apprentices are not available, the General Manager, Northern Railway has stated during the course of evidence, that the workshops in Haryana and Punjab are not as big as in U.P. and the candidates from tribal areas are not inclined to go to far off places for training.

4.15. The Committee note that under the Apprentices Act, 1961, it is obligatory on all employers in the specified industries to engage apprentices in accordance with the prescribed ratio in the designated trades. Reservations for Scheduled Castes and Scheduled Tribes have also been provided in the Rules framed under the said Act. The Committee hope that, in future, all training places in the designated trades in the Railway Workshops will be filled up and Scheduled Caste and Scheduled Tribe candidates will be given their due representation in accordance with the quota reserved for them.

C. Petty Contracts

4.16. On the Northern Railway, catering|vending contracts upto ½ a unit are considered as “petty contracts” and according to the instructions, Scheduled Caste and Scheduled Tribe candidates should be given top most preference in the matter of awarding petty catering|vending contracts and the contract should be awarded to them straight away if they are found suitable. No percentage has been fixed for award of petty catering|vending contracts to Scheduled Caste and Scheduled Tribe candidates.

4.17. During the course of evidence, the Committee have been informed that petty catering|vending contracts are awarded for 3

and 5 years and it is only when the old contracts are terminated, new contracts are given. There is no tender system and only applications are invited through Press and display of notices at Railway Stations. The applications are scrutinised by a Screening Committee consisting of two or more officers on the basis of financial standing, experiences, suitability, etc. and Scheduled Caste and Scheduled Tribe candidates, if found suitable, are awarded petty contracts straight away without taking into consideration any other criterion like experience, financial standing, etc. The rules for award of vending contracts to the cooperative Societies or Scheduled Caste and Scheduled Tribe persons are the same.

4.18. The total number of petty contracts awarded by the Northern Railway during the years 1974-75, 1975-76 and 1976-77 and the number of Scheduled Castes and Scheduled Tribes amongst them are stated to be as under:—

	Contracts awarded during		
	1974-75	1975-76	1976-77
Total	88	37	44
SC/ST	1	8	11

4.19. The Committee have also been informed if sub-letting of a contract is established, action is taken against the persons concerned.

4.20. When the Committee pointed out that petty contracts for supply and fixing up of khus khus *Tatties* during hot weather season and supply of petty stores are also awarded on the South Eastern Railway, the General Manager, Northern Railway has informed the Committee that he would enquire into the procedure which is being followed on that Railway in this regard.

4.21. The Committee brought to the notice of the representatives of the Ministry of Railways about the para No. 11 of Chapter XI of 'Brochure of Reservations for Scheduled Castes and Scheduled Tribes in the Railway Services', wherein it has been stated that out of the servants so employed by the vending and Petty Contractor at least 10 per cent should belong to Scheduled Castes/Tribes.

4.22. The representative of the Ministry of Railways in reply assured that he would look into it and see that this is done.

4.23. The Committee note that no reservations for Scheduled Caste and Scheduled Tribe persons have been provided for the award of catering|vending contracts on the Northern Railway. The Committee further note that though there has some increase in awarding petty contracts to Scheduled Caste and Scheduled Tribe people during the last three years, this cannot be considered very satisfactory. The Committee feel that there is at present no dearth of Scheduled Caste and Scheduled Tribe persons for undertaking such jobs if suitable opportunities are provided to them, and are, therefore, of the opinion that maximum consideration should be shown to the Scheduled Caste and Scheduled Tribe people in the matter of award of petty contracts and that larger number of awards are given to them as far as possible. They are also of the opinion that reservations for Scheduled Caste and Scheduled Tribe persons in the award of petty contracts, equivalent to the percentage of reservations in force for them, should be provided on the Northern Railway.

4.24. The Committee would also like the Ministry of Railways (Railway Board) to associate a Scheduled Caste|Scheduled Tribe officer in the Committee appointed to screen the applications received by the Northern Railway for the award of such contracts.

4.25. The Committee would also like to know the decision taken with regard to award of petty contracts other than catering/vending contracts to the Scheduled Caste and Scheduled Tribe persons on the Northern Railway as is done in certain other Railways.

4.26. The Committee note that it has been provided in the 'Brochure on Reservations for Scheduled Castes and Scheduled Tribes in the Services of Railways' that at least ten per cent of employees of Vending and Petty Contractors should belong to Scheduled Castes and Scheduled Tribes. The Committee trust that the Northern Railway authorities will ensure that these orders are actually implemented.

D. Allotment of Fallow land on the sides of Railway Tracks

4.27. The Committee have been informed that land between stations, which is not immediately required for Railway use, is handed over to the State Governments, for their licensing to the prospective tillers for Grow More Food purposes. It is also given to the Forest Department for afforestation. Where, however, State Statement are reluctant to take over the land, it is divided into smaller plots and licensed to outsiders|railway employees for cultivation.

4.28. During the course of evidence, the General Manager, Northern Railway, has stated that the following policy has been laid

down for the allotment of surplus land on the sides of Railway tracks:—

“The present policy regarding surplus land for cultivation purposes is (i) within the station limit, it should be given to the landless people belonging to the weaker sections of the society; and (ii) outside station limits, it should be given to the railway staff, outsiders and landless people belonging to the weaker sections of the society.”

4.29. A statement showing the Railway land along the tracks and its allotment to different categories of persons as at Appendix IX.

4.30. The Committee note the present policy being followed by the Ministry of Railways (Railway Board) for the allotment of surplus land on the sides of the Railway tracks. The Committee feel that it will help a long way if landless people belonging to Scheduled Castes and Scheduled Tribes are given preference in the allotment of such surplus lands in future.

RAM DHAN,

Chairman,

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

NEW DELHI;

April 18, 1978.

Chaitra 28, 1900 (S).

APPENDIX I

(Vide Para 2.29 of the Report)

Synopses of reports submitted by the Adviser attached to the Railway Board in respect of the Northern Railway and its workshops.

Delhi Division

Following discrepancies were noticed:—

Roster registers were not maintained in the prescribed proforma and the entries in most of the registers were not attested by the officers concerned. A number of promotions were made to the category of Fireman 'A' and Fireman 'C' but rosters for these categories were available. One serious lapse noticed was that vacancies reserved for Scheduled Tribes were got filled in by Gadaria and Barber who were not Scheduled Tribes. The General Manager, Northern Railway was asked for the rectification of the entries, who in turn advised the Divisional Superintendent, Delhi to rectify all the irregularities.

Loco Running shed, Lucknow

During inspection it was found that sufficient Scheduled Castes/Scheduled Tribes had not been taken while engaging substitute Khallasis. This was personally brought to the notice of the Assistant Mechanical Engineer, Loco, who promised to recruit SCs/STs as per the percentages applicable.

Loco Workshop Lucknow

A check was carried out at Loco Workshop, Gharbagh, Lucknow, Northern Railway. Scheduled Caste/Scheduled Tribe employees were found not posted in the Personnel Branch although qualified employees belonging to reserved categories were working in non-personnel Banches of the Workshop. It was found that the Workshop had not maintained any record of *ad hoc* promotions made in the category of Chargeman 'A'. The Northern Railway was advised that these deficiencies should be made good.

Office of the Head Train Examiner, Northern Rly., Lucknow

During inspection it was found that sufficient Scheduled Castes| Scheduled Tribes had not been taken while engaging Substitute Khallasis. This was personally brought to the notice of the Assistant Personnel Officer concerned, who promised to recruit Scheduled Castes|Scheduled Tribes as per the percentages applicable.

D.S. Office, Allahabad

Roster registers were not maintained properly. This was brought to the notice of the Sr. D.P.O. and D.P.O., who were advised to ensure maintenance of the roster registers in the proper form. A reservation Cell consisting of ILDC. and one Inspector was formed and was being looked after by an A.P.O. from non-Scheduled Caste. The Railway Administration was asked to place the cell under an A.P.O. belonging to Scheduled Caste as an A.P.O. from that community was already available on the Division.

Lalgarh Workshop, Bikaner

While checking the intake of Scheduled Castes|Scheduled Tribes, it was found that the rosters were not maintained in the prescribed proforma. The rosters for the recruitment of Class-IV were maintained only from November, 1971 without any account of reserved vacancies carried forward for earlier periods. The roster for promotion to Highly Skilled Fitter Grade II in scale Rs. 330-480(RS) was found blank although certain promotions were made after 27-11-1872. The SCs/STs were not represented adequately in the Personnel Branch of the Workshop. The Railway Administration was advised to take suitable remedial action in the matter.

Lucknow Division

Rosters were not being maintained in the prescribed proforma. Almost all the roster registers were found incomplete. Reserved vacancies carried forward had either not been shown or wherever it was shown, it was not correctly shown. Exchange of vacancies between Scheduled Castes and Scheduled Tribes and vice versa wherever due was not done. Gaps were left in the running rosters and entries were not attested by any gazetted officer.

Separate complaint register showing the complaints received from Scheduled Castes and Scheduled Tribes was not maintained. The Divisional Personnel Officer, Lucknow, the Liaison Officer of the Division, had not visited the subordinate offices since 1973. The

Northern Railway Administration was directed to take remedial measures and to ensure that the rosters are maintained at all levels correctly.

Railway Service Commission, Allahabad

While going through the records of recruitment by the RSC| Allahabad, it was found that so far as the technical supervisory categories are concerned, for which the minimum qualification is Diploma in technical subjects, the recruitment of Scheduled Castes| Scheduled Tribes had been practically nil for want of qualified candidates from these communities. It was suggested that the Railways should take matriculate Scheduled Castes|Scheduled Tribes as Apprentices and give them necessary training for the required period. This issue is under examination.

Dy. C.M.E.'s Office, Jodhpur workshop

The roster registers for recruitment and promotion categories were checked. No roster was maintained in the prescribed proforma. There was no roster for promotion from Class IV to Class III nor there was a roster for *ad hoc* promotions although several promotions were made on the *ad hoc* basis to the grade of Clerks from Class IV staff. Railway are also apprised of the position with a view to taking necessary remedial measures, wherever necessary.

Printing Press, Northern Railway, Shakurbasti, Delhi

The rosters were not maintained properly. The rosters for the category of Kallasis scale Rs. 196-232 (RS) were maintained in continuation of the old roster. The entries in the rosters were not attested by any officer. There was no roster for promotion to the category of Chargeman scale Rs. 425-700 (RS). The lapses were brought to the notice of the Superintendent, Printing & Stationery for rectification of the omissions.

D.S. Office, Bikaner and Jodhpur

On going through the intake of Scheduled Castes and Scheduled Tribes, it was found that the Divisional offices have now started maintaining the roster registers properly and in the prescribed proforma. The shortfall of the reserved quota in the recruitment and promotion was worked out and the Northern Railway was asked to wipe out the deficiency.

APPENDIX II

(Vide para] 2.34 of the Report)

Statement showing ad-hoc promotion from Class II to Senior Scale on the Northern Railway during the period from 1-4-74 to 31-3-1977.

Sl. No.	Category	Total No. of ad-hoc promotions made		Quota reserved for		No. of employees promoted on ad-hoc basis		Shortfall in the quota		Reasons for not adhering to the quota for ad-hoc appointments of SCs & STs
		SC	ST	SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10	
<i>From 1-4-74 to 31-3-1977</i>										
I	RSME	.	.	.	.	.	.	.	.
	Personnel	.	.	.	.	.	.	.	.
	IRSEE.	.	.	.	.	.	.	.	.
	IRTS	.	.	.	.	.	.	.	.
	IRSE	.	.	.	.	.	.	.	.
	IRSE	.	.	.	.	.	.	.	.	Not available
	IRSS	.	.	.	.	.	.	.	.
	RPF	.	.	.	.	.	.	.	.
	Geni. Admn.	.	.	.	.	.	.	.	.
TOTAL		.	.	.	.	.	.	.	.
		9	2	1	1	..	8	1	1	

From 1-4-1975 to 31-3-1976.

	1	2	9	1	2	1	No. S/C, S/T candi- date available.
IRSMÉ	i	
Personnel		
IRSEE		
IRTS		
IRSE	.	.	5	1	1		
IRSSE		
IRSS		
RPF		
Genl. Admn.		
TOTAL	14	3	1	1	2	1	

From 1-4-1976 to 31-3-1977

	1	1	..	..	1	No S/C, S/T candi- date available.
IRSMÉ	i	
Personnel	
IRSEE	
IRTS	
IRSE	.	.	6	1	1	Not Available.
IRSSE	

	1	2	3	4	5	6	7	8	9	10
IRSS	No S/C candidate available.
RPF	
Genl. Admn.	
TOTAL	12	3	1	1	..	2
										1

APPENDIX III

[Vide para of the Report)

Statement showing ad hoc promotion from Class III to Class II in Northern Railway during the period from 1-4-1974 to 31-3-1977

Sl. No.	Category	Total No. of ad hoc promotions made		Quota reserved for		No. of employees promoted on ad-hoc basis		Shortfall in the quota		Reasons for not adhering to the quota for ad hoc appointment of SC & STs
		SC	ST	SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10	
<i>Period from 1-4-1974 to 31-3-1975</i>										
1	IRSME	.	.	.	.	.	.	.	.	No suitable SC/ST candidate available
2	Personnel	.	.	.	.	.	.	.	.	..
3	IRSEE	.	.	.	.	.	.	.	.	..
4	IRTS.	.	.	.	.	.	.	.	.	..
5	IRSE	.	.	.	.	.	.	.	.	..
6	IR SSE	.	.	.	.	.	.	.	.	..
7	IRSS	.	.	.	.	.	.	.	.	No SC/ST candidate available.
8	RPF	.	.	.	.	.	.	.	.	Made good in the year 1975-76.
9	Genl. Admn.	.	.	.	.	.	.	.	.	..
TOTAL		.	.	.	.	.	.	.	.	..

	1	2	3	4	5	6	7	8	9	10					
	<i>Period from 1-4-1975 to 31-3-1976.</i>														
1	IRSME	.	.	.	.	8	2	1	1	1	..	1	1	1	No suitable SC/ST candidate available
2	Personnel	.	.	.	.	5	1	1	..	..	..	..	..	..	..
3	IRSEE	.	.	.	.	1	..	..	..	..	..	..	..	..	..
3	IRSEE	.	.	.	.	..	..	..	..	..	..	..	..	..	..
4	IVTS.	.	.	.	.	..	..	..	..	..	..	..	..	..	..
5	IRSE	.	.	.	.	..	..	..	..	..	..	..	..	..	..
7	IRSS	.	.	.	.	4	1	1	2	..	..	..	..	..	..
8	RPF	.	.	.	.	5	..	1	1	..	..	..	..	..	..
9	Genl. Admn.	.	.	.	.	..	..	..	..	..	..	..	..	..	..
	TOTAL	.	.	.	.	23	4	4	6	..	..	1	1	1	
	<i>Period from 1-4-1976 to 31-3-1977</i>														
1	IRSME	.	.	.	.	12	1	..	..	..	..	1	..	..	No suitable SC/ST candidate available
2	Personnel	.	.	.	.	1	..	..	..	..	..	..	..	..	..
3	Electrical	.	.	.	.	2	1	..	..	..	..	1	..	..	Shadow panel is still in operation.

APPENDIX IV

(Vide para 2.34 of the Report)

Statement showing the position of ad hoc promotions in Class III categories in the Northern Railway made during the period from 1974-75 to 1976-77.

Division	Total No. of ad hoc promotions		Quota reserved for SC/ST		No. of SC/ST promoted on ad hoc basis				Shortfall in the quota				Reasons for not adhering to the quota for ad hoc appointment
	74-75	75-76	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	
Hd. Qrs. Office	219	288	400	53-77-107	24-27-43	19-45-76	6-4-12	34-32-61	18-23-31	Non-availability of SC/ST candidates of the field of eligibility.			
FA & CAO/Adminn.	5-11-7	0-1-00	0-5-5	1-4-8	0-0-0	0-0-0	0-0-0	0-0-0	0-5-7	Do.			
Dy. CME/ASR	24-7-14	4-1-3	2-1-1	1-2-5	0-0-0	0-0-0	0-0-0	3-2-0	2-1-1	Do.			
-do-AMV-LKO	32-18-7	5-4-1	3-2-1	1-8-4	0-0-0	0-0-0	4-1-0	3-2-1	Do.				
D.S./BKN	0-6-38	0-4-9	0-1-3	0-3-27	0-1-0	0-1-2	0-0-17	Do.					
-Do-/JU	25-52-32	7-9-5	5-5-4	6-9-5	1-3-3	1-0-0	4-2-1	Do.					
-do-/MB	38-162-90	6-24-9	3-12-13	7-24-19	6-0-0	0-0-0	9-12-13	Do.					
-do-/FZR	7-10-17	2-1-5	0-1-1	1-1-5	0-0-1	1-0-0	0-1-0	Do.					
-do-/ALD	107-111-122	16-17-19	8-8-9	15-14-13	1-0-0	1-1-0	7-8-9	Do.					
-do-/DLI	79-150-205	14-26-33	6-13-17	13-23-36	0-0-2	1-3-2	6-13-15	Do.					
-do-/LKO	18-28-52	3-4-10	2-2-7	2-4-9	0-0-0	1-0-1-	2-2-7	Do.					

APPENDIX VI

(Vide Para 2.43 of the Report)

Statement showing the number of reserved vacancies proposed by the Northern Railway for dereservation during the years 1975, 1976 and 1977.

Category	Grade	No. of reserved vacancies proposed by the Northern Railway for de-reservation		Remarks	
		SC	ST		
1	2	3	4	5	6
				1975	
1. Asstts. Electrical Engineer	650—1200 (RS)	1	1		The vacancy reserved for Scheduled Caste was dereserved with the approval of the Deptt. of Personnel & Admn. Reforms, Ministry of Home Affairs as no reserved community employee barring one Sch. Tribe employee was available in the zone for consideration. The lone ST employee even though he failed in the selection was promoted ad-hoc for 6 months against the ST vacancy under the Scheme of promotion of the best among failure and regularised. The dereservation of the vacancy reserved for Sch. Tribe was not agreed to.
				1976	
2. Asstt. Supdt. (Electrical Br.)	550—750 (RS)	—			1 This is a post filled on the basis of selection, Sch. Tribe candidates were not available. Therefore dereservation was agreed to.
3. Asstt. Mechanical Engineer/Asstt. Works Manager	650—1200 (RS)	3			2 Three vacancies reserved for Sch. Castes and 2 reserved for Sch. Tribe

1	2	3	4	5	6
					were dereserved with the approval of the Department of Personnel and Admn. Reforms, Ministry of Home Affairs, as no reserved community employee was available in the field of consideration.
3.	Matron Gr .III	550—750 (RS)	1	..	Vacancies were dereserved as no S.C. employee was available in the eligible lower grades for consideration.
4.	Nurses Gr. 'A'	455—700 (RS)	1	..	
5.	Chief Health Inspector.	550—750 (RS)	..	1	Vacancies dereserved as no S.T. candidate was available in the field of eligibility.
6.	Asstt. Stores Keeper	425—700 (RS)	2	3	Vacancies were dereserved due to non-availability of S.C./S.T. candidates.
7.	Law Officer/ Estate Officer	650—1200 (RS)	1	..	Vacancies dereserved with the approval of the Deptt. of Personnel & Administrative Reforms, Ministry of Home Affairs as both the S.C. employees who appeared at the Selection failed to qualify. No S.T. employee appeared.
8.	Asstt. Engineer (Civil Engg.)	650—1200	2	2	Two vacancies reserved for Scheduled Castes and 1 for Scheduled Tribes dereserved with the approval of the Department of Personnel and Administrative Reforms due to non-availability of employees. One S.T. employee who appeared at the selection, but failed to qualify was promoted ad hoc against one of the two S.T. vacancies under the Scheme of promotion of the best among failures. Thus dereservation of one out of the two vacancies reserved for S.T's. for which dereservation was sought, was not agreed to.

1	2	3	4	5	6	
9.	Stores-cum-Accounts Clerk (Catering)	260-400		2	2	Vacancies dereserved due to non-availability of Scheduled Castes/ Scheduled Tribes employees.
10.	Asstt. Supdt. (Transp. Br.)	550-750	..	1		Vacancy was dereserved as no S.T. employee was available for consideration.
11.	Matron	700-900	1	--		The S. C. employee who was promoted as Matron declined to move out on promotion. Hence vacancy was dereserved.
1977						
	Personnel Inspector	700-900	--	1		Vacancy dereserved due to non-availability of S.T. employees in the eligible lower grades.
	Welfare Inspector	700-900	--	1		Vacancy dereserved as no S.T. employee was available in the lower grades of Welfare Inspector.
	Chief Reservation Supervisor	700-900	1	--		Dereservation was sought by the Railway since the S.C. employee who appeared at the selection and was cancelled was not considered suitable by the Railway on the basis of his record of service. This was not agreed to by the Ministry and the S.C. candidate was asked to be promoted.
	Welfare Inspector	425-640(RS)	--	5		Vacancies dereserved as S.T. employees were not available.
	Record Supplier	225-308(RS)	2	--		Vacancies dereserved due to non-availability of S.C. employees.
	Asstt. Supdt. (Mechl. Br.)	550-750(RS)	..	2		Vacancies dereserved due to non-availability of S.T. employees.
	Trolleyman	200-250(RS)	--	1	}	The Railway Administration proposed dereservation of the vacancies on the ground that S.T. candidates with requisite period of service were not available from amongst
	Vehicle Driver	260-400(RS)	..	2		
	Khalasi	196-232(RS)	..	2		

1	2	3	4	5	6
Chowkidar	. . .	196-232(RS)	..	4	Casual labourer for consideration. The proposal was not agreed to and the Railway have been advised to relax the condition of length of service and consider the S.Ts. amongst the casual labourers and if none is available from serving casual labourer the Railway have been asked to fill up the quota by recruitment of S.Ts. from the open market.
Asst. Store Keeper	.	450-700(RS)	--	2	Vacancies dereserved due to non-availability of S.T. employees.
Goods Clerk (Promotional quota for Class IV)	.	260-430(RS)	--	1	} Vacancies dereserved as no S.T. employee was available.
Coaching Clerk (Promotional quota for Class IV)	.	260-430(RS)	--	1	

APPENDIX VII

(Vide para 3.11 of the Report)
 Statement showing the Strength of Staff Excluding Safai-walas

	Total Class I	SC %	ST %	ST %	Total Class II	SC %	ST %	ST %	Total Class III	SC %	ST %	Total Class IV (except Safai- walas)	SC %	ST %			
30-9-73	392	12	3.1	..	696	16	2.3	..	77691	6764	8.7	32	0.04	108459	22490	20.7	458
1-4-74	344	14	4.7	..	657	23	3.5	..	79847	6443	9.3	35	0.04	107260	22298	20.8	415
30-9-74	344	14	4.7	..	657	23	3.5	..	80100	7533	9.4	35	0.04	107727	22417	20.8	415
1-4-75	363	18	4.9	..	661	25	3.9	..	83113	8116	9.4	43	0.1	108052	22575	20.9	425
30-9-75	363	18	4.9	..	661	25	3.8	..	81573	8467	10.4	45	0.05	105727	22606	21	413
1-4-76	393	22	5.6	..	696	34	4.9	..	81637	8731	10.9	45	0.05	105993	20778	19.6	413
30-9-76	393	22	5.6	..	696	34	4.9	..	82694	9112	11.0	116	0.1	106181	21406	20.6	945
1-4-77	351	21	5.98	..	716	48	6.7	..	86059	10528	12.2	173	0.2	107553	22408	20.8	1392

APPENDIX VIII

(Vide para 3 of the Report)

Statement showing the recruitment made during 1974-75, 1975-76, and 1976-77 in Class III and Class IV posts

Category of post	Year	Total No. of vacancies occupied	Total No. of vacancies actually filled	No. reserved for SC			No. reserved for ST			No. of SC appointed	No. of ST appointed	No. of SC vacancies carried forward	No. of ST vacancies carried forward	
				Carried forward from previous year	Reserved during year	Total	Carried forward from previous year	Reserved during year	Total					
I	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Class III	1/4/74 to 31-3-75	..	694	126	139	265	69	38	107	69	2	196	105	
	1/4/75 to 31/3/76	..	2150	196 112	425	621 112	105 46	108	213 46	637	127	96	132	
				308		733	Further deficiency worked out							
	1/4/76 to 31/3/77	..	2000	96	411	507	132	117	249	358	153	149	95*	

*One point lapsed after 3 years

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Class IV															
		1/4/74 to 31/3/75	..	346	165	46	211	137	13	150	34	..	177	150	
		1/4/75 to 31/3/76	..	1680	177 396	332	905	150 427	191	768	828	155	77	613	
					<u>573</u>			<u>577</u>							
		1/4/76 to 31/3/77	..	1945	77	448	525	613	119	732	798	65	135	628	

APPENDIX IX

(Vide Para 4: 2 of the Report)

Statement showing the Railway land along the tracks and its allotment to different categories

Sl. No.	Railway	Area of fallow land on both sides of railway track and other vacant lands available with the Railways zone-wise	Area so far allotted	Area which has been allotted to Scheduled Castes and Scheduled Tribes.	Area which has been allotted to others, category wise
1.	Central.	21,787	7,427	4,106	3,321
2.	Eastern.	15,434	2,314	467	2,047
3.	Northern	34,994	10,899	[4,697	[6,260
4.	North Eastern	27,221	14,245	[4,096	10,149
5.	Northeast Frontier	9,990	[3,970	1,042	[2,928
6.	Southern	24,901	[2,473	488	[1,985
7.	South Central	31,862	6,090	[2,444	3,586
8.	South Eastern	66,150	15,200	3,690	11,550
9.	Western.	10,069	7,793	2,348	5,375
Total :		2,42,403	40,481	23,285	47,201

APPENDIX XI

(Vide para 2.55 of Report)

Statement showing the exchange of vacancies made during the last three years

S. No.	Unit	Number of Sch. Caste appointed against Sch. Tribe Points.			Number of Sch. Caste appointed against Sch. Caste Points			Number of Sch. Tribes against Sch. Caste Points.			Number of Sch. Tribes appointed against Sch. Caste Points.		
		1975	1976	1977	1975	1976	1977	1975	1976	1977	1975	1976	1977
1	2	3	4	5	6	7	8	9	10	11	12	13	14
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		CLASS II											
	
		CLASS III											
	
		CLASS IV											
1.	Delhi
2.	Forozepur	2	9	3
3.	Allahabad	17	11	7
4.	Lucknow
5.	Moradabad	..	..	..	112	..	..	..	..	..	..	..	..
6.	Jodhpur	..	..	..	28	..	1	..	..	..	..	..	..
7.	Bikaner	..	..	..	..	..	..	..	..	..	..	..	..
8.	Dy. CME/AMV-LKO	..	1	7	18	..	..	5	6	10	..	..	..
9.	Dy. CME/CL-LKO	..	9	10	19	..	..	..	..	..	..	..	..

APPENDIX XI

(Vide para 4 of Introduction)

Summary of Conclusions|Recommendations contained in the Report

Sl. No.	Reference to para number in the Report	Summary of Conclusions/ Recommendations
1	2	3
1	1.11	The Committee are distressed to note that a large number of posts have been kept outside the purview of reservation orders in favour of Scheduled Castes and Scheduled Tribes in the Northern Railway. The Committee see no reason why reservation orders have not been made applicable to these posts and would, therefore, like the Ministry of Railways (Railway Board) to review the whole policy of making reservation orders applicable <i>in toto</i> to all the posts in the Railways in consultation with the Department of Personnel and Administrative Reforms as the Committee are in principle opposed to any category of posts being exempted from the purview of reservations.
2	1.17	The Committee note that the Chief Personnel Officer in the Northern Railway Headquarters has been appointed as the Liaison Officer to periodically inspect each unit and report the progress regarding intake of Scheduled Castes and Scheduled Tribes in the services as per quota reserved for them to the General Manager. He is assisted by one Senior Scale Officer at Headquarters and one officer has been nominated in each of the Divisions and in the Work-

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shops. The Committee also note that one of the Advisers in the Railway Board, whose jurisdiction covers the Northern Railway, also visits various units of the Railways to keep a watch over the implementation of Reservation Orders for Scheduled Castes and Scheduled Tribes. The Committee are of the view that mere designating a Liaison Officer and his periodically inspecting units and reporting the progress is not enough. What is needed is concerted action on the part of the Liaison Officer to ensure due compliance by the subordinate appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them. In order to carry out the duties properly, it is but essential that he should ensure that personnel assisting him are conversant with the duties required for the proper and effective implementation of reservation orders. The Committee would also like that the Ministry of Railways (Railway Board) should arrange refresher courses from time to time for the Liaison Officers, Personnel Officers and other concerned staff and, if necessary, the assistance of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes may be sought in this regard.

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1.18

The Committee further note that a Cell has been set up in the Ministry of Railways (Railway Board) and also in the Headquarters of the Northern Railway to look after the interests of Scheduled Castes and Scheduled Tribes and to ensure proper and timely implementation of instructions issued from time to time in regard to Reservation Orders. The Committee feel that the effectiveness of the Cells set up in the Ministry of Railways (Railway Board) and in the Northern Railway should be judged by the

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increase in the intake of Scheduled Castes and Scheduled Tribes in the vacancies reserved for them. The number of complaints handled by the Liaison Officer would also serve as an index to the activities of the Cell. The Committee also desire that with a view to ensure more effective implementation of various Reservation Orders at the Divisional/Workshop level, a Cell should be set up in each Division/Workshop and an Assistant Personnel Officer nominated to look after this job, assisted by at least one Inspector, as laid down in Railway Board's letter No. 75-E (SCT) 15/63, dated the 8th August, 1975.

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2.11

The Committee note that recruitment to various categories of Class III posts in the Northern Railway is made by the Railway Service Commission, Allahabad. The Committee also note that in case the Railway Service Commission is unable to recommend adequate number of Scheduled Castes and Scheduled Tribes against the reserved vacancies, the General Manager, Northern Railway has been vested with powers to make recruitment of Scheduled Castes and Scheduled Tribes from the open market to wipe out the shortfall in the reserved vacancies and the General Manager in fact exercised these powers in 1976 when 546 Scheduled Castes and 217 Scheduled Tribes were recruited to wipe out the shortfalls at that time. The Committee emphasise that the General Manager should take recourse to these special powers immediately after receipt of intimation from the Railway Service Commission to the effect that they are unable to recommend the requisite number of Scheduled Castes and Scheduled Tribes.

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2.12

The Committee further note that recruitment to Class IV is made by screening available casual labour/substitutes in the Northern Railway and

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if requisite number of Scheduled Castes and Scheduled Tribes are not available to fill the vacancies reserved for them, recruitment is made from the open market. The Committee recommend that a Scheduled Castes/Scheduled Tribes officer should always be associated with the Screening Committee to safeguard the interests of Scheduled Castes and Scheduled Tribes. The Committee also desire that while engaging casual labour in the initial stages, it should be ensured that adequate number of Scheduled Castes and Scheduled Tribes are recruited so that there may not be any difficulty in filling the reserved quota at the time of their screening for regular appointment.

The Committee have no doubt that enough care would be taken at the time of appointment of persons on compassionate grounds to ensure that the reservations for Scheduled Castes and Scheduled Tribes are not affected.

The Committee regret to note that the Railway Service Commission, Allahabad takes about 12 to 18 months in finalising the selection for popular categories in Class III posts and about 5 to 8 months for technical categories in the Northern Railway. The Committee would like the Ministry of Railways (Railway Board) to go into the working of the Railway Service Commission particularly from the angle of augmenting staff strength, if necessary, and take necessary corrective measures wherever necessary *inter alia* to ensure the time gap in finalising the panels for the Northern Railway administration is reduced to the barest minimum.

The Committee are not sure whether the Railway Service Commission, Allahabad, approaches the Employment Exchanges for furnishing

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to them list of **Scheduled Caste and Scheduled Tribe** candidates for any specified category of jobs. In case, this is resorted to, the Committee recommend that all vacancies should be notified to the local or **Regional Employment Exchanges**. The total number of vacancies to be filled and the number of vacancies reserved for **Scheduled Castes and Scheduled Tribes**, qualifications prescribed for the posts and the concessions/relaxations permissible in favour of **Scheduled Castes and Scheduled Tribes** should be clearly intimated in the requisitions sent to the **Employment Exchanges**. Copies of such notices should also be sent to the local **Scheduled Caste/Tribe M.L.As.** and **M.P.s.**, and also the **Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes**.

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2.20

The Committee further recommended that simultaneously with the issue of recruitment advertisements in the Press and requisitions to the **Employment Exchanges**, vacancies reserved for **Scheduled Castes and Scheduled Tribes** should also be notified to all the recognised and or registered **Associations/Organisations of Scheduled Castes and Scheduled Tribes** and also to the **Director of Scheduled Castes/Tribes, Welfare** or **Director of Social Welfare in the State/Union Territory** concerned.

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2.21

The Committee would also like the **Railway Service Commission, Allahabad** and other recruitment authorities in the **Northern Railway** to furnish to the **Employment Exchange** in case it is not already done, the precise reasons for rejection of **Scheduled Caste and Scheduled Tribe** candidates sponsored by them to fill the reserved posts for their future guidance and to enable them to gear up their own machinery to sponsor the right type of candidate in future.

1	2	3
10	2.22	<p>The Committee note that the Railway Service Commission, Allahabad is in touch with the Industrial Training Institutes and other technical institutions for securing suitable candidates to man the various posts on the Railway. The Committee desire that the Liaison Officers in the Northern Railway should also maintain close liaison with the Indian Institutes of Technology and Industrial Training Institutes for the recruitment of Scheduled Castes and Scheduled Tribes in the skilled and semi-skilled categories of posts in the Northern Railway and in its workshops.</p>
11	2.24	<p>The Committee note the various concessions/relaxations granted to Scheduled Castes and Scheduled Tribes while making recruitment to Class III Services in the Northern Railway and its Workshops. The Committee have no doubt that if the Northern Railway authorities implement these concessions/relaxations both in letter and spirit, enough Scheduled Caste and Scheduled Tribe candidates would be available for the reserved vacancies.</p>
12	2.31	<p>The Committee would like to emphasise that rosters are the only mechanism to watch the proper placement of Scheduled Castes and Scheduled Tribes in Services as per the points reserved for them in the rosters and that these would cease to have any significance if they are not maintained properly. The Committee would, therefore, like to emphasise that the rosters should be maintained by the authorities concerned in accordance with the extent orders on the subject and checked regularly by the competent authorities. Discrepancies noticed during the inspection of rosters should be rectified immediately and also brought to the notice of the concerned Head of the Department.</p>

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- 13 2.39 The Committee note that, in accordance with the instructions issued by the Ministry of Railways (Railway Board), if the requisite number of candidates belonging to Scheduled Castes and Scheduled Tribes are not found suitable in the promotional categories, the best amongst the failures are to be promoted against the quota reserved for them for six months on *ad hoc* basis and if during these six months their performance is found to be satisfactory, their names are to be included in the penal. The Committee hope that all the appointing authorities in the Northern Railway will follow these instructions meticulously and will ensure that all the posts reserved for them are actually filled in by them with a view to wipe out the backlog as early as possible.
- 14 2.45 The Committee are distressed to note that a large number of vacancies have been dereserved in various grades during the last three years depriving employment to many a Scheduled Castes and Scheduled Tribes. The Committee are firmly of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved. The Committee desire that before steps for dereservation are taken, it should be ensured whether Scheduled Caste candidates are available for appointment against the vacancies reserved for Scheduled Tribes and *vice versa*.
- 15 2.49 The Committee need hardly emphasise the desirability of including a Scheduled Castes or Scheduled Tribe officer on the Selection Boards/Departmental Promotion Committees constituted by the Northern Railway so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case, a Scheduled Caste/Tribe officer of the appropriate status is
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- not available in the Northern Railway, a Scheduled Caste/Tribe officer from another Railway should be associated with such Selection Committees/Departmental Promotion Boards.
- 16 2.52 The Committee note that there are at present 50 to 55 thousand casual labourers on the Northern Railway and out of them, 33 per cent are Scheduled Castes and 9 per cent are Scheduled Tribes and they are entitled to regular scales of pay after completing 120 days continuous service under an Inspector and on the construction side, they have to work continuously for 180 days before they are regularised.
- 17 2.53 The Committee are not aware as to how many of these casual labourers have been regularised. The Committee would like the Ministry of Railways to examine whether 120/180 days of total service instead of continuous service of that duration, as the case may be, could be prescribed for making them regular. The Committee had already recommended earlier in this Report about ensuring adequate representation of Scheduled Castes and Scheduled Tribes in this category.
- 18 2.57 The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes and Scheduled Tribes and *vice versa* at the end of the third year of carry-forward of vacancies is obviated. The Committee would, therefore, suggest that all possible efforts should be made by the Northern Railways authorities to find Scheduled Caste and Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates
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are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year.

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3.8

The Committee note that, as a result of review, the Ministry of Railways (Railway Board) have launched a special programme on all the Railways from the 1st October, 1977 to make good the shortfalls in the quotas reserved for Scheduled Castes and Scheduled Tribes wherever existing in Class III and Class IV categories, both in the recruitment and promotional categories to the maximum extent possible. The programme was scheduled to last upto the end of March, 1978. The Committee also note that there is no shortage of candidates belonging to Scheduled Castes and Scheduled Tribes for popular categories of Class III posts but there is shortage of Scheduled Tribe candidates for the posts on the technical side and certain relaxations in qualification have been given to Scheduled Tribe candidates in this regard. The Committee would like to be apprised of the results achieved as a result of the special programme launched by the Ministry of Railways (Railway Board) to wipe out the shortfalls in the Northern Railway.

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3.16

The Committee note that all new recruits are given training in the Railway Training Schools and no special or specific course of in-service training, as such, has been arranged for Scheduled Caste and Scheduled Tribe employees in the Northern Railway. However, Scheduled Caste and Scheduled Tribe employees who are promoted under the scheme 'best among from the failures' are provided the opportunity of learning while on the job. The Committee feel the failures' are provided the opportunity of the Northern Railway especially for those Scheduled Caste and Scheduled Tribe employees

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who have been promoted by lowering the standards should be initiated on a regular basis so as to make them better equipped or selection to higher categories of posts.

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3.20

The Committee note that half yearly statements showing the progress made in the intake of Scheduled Castes and Scheduled Tribes against vacancies reserved for them in recruitment and promotional categories laid on the Table of both Houses of Parliament. The Committee further note that these statements are reviewed by the Ministry of Railways (Railway Board) as and when received from the Railways and, as a result of their review, it has been decided to launch a special drive to make good the short falls wherever exist in Class III and Class IV both in recruitment and promotional categories to the maximum extent possible. The Committee hope that the Ministry of Railways (Railway Board) will continue to make a thorough and analytical study of these statements and take prompt and effective measures to remove the deficiencies noticed.

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4.8

The Committee would like to stress that separate registers for registering complaints/representations received from Scheduled Caste and Scheduled Tribe employees should be maintained at various levels with immediate effect and a precise procedure laid down to deal with such complaints/representations with utmost expedition. These registers should at least be checked quarterly by the Liaison Officer and also by the Head of Division concerned during the course of inspection of the offices under his control to ensure prompt disposal of complaints/representations received from Scheduled Caste and Scheduled Tribe employees and quarterly reports submitted to the Headquarters of Northern Railway and also to the Ministry of Railways (Railway Board) for their information.

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4.15

The Committee note that under the Apprentices Act, 1961, it is obligatory on all employers in the specified industries to engage apprentices in accordance with the prescribed ratio in the designated trades. Reservations for Scheduled Castes and Scheduled Tribes have also been provided in the Rules framed under the said Act. The Committee hope that, in future, all training places in the designated trades in the Railway Workshops will be filled up and Scheduled Caste and Scheduled Tribe candidates will be given their due representation in accordance with the quota reserved for them.

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4.23

The Committee note that no reservations for Scheduled Caste and Scheduled Tribe persons have been provided for the award of catering contracts on the Northern Railway. The Committee further note that though there has some increase in awarding petty contracts to Scheduled Caste and Scheduled Tribe people during the last three years, this cannot be considered very satisfactory. The Committee feel that there is at present no dearth of Scheduled Caste and Scheduled Tribe persons for undertaking such jobs if suitable opportunities are provided to them, and are, therefore, of the opinion that maximum consideration should be shown to the Scheduled Caste and Scheduled Tribe people in the matter of award of petty contracts and that larger number of awards are given to them as far as possible. They are also of the opinion that reservations for Scheduled Caste and Scheduled Tribe persons in the award of petty contracts, equivalent to the percentage of reservations in force for them, should be provided on the Northern Railway.

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4.24

The Committee would also like the Ministry of Railways (Railway Board) to associate a

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Scheduled Caste/Scheduled Tribe officer in the Committee appointed to screen the applications received by the Northern Railway for the award of such contracts.

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4.25

The Committee would also like to know the decision taken with regard to award of petty contracts other than catering/vending contracts to the Scheduled Caste and Scheduled Tribe persons on the Northern Railway as is done in certain other Railways.

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4.26

The Committee note that it has been provided in the 'Brochure on Reservations for Scheduled Castes and Scheduled Tribes in the Services of Railways' that at least ten per cent of employees of Vending and Petty Contractors should belong to Scheduled Castes and Scheduled Tribes. The Committee trust that the Northern Railway authorities will ensure that these orders are actually implemented.

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4.30

The Committee note the present policy being followed by the Ministry of Railways (Railway Board) for the allotment of surplus land on the sides of Railway tracks. The Committee feel that it will help a long way if landless people belonging to Scheduled Castes and Scheduled Tribes are given preference in the allotment of such surplus lands in future.
