

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

(SIXTH LOK SABHA)

SEVENTH REPORT

**MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

Action taken by Government on the recommendations contained in the Fortieth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) on the Ministry of Railways (Railway Board)—Reservation for and employment of Scheduled Castes and Scheduled Tribes in the workshops of Western Railway.



[Presented to Lok Sabha on
Laid in Rajya Sabha on

16 DEC 1977
16 DEC 1977

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TO THE

Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (~~Sixth~~ Lok Sabha)

<u>Page</u> <u>No.</u>	<u>Para</u> <u>No.</u>	<u>Line</u>	<u>For</u>	<u>Read</u>
(v)	4	7	Puruse	Pursue
14	Serial No. 11	10	Orkshops	Workshops
15	Serial No. 12	12	Schedule	Scheduled

CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
INTRODUCTION	(v)
CHAPTER I. Report	1
CHAPTER II. Recommendations/observations which have been accepted by Government	4
CHAPTER III. Recommendations/observations which the Committee do not desire to pursue in view of the Government's replies	6
CHAPTER IV. Recommendation/observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration	14
CHAPTER V. Recommendation/observation in respect of which final reply has not been received	19
APPENDIX Analysis of the action taken by Government on the recommendations	20

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

(1977-78)

*Shri Ram Dhan—*Chairman*

MEMBERS

Lok Sabha

2. Shri T. Balakrishnaiah
3. Shri B. Bhanwar
- **4. Shri Chand Ram
5. Shri Somjibhai Damor
6. Shri Biren Singh Engti
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8. Shri Hukam Chand Kachwai
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20. Shri Bhausahab Thorat

Rajya Sabha

21. Prof. N. M. Kamble
22. Shrimati Saroj Khaparde

*Proceeded abroad on the 23rd September, 1977.

**Ceased to be members of the Committee on their appointment as Ministers of State w.e.f. the 14th August, 1977.

***Appointed by the Speaker as Chairman with effect from the 23rd September, 1977 during the absence of Shri Ram Dhan, proceeded abroad.

23. Shri S. Kumaran
24. Shri P. K. Kunjachen
25. Shri Yogendra Makwana
26. Shri Bhaiya Ram Munda
27. Shri Prabhu Singh
28. Shri V. C. Kesava Rao
29. Shri Leonard Soloman Saring
30. Shri Mahendra Bahadur Singh.

SECRETARIAT

Shri Y. Sahai—*Chief Legislative Committee Officer.*

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

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 Seventh Report (Sixth Lok Sabha) on Action Taken by Government on the recommendations contained in their Fortieth Report (Fifth Lok Sabha) on the Ministry of Railways (Railway Board)—Reservation for, and employment of, Scheduled Castes and Scheduled Tribes in the Workshops of Western Railway.

2. The Draft Report was considered and adopted by the Committee on the 2nd September, 1977.

3. The Report has been divided into the following chapters:

I. Report.

II. Recommendations/Observations which have been accepted by Government.

III. Recommendations/Observations which the Committee do not desire to pursue in view of the Government replies.

IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

V. Recommendation/Observation in respect of which final reply of Government has not been received.

4. An analysis of the action taken by Government on the recommendations contained in the Fortieth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix I. It would be observed therefrom that out of 19 recommendations made by the Committee in their Fortieth Report, five recommendations, i.e. 26.32 per cent have been accepted by Government, the Committee do not desire to pursue eight recommendations, i.e. 42.1 per cent of their recommendations, in view of Government replies, five recommendations, i.e., 26.32 per cent, in respect of which replies of Government have not been accepted by the Committee, and final reply of Government in respect of one recommendation, i.e. 5.21 per cent has not been received.

SURAJ BHAN,

Chairman,

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

NEW DELHI;

November 7, 1977
Kartika 16, 1899 (S).

CHAPTER I

REPORT

The Report of the Committee deals with action taken by Government on the recommendations contained in the Fortieth Report (Fifth Lok Sabha) of the Committee on the Ministry of Railways (Railway Board)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Workshops of Western Railway.

1.2. In para 87 of the Fortieth Report, the Committee had recommended that the need of close co-ordination and liaison between the zonal Railways, Railway Administrations, Railway Service Commissions and the Employment Exchanges in order to augment the representation of Scheduled Castes and Scheduled Tribes in the services of the various Railway Workshops of Western Railway. The Committee had desired that the Employment Exchanges should be specifically requested to furnish lists of Scheduled Caste and Scheduled Tribe candidates to the Railway Service Commissions and the latter should not merely rely on the applications received in response to their advertisements. In their reply dated 16th February 1977, the Ministry of Railways (Railway Board) have stated that it would be difficult for the Railway Service Commissions with their present set up to enter into further correspondence with all Employment Exchanges located in all districts of the States for their recommendations.

The Committee are not satisfied with the reply of the Government and feel that there is need of close coordination and liaison between the Zonal Railways, Railway Administration, Railway Service Commissions and the Employment Exchanges in order to augment the representation of Scheduled Castes and Scheduled Tribes in the Railways. The Committee would like to reiterate their recommendation.

1.3. In para 88 of the above Report, the Committee had desired that in all recruitments concerning Scheduled Castes and Scheduled Tribes, a Scheduled Caste/Tribe officer must be associated with the Selection Committees/Boards and it would not be difficult for the Zonal Railways to get a Scheduled Caste/Tribe officer from other Administrations, if necessary. In their reply dated 16th February, 1977, the Ministry of Railways (Railway Board) have stated that a Scheduled Caste/Tribe officer of the requisite status, if available,

would be included as a member of these committees/Boards. It would, however, not be administratively convenient to include a Scheduled Caste/Tribe officer from other Administrations.

The Committee are not satisfied with the reply of the Government and reiterate their earlier recommendation that in all recruitments concerning Scheduled Castes and Scheduled Tribes, a Scheduled Caste/Tribe officer should be associated with all the Selection Committees/Boards constituted by the Railways.

1.4. In para 89 of the said Report, the Committee had desired that the Ministry of Railways (Railway Board) should see that the Scheduled Castes and Scheduled Tribes get their due share in the *ex-cadre* posts. The Committee had recommended that as and when vacancies occur in future, recruitment should be made exclusively for Scheduled Castes and Scheduled Tribes so as to make good the deficiency in their number.

In their reply dated 16th February, 1977, the Ministry of Railways (Railway Board) have stated that under the extant instructions of the Government, the number of normal, reserved vacancies and the carried forward reserved vacancies together should not exceed 45 per cent of the total number of vacancies filling up future vacancies exclusively by Scheduled Castes and Scheduled Tribes to make up the shortfall would imply cent per cent reservation being provided and this would violate the extant provisions.

The Committee would like to know whether the vacancies reserved for Scheduled Castes and Scheduled Tribes in the Railways in a recruitment year have been filled upto the extent of 45 per cent of the total number of vacancies. The Committee also desire that wide publicity and adequate notice, should be given by the various Railway Administrations so that Scheduled Caste/Tribe candidates could apply for the *ex-cadre* posts in time.

1.5. In para 92 of the Report, the Committee had desired that a time limit, say five years, should be laid down within which training of Scheduled Caste/Tribe officers nominated for the training programmes in appropriate fields should be completed. In their reply dated 16-2-1977, the Ministry of Railways (Railway Board) have stated that the recommendation of the Committee would be kept in view when recommending officers for training abroad or representing at seminars.

The Committee are not happy with the reply furnished by the Railway Board and would like to know the number of Scheduled

Caste and Scheduled Tribe officers who were deputed for specialised training in India or abroad during the period 1973 to 1977. The Committee also desire that a large number of Scheduled Caste/Tribe officers in future should be deputed for training abroad or to attend Seminars.

1.6. In para 94 of the Report, the Committee had suggested that the effectiveness of the Cells created in the Railway Board as also in the Western Railway Headquarters should be judged by the increase in the intake of Scheduled Caste and Scheduled Tribe in the vacancies reserved for them. The Committee had desired that a note on the functioning of the Cells in the Western Railway, as also in the Zonal Railways, should be included in the Annual Report of the Ministry of Railways. In their reply dated 16-2-1977, the Ministry of Railways (Railway Board) have stated that the Annual Report of Ministry of Railways relates to the position of the activities and performance of the Indian Railway as a whole. Considering the nature of the Report, it would not be possible to include information about the functions of the Cells in the Annual Report of the Ministry of Railways.

The Committee are not satisfied with the reply furnished by the Railway Board and desire that the information about the functioning of the Cells should be included in the Annual Report of the Ministry of Railways. The Committee would also like to know the difficulties in manning all the nine Cells in the Zonal Railways by the Scheduled Caste/Tribe officers. The Committee further desire that copies of half yearly reports indicating the intake of Scheduled Caste/Tribe in Railway Services should also be supplied to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (S. No. 1, Para No. 77)

The Committee have noted that reservation for Scheduled Castes and Scheduled Tribes in the Western Railway for posts in the scale above Rs. 375 are 15 per cent and 7½ per cent respectively. Reservations for Scheduled Castes and Scheduled Tribes for posts carrying salaries below Rs. 375 are 11 per cent and 14 per cent respectively. The Committee have also noted that the orders/instructions issued by the Ministry of Home Affairs/Department of Personnel and Administrative Reforms in this regard are *mutatis mutandis* made applicable on the Railways.

Reply of Government

This is only an observation.

[Ministry of Railways (Railway Board) O.M. No. 76E (SCT) 15/29,
dated 16-2-1977].

Recommendation (S. No. 4, Para No. 80)

The Committee are unhappy to be told that no special recruitment for Scheduled Castes and Scheduled Tribes was made by the Railway Service Commission, Bombay, between 1958 and 1973. In 1973, a special recruitment had taken place. The Committee would like to be informed of the result of the special recruitment and the number of vacancies of Scheduled Castes and Scheduled Tribes that have been filled up as a result of this *ad-hoc* recruitment.

Reply of Government

Same remarks as given for recommendation No. 8.

[Ministry of Railways (Railway Board) O.M. No. 76E (SCT) 15/29,
dated 16-2-1977].

Recommendation (S. No. 9, Para No. 85)

The Committee are glad to note that the time given to the Scheduled Caste/Tribe candidates for appearing for interview before the Railway Service Commission have been extended by one week more, i.e., instead of the present two weeks, they will be given three weeks.

Reply of Government

No action on the above observation is required.

[Ministry of Railways (Railway Board) O.M. No. 76E (SCT) 15/29, dated 16-2-1977].

Recommendation (S. No. 15, Para No. 91)

The Committee are glad to note that the Western Railway have been appointing Scheduled Caste candidates in the vacancies reserved for Scheduled Tribes candidates and *vice versa* in the various Workshops of the Western Railway, as per the orders of the Government of India.

Reply of Government

No action on the above observation is required.

[Ministry of Railways (Railway Board) O.M. No. 76E (SCT) 15/29, dated 16-2-1977].

Recommendation (S. No. 17, Para No. 93)

The Committee have also noted that an inservice training scheme is in operation in the Railway Workshops of the Western Railway. One of the highlights of the training scheme is that where Scheduled Caste/Tribe candidates fail to come up to the qualifying standard and the quota is left unfilled, such candidates are given rigorous training by conducting special courses and, after training, these candidates are considered for promotion at the next opportunity. The Committee hope that the results of the training scheme should be closely watched and it may be gradually extended to other Zonal Railways.

Reply of Government

Necessary instructions have already been issued to the Railways for the *ad-hoc* promotion of Scheduled Caste/Scheduled Tribe candidates, against reserved vacancies for a period of six months where requisite number of candidates of these communities fail to get selected against the selection posts or are found not suitable in the case of posts filled on the basis of seniority-cum-suitability. During the period of six months, they are given facilities for improving their knowledge and for coming up to the requisit standard. At the end of the six months' period their cases are reviewed by the General Manager and their names included in the panel/select list if they are found to have come up to the requisite standard.

These instructions are being followed by the Western Railway as well as other Railway administrations.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29, dated 16-2-1977]

CHAPTER III

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

Recommendation (S. No. 2, Para No. 78)

From the statement made available to the Committee in regard to the staff strength in the various Workshops of the Western Railway as on 1st January, 1973, the Committee have noted that there is not a single Class I or Class II Scheduled Caste/Tribe officer in the various Workshops and the percentage of Scheduled Castes and Scheduled Tribes in Class III posts are 11.8 and 2.12 respectively.

Reply of Government

The observation is noted.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29, dated 16-2-1977]

Comments of the Committee

The Committee may be informed of the number of selections made for promotion of staff from Class III to Class II during the period from July, 1974 to July, 1977 in the various workshops of the Western Railway and the number of Scheduled Castes and Scheduled Tribes called for and selected for promotion during the said period. The number of Scheduled Castes and Scheduled Tribes who qualified in the written test but failed in the interview may also be intimated.

Recommendation (S. No. 3, Para No. 79)

The Committee are constrained to observe that mere reservation of quotas for Scheduled Castes and Scheduled Tribes in the services of the Railway Workshops is not enough. What is needed is concerted action to make good the shortfalls in the various categories. The representative of the Ministry of Railways (Railway Board), who appeared before the Committee, has submitted in evidence that "If we take the total number of Class I and Class II Officers in the Railways, at present, there is shortfall. As far as Class I Officers are concerned, they are recruited by the Union Public Service Commission.

For Class II Officers, till recently, there was no reservation. Only recently, a decision has been taken that there should be a reservation for Scheduled Castes and Scheduled Tribes for promotion from Class III to Class II. Now we are working on that". The Committee would like that the Ministry of Railways (Railway Board) should take vigorous steps to see that the shortfall in the number of Scheduled Castes and Scheduled Tribes in Class I and II posts are made good as early as possible and that there is no necessity of carrying forward the vacancies for subsequent years. Now that there is reservation in promotions also for Scheduled Castes and Scheduled Tribes, it should not be difficult for the Ministry of Railways to clear the backlog which has accumulated in the Workshops of the Western Railway."

Reply of Government

The above recommendation is noted.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29,
dated 16-2-1977]

Comments of the Committee

The Committee would like to know the latest position with regard to the shortfalls (Class-wise) and when the shortfalls are likely to be completely wiped out.

Recommendation S. No. 5, Para No. 81)

The Committee are perturbed to note that the representation of Scheduled Castes and Scheduled Tribes in the Workshops of the Western Railway is extremely meagre. Against the quota of 14 per cent (employees drawing below Rs. 375/- p.m.) reserved for Scheduled Tribes the overall percentage of Scheduled Tribes as on the 1st January, 1973 was only 4.35. The Committee are unhappy to be told that "in respect of Class III posts, there has been shortfall both in Scheduled Castes and Scheduled Tribes; especially in technical categories, adequate number of qualified candidates are not forthcoming." The Committee are unable to accept this view. There is no dearth of prospective Scheduled Caste and Scheduled Tribe employees registered with the Employment Exchanges in the country and what is lacking is the concerted drive on the part of the employers to attract qualified Scheduled Caste/Tribe candidates. The Committee desire that the Ministry of Railways (Railway Board) should devise a suitable machinery for publicising the vacancies not only in the Employment Exchanges in the area where the vacancies occur but also in other contiguous areas. Vacancies should also be notified to the

Director General of Employment and Training, New Delhi, and should also be broadcast through the medium of All India Radio.

Reply of Government

Suitable instructions have been issued to the recruiting authorities to endorse a copy of Employment Notices to the Director General, Employment and Training, New Delhi with a request to the latter to advise the suitable Scheduled Caste/Tribe candidates to apply to the recruiting authorities concerned.

Instructions have also been issued to the recruiting authorities to advertise vacancies reserved for Scheduled Castes and Scheduled Tribes over All India Radio.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29,
dated 16-2-1977]

Comments of the Committee

Instructions should be issued that advertisements for vacancies for Scheduled Caste/Scheduled Tribe should also appear in "Employment News". Vacancies should also be intimated to I.T.Is. and other technical institutions in the area.

Recommendation (S. No. 6, Para No. 82)

The representative of the Ministry of Railways (Railway Board) has informed the Committee during evidence that "we have told the Railways that when they are not quite upto the standards, they should be put provisionally on the panel and given some training".

The Committee would like that more and more Scheduled Castes/Tribe persons should be recruited and given intensive training so that they could be absorbed in the mainstream of the Workshop services and earn their promotions in due course. Where the requisite number of Scheduled Caste/Tribe candidates fulfilling the desired standards are not available to fill the reserved vacancies, the appointing authorities should recruit the best among the Scheduled Castes and Scheduled Tribes fulfilling the minimum educational qualifications prescribed for posts against the reserved vacancies. The Committee further recommend that the condition of previous experience mentioned in the advertisements or in requisitions to Employment Exchanges should be done away with in so far as the Scheduled Caste/Tribe candidates are concerned.

Reply of Government

The following are the posts to which direct recruitment is made in the Workshops:

Category	Scale of pay	Extent of which direct recruitment is made
	Rs.	
1. Khalasi	196—232	50% of the vacancies
2. Chargeman	425—700	50% Do.
3. Chargeman	550—750	25% Do.
4. Chemical & Metallurgical Asstt.		33½% Do.

Except in the category of Chemical & Metallurgical Assistants, the candidates belonging to Scheduled Castes and Scheduled Tribes are required to have a practical laboratory experience of one year, if he is a Degree holder, as against the requirement of 3 years experience for others. If, however, the applicant has a Masters Degree, the condition of previous experience is waived.

The period of previous experience that has been prescribed, is considered essential and it will not be advisable to do away with this requirement in the category of Chemical & Metallurgical Assistants.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29,
dated 16-2-1977]

Comments of the Committee

The Committee feel that in the category of Chemical and Metallurgical Assistants, the practical laboratory experience of one year in the case of Degree holders should be waived.

Recommendation (S. No. 7, Para No. 83)

The Committee have noted that the Railway Service Commission, Bombay, is catering for the Western Railway, the Central Railway and the Sholapur Division of the South Central Railway. All direct recruitment of Class III staff for the Workshops of the Western Railway is done by the Railway Service Commission. The Committee have also been informed that the Railway Service Commissions have the discretion to recommend Scheduled Castes/ Scheduled Tribes

candidates holding lower position on the panel of qualified candidates. They have also been told that the Railway Administrations have asked the Railway Service Commissions to make a special recruitment in order to wipe out the current deficiencies of Scheduled Caste/Tribe employees. In this connection, the Committee would like to reiterate the recommendations made by them in their Fifteenth Report (Fourth Lok Sabha) on the Ministry of Railways (Railway Board)—Reservation for Scheduled Castes and Scheduled Tribes in Indian Railways—which is reproduced below:

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

Reply of Government

Acting on the earlier recommendation cited above, the Ministry of Railways have taken the following further steps to augment the intake of Scheduled Castes/Tribes:

- (i) As far as possible separate examination will be held for SCs/STs; where this is not administratively convenient their papers will be valued separately and they will be interviewed in separate groups. In other words, the performance of SC/ST candidates will be adjudged separately among themselves only.
- (ii) There will be no minimum qualifying marks in viva voce test in the case of SC/ST candidates.

It is felt that these measures adopted by this Ministry after the 15th Report (4th Lok Sabha) are adequate to attract the required number of SC/ST candidates, provided qualified candidates belonging to SC/STs offer themselves for Class III posts in Railway Service in a sufficient number.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29 dated 16-2-1977]

Comments of the Committee

The Committee feel that separate examination should always be held for Scheduled Caste and Scheduled Tribe candidates,

Recommendation (S. No. 8, Para No. 84)

The Committee also desired that the details of the results of special recruitment made by the Railway Service Commission, Bombay, for Scheduled Caste/Tribe candidates in regard to Class III posts should be furnished to them.

Reply of Government

The information is as follows:

S. No.	Name of category	Deptt.	Sch. Castes		Sch. Tribes	
			No. of vacancies	No. recom- ended	No. of vacancies	No. recom- mended
1	Trainees Motorman	Elec.	2	2	3	3
2	Prob. A.S.M.	Optg.	5	5	35	35
3	App. A.S.I.	Sig. & Tele- Com.			4	2
4	Appr. Elec. Chargeman	Elec.	4	4	4	2
5	App. Mechanics	Elec.	11	11	2	2
6	Appr. T.X.R.	Mech.	3	3	9	9
7	Appr. Jr. Chem. & Met. Asstt.	Mech.	1	1	1	1
8	Typist	Genl.	7	7	21	9
9	Appr. T. C. M. (Trade App.)	Sig. & Tele.	2	1	4	4
10	Office Clerk	Genl.	90	90	118	118
11	Asstt. Comml. Clerk	Comml.	78	76	68	68
12	Asstt. Goods Clerk					
13	Guards	Transp.	2	2	12	12
14	T.Cs.	Comml.	8	5	27	27
15	Tele. Signaller	Comml.	7	7	16	16
16	Trains Clerk	Comml.	16	15	20	20
			236	229	344	328

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29,
dated 16-2-1977]

Comments of the Committee

The Committee would like to know the number of vacancies filled and the reasons for not filling all the vacancies in the various
2185 LS—2.

categories. The steps taken to make good the shortfalls in various categories should also be indicated.

Recommendation (S. No. 10, Para No. 86)

The Committee have been informed that out of the five Railway Service Commissions, in three Railway Service Commission, there is a member representing Scheduled Castes or Scheduled Tribes. The Committee would like to reiterate the recommendation made in their Fifteenth Report (Fourth Lok Sabha) that each Railway Service Commission should include a member belonging to Scheduled Castes and Scheduled Tribes.

Reply of Government

Appointment to the posts of Chairmen, Railway Service Commissions and Member-Secretaries, is based on selection by the Union Public Service Commission, from amongst the eligible candidates who satisfy the norms as per the recruitment rules. It is Government's aim to ensure as far as possible, that persons belonging to Scheduled Castes/Scheduled Tribes or minority communities are appointed to one of the two posts in the various Railway Service Commissions.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT)15/29 dated 16-2-1977]

Comments of the Committee

The Committee feel that there is at present no shortage of officers belonging to Scheduled Caste and Scheduled Tribe of appropriate grade in the Railways for being considered for appointment to the posts of Chairman, Railway Service Commissions or Member-Secretaries and desire that the Railway Board should indicate the time by which the persons belonging to Scheduled Caste/Scheduled Tribe will be appointed to one of the two posts in the various Railway Service Commissions.

Recommendation (S. No. 19, Para No. 95)

The Committee have been informed that the two Advisers in the Railway Board to assist the Cell make a systematic review of the complaints received by them from the Scheduled Caste/Tribe employees about the non-implementation of the instructions issued by the Railway Board. The Committee would like to have a statement showing the number of complaints received by the two Advisers during the last two years, the number of complaints disposed of and the average time taken in the disposal of such complaints.

The Committee would like to know whether the Advisers have been vested with powers to investigate *suo moto* the various complaints received from the Scheduled Caste/Tribe employees about the non-implementation of the instructions issued by the Railway Board.

Reply of Government

The special Cell in the Ministry of Railways keeps a watch over the implementation of the reservation quota for Scheduled Castes and Scheduled Tribes in the Railway services. Besides monitoring the implementation of the quota prescribed for Scheduled Castes and Scheduled Tribes both in recruitment and promotion, the Cell also looks into the grievances of the Scheduled Castes and Scheduled Tribes in addition to those of minorities.

Besides advising and assisting the Addl. Director Estt., who is incharge of the Cell, in the functions of the Cell, the two Advisers conduct intensive inspection of the various Railway establishments, for effective implementation of the various orders relating to reservation for Scheduled Castes and Scheduled Tribes. The Advisers also look into complaints from the Scheduled Castes and Scheduled Tribes and where such complaints relate to non-implementation of the quota reserved for them, the Advisers look into them on the spot, if they are made to them while visiting the Railway offices. Other complaints containing grievances relating to matters, like transfer, allotment of accommodation, assignment of seniority etc. are dealt with by the office.

Statistics have not been maintained in the past separately to indicate the number of complaints dealt with individually by each of these two Advisers. However, this will be maintained from 1st January, 1977.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/S
dated 16-2-1977]

Comments of the Committee

The Committee desire that a copy of the Inspection Reports made by the Advisers in the Railway Board may be supplied to the Members of the Committee.

CHAPTER IV

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

Recommendation (S. No. 11, Para No. 87)

The Committee have been informed that the Employment Exchanges are supplied with copies of Employment Notices whenever the same are issued for recruitment to Class III services by the Railway Service Commission and for recruitment to Class IV staff by the Railway Administration. The Committee cannot too strongly over-emphasise the need of close coordination and liaison between the Zonal Railways, Railway Administrations, Railway Service Commissions and the Employment Exchanges in order to augment the representation of Scheduled Castes and Scheduled Tribes in the Services of the various Railway workshops. The Employment Exchanges should be specifically requested to furnish lists of Scheduled Caste/Tribe candidates to the Railway Service Commissions and the latter should not merely rely on the applications received in response to their advertisements.

Reply of Government

Recruitment to Class III services on Railways is made through the agency of Railway Service Commissions and to Class IV by the Railways themselves.

As regards recruitment to Class III services, there is complete coordination between Railway Administrations and Railway Service Commissions. The incidence of reserved vacancies is given the widest possible publicity. Copies of the Employment Notices are also endorsed to Employment Exchanges in the area of recruitment, so that the intending candidates may be directed to apply to the Railway Service Commissions on the prescribed application form. Moreover the selections are made by open competition on the basis of written test and/or interview and the Commissions call only those candidates for the written test/interview who apply before the closing date. In this case the role of Employment Exchanges is that of publicity media.

Recruitment to Class IV services is of local character. There is no written examination and the Employment Exchanges are

asked to send the list of intending candidates. Here the railways do ask the Employment Exchanges to recommend Scheduled Caste/Scheduled Tribe candidates against the vacancies reserved for them. The candidates recommended by the Employment Exchanges are considered along with those who apply direct.

On the basis of the recommendations of the Committee, the recruiting authorities have been advised to send copies of the Employment Notices to the Director General, Employment and Training also so that the proposed recruitment is given publicity in other areas as well. These vacancies are also being advertised through the media of All India Radio.

It will be difficult for the Commissions with their present set up to enter into further correspondence with all Employment Exchanges located in all districts of the States for their recommendations.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29
dated 16-2-1977]

Comments of the Committee

Please see Chapter I (Para 1.2)

Recommendation (S. No. 12, Para No. 88)

The Committee have noted that it is the policy of the Railway Board to include wherever possible, Scheduled Caste/Tribe members in Selection Committees/Board. The instructions of the Government on the subject are quite clear. The Committee desire that in all recruitments concerning Scheduled Castes and Scheduled Tribes, a Scheduled Caste/Scheduled Tribe officer must be associated with the Selection Committee/Boards. It should not be difficult for the Zonal Railways to get a Scheduled Caste/Tribe Officer from other Administrations, if necessary.

Reply of Government

The Recruitment Committees/Selection Boards are constituted by departmental officers of appropriate status and background required to adjudge the suitability of the candidates for the post for which recruitment/promotion is made. If a Schedule Caste/Scheduled Tribe officer of the requisite status is available, he is included as a member of these Boards. It will, however, not be administratively convenient to include a Scheduled Caste/Scheduled Tribe officer from other Administrations.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29
dated 16-2-1977]

Comments of the Committee

Please see Chapter I (Para 1.3)

Recommendation (S. No. 13, Para No. 89)

The Committee are unhappy to note that the representation of Scheduled Castes and Scheduled Tribes in ex-cadre posts is extremely meagre. Against 800 ex-cadre posts as on the 1st January, 1974, the number of Scheduled Castes is only 55 and that of Scheduled Tribes is six. The Committee desire that the Ministry of Railways (Railway Board) should see that the Scheduled Castes and Scheduled Tribes get their due share in the ex-cadre posts. As and when vacancies occur in future, recruitment should be made exclusively for Scheduled Castes and Scheduled Tribes so as to make good the deficiency in their number.

Reply of Government

Under the extant instructions of the Government, in any recruitment year the number of normal reserved vacancies and the carried forward reserved vacancies together shall not exceed 45 per cent of the total number of vacancies. Filling up future vacancies exclusively by Scheduled Castes and Scheduled Tribes to make up the shortfall would imply cent per cent reservation being provided. This would, it will be appreciated, violate the extant provisions.

The ex-cadre posts are filled from amongst those who volunteer and who fulfil the requisite conditions. The Scheduled Caste/Scheduled Tribe candidates who fulfil the conditions and who volunteer are always considered for being posted against ex-cadre posts.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT)15/29 dated 16-2-1977]

Comments of the Committee

Please see Chapter I (Para 1.4)...

Recommendation (S. No. 16, Para No. 92)

The Committee have noted that arrangements have been made by the Ministry of Railways (Railway Board) for intensive training of Class I officers belonging to Scheduled Castes/Tribes. Instructions of the Railway Board in this regard *inter-alia* lay down that considerably larger number of Scheduled Caste and Scheduled Tribe officers should be nominated for the training programmes run by the various training institutions. A time-limit, say five years, should be laid down within which training of all such officers in appropriate fields should be completed. The Committee regret to

find that no Scheduled Caste/Tribe officer was deputed for specialised training in India or abroad during the period 1967 to 1973 nor was any such officer deputed for any Seminar. Only one officer was sent on deputation outside during this period. The Committee would like to emphasise that the instructions laid down by the Ministry should be observed in letter and in spirit. They would like to see a better performance in future.

Reply of Government

The recommendation will be kept in view when recommending officers for training abroad or representing at seminars.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT3 15/29,
dated 16-2-1977]

Comments of the Committee

Please see Chapter I (Para 1.5).

Recommendation (S. No. 18, Para No. 94)

The Committee have been informed that a separate Cell has been created in the Ministry of Railways (Railway Board) exclusively to look after the interests of Scheduled Castes and Scheduled Tribes in the Indian Railways and to ensure proper and timely implementation of instructions issued from time to time in regard to reservation orders. The Committee have also been informed that there are, two Advisers in the Railway Board to assist the Cell in the Railway Board and these Advisers make a systematic review of the complaints received by them from the Scheduled Caste/Tribe employees about non-implementation of the instructions issued by the Railway Board. The Committee have further been informed that a separate Cell headed by the Senior Personnel Officer (Reservation) has been created in the Western Railway. Out of nine Cells in the Zonal Railways, three are manned by Scheduled Caste/Tribe officers. The Committee stress that the effectiveness of the Cells created in the Railway Board as also in the Western Railway Headquarters 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 Officers would also serve as an index to the activities of the Cells. The Committee desire that a note on the functioning of the Cells in the Western Railway, as also in the Zonal Railways, should be included in the Annual Report of the Ministry of Railways.

Reply of Government

The Annual Report of the Ministry of Railways relates to the position of the activities and performance of the Indian Railway as a whole. Considering the nature of the report it would not be possible to include information about the functions of the Cells in the Annual Report. However, half yearly reports as at the end of March and September, every year are presented to Parliament indicating the intake of SCs/STs in Railway Services including the number of SC/ST employees promoted. Commencing from the report for the half year ending 30th September, 1976, information about the number of complaints received and dealt with by the Railway Administrations will also be given.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT3 15/29,
dated 16-2-1977]

Comments of the Committee

Please see Chapter I (Para 1.6)

CHAPTER V

RECOMMENDATION/OBSERVATION ON WHICH FINAL REPLY OF GOVERNMENT HAS NOT BEEN RECEIVED

Recommendation (S. No. 14, Para No. 90)

As regards dereservation of vacancies, the Committee have been told that a decision was taken in 1970 by the Ministry of Railways (Railway Board) that in the case of non-technical posts, before a vacancy was dereserved, that must come to the Ministry of Railways for orders. But in the case of vacancies in the technical and operational posts, the General Manager of the Railway is given the authority to dereserve them. Asked to state whether this was not contrary to the instructions laid down by the Ministry of Home Affairs/Cabinet Secretariat (Department of Personnel and Administrative Reforms), the Ministry of Railways (Railway Board) have stated that the matter is still under correspondence with the Department of Personnel and Administrative Reforms. The Committee desire that the decision in this regard should be communicated to them within three months. In any case, the Committee would like that the Commissioner for Scheduled Castes and Scheduled Tribes should invariably be informed before a vacancy is dereserved.

Reply of Government

The matter is still under consideration.

[Ministry of Railways (Railway Board) O.M. No. 76E(SCT) 15/29,
dated 16-2-1977]

SURAJ BHAN,

Chairman,

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

NEW DELHI;
November 7, 1977
Kartika, 16, 1899 (S)

APPENDIX

(Vide Introduction)

Analysis of the Action Taken by the Government on the recommendation contained in the Fortieth Report (Fifth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

I. Total number of recommendations	19
II. Recommendations/Observations that have been accepted by Government [Vide Recommendations at S. Nos. 1 (Para 77), 4 (Para 80), 9 (Para 85), 15 (Para 91) and 17 (Para 93)]	
Number	5
Percentage to total	26.32
III. Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies [Vide Recommendations at Sl. Nos. 2 (Para 78), 3 (Para 79), 5 (Para 81), 6 (Para 82), 7 (Para 83), 8 (Para 84), 10 (Para 86), and 19 (Para 95)]	
Number	8
Percentage to total	42.1
IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration [Vide Recommendations at Sl. Nos. 16 (Para 92), 11 (Para 87), 12 (Para 88), 13 (Para 89) and 18 (Para 94)]	
Number	5
Percentage to total	26.32
V. Recommendation in respect of which final reply has not been received from Government [Vide Recommendation at Sl. No. 14 (Para 90)]	
Number	1
Percentage to total	5.21