

**COMMITTEE ON THE WELFARE  
OF SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1978-79)**

(SIXTH LOK SABHA)

**THIRTY-SEVENTH REPORT**

**MINISTRY OF RAILWAYS  
(RAILWAY BOARD)**

**[Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in North East Frontier Railways and award of petty contracts to Scheduled Castes and Scheduled Tribes in North East Frontier Railway.]**

*Presented to Lok Sabha on 27th April, 1979  
Laid in Rajya Sabha on 27th April, 1979*



सत्यमेव जयते

**LOK SABHA SECRETARIAT  
NEW DELHI**

*April, 1979/Vaisakha, 1901 (Saka)*

*Price : Rs. 2.70*

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Corrigenda  
to

The Thirty-seventh Report of the Committee on the  
Welfare of Scheduled Castes and Scheduled Tribes.

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES

(1978-79)

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\*Ceased to be a Member of the Committee on his retirement from Rajya Sabha with effect from 21st April, 1979.

## 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 thirty-seventh Report on the Ministry of Railways (Railway Board)—Reservations for, and employment, of Scheduled Castes and Scheduled Tribes in the Northeast Frontier Railway and award of petty contracts to Scheduled Caste|Scheduled Tribe in Northeast Frontier Railway.

2. The Committee took the evidence of the representatives of the Ministry of Railways (Railway Board) on the 27th, 29th, 30th and 31st January, 1979. The Committee wish to express their thanks to the Officers of the Ministry of Railways (Railway Board) for placing before the Committee material and information they wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 24th April, 1979.

4. A summary of conclusion|recommendations contained in the Report is appended (Appendix V).

RAM DHAN,

*Chairman,*

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

NEW DELHI;

April 24, 1979.

Vaisakha 4, 1901 (S).



## CHAPTER I

### A. ORGANISATIONAL SET UP

It has been stated in a note furnished to the Committee that the Northeast Frontier Railway was set up with effect from 15th January, 1958. The various Divisions of this Railway and the places where located are given below:

<i>Divisions</i>	<i>Headquarters of the Division</i>
(i) Katihar	Katihar
(ii) Alipurduar	Alipurduar
(iii) Lumding	Lumding
(iv) Tinsukia (Operating Division)	Tinsukia

1.2. Six workshops are also functioning under this Railway which are as under:—

S.No.	Location	Department	Set up
1	Dibrugarh	Mechanical	This workshop was originally opened by ex. Dibru-Sadia Railway which later on was taken over by the State (ex. B.A. Railway) sometime in 1945 and by N.F. Railway on 15-1-1958.
2	New Bongaigaon	Do.	March, 1965.
3	Tindharia	Do.]	This N. G. Workshop originally belongs to the ex. Darjeeling-Himalayan Railway and was opened in 1913 and taken over by the N.F. Railway on 15-1-58.
4	Bagdogra	Do.	Opened in 1949 by Assam Railway taken over from Assam Railway in 1956 by N.E. Railway and in 1958 by N.F. Railway.
5	Pandu	Signal and Tele-comm.	1962.
6	Bongaigaon	Engineering	Opened in 1953 by Assam Railway taken over by N.E. Railway in 1956 and by N. F. Rly. in 1958.

1.3. The Administrative Head of the Mechanical Workshops is the Chief Workshop Engineer. In respect of others, the respective heads of the Departments are the Administrative Heads. They all work under the General Manager.

## B. RESERVATION ORDERS AND EXEMPTIONS

1.4. The Committee have been informed that reservation orders, as in force then, are followed on the Northeast Frontier Railway with effect from 15th January, 1958 i.e. the date of formation of the Railway. The Reservation orders for Scheduled Castes and Scheduled Tribes in initial recruitment as also in promotion by selection within non-gazetted categories are also being followed from the same date. Reservation in respect of promotion to Gazetted categories and promotion to posts filled on the basis of seniority-cum-suitability is being followed from the dates mentioned below:

- (i) From 20-7-1974 in respect of promotion by selection from Class III to Class II and from Class II to the lowest rung of Class I.
- (ii) From 27-11-1972 in respect of posts filled on the basis of seniority-cum-suitability in all classes.

1.5. The following percentages of reservations have been provided to Scheduled Castes and Scheduled Tribes Candidates on the Northeast Frontier Railway:—

(i) Direct Recruitment	Scheduled Castes	Scheduled Tribes
(a) All India basis	15%	7½%
(b) Regional basis	12%	15%
<i>Post filled by promotion</i>	15%	7½%

(ii) *Post filled by temporary appointment:*

Same as item (i) above.

*Posts filled by deputation:*

Nil

1.6. With regard to the categories of posts for which reservations have not been provided in the Northeast Frontier 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) Posts filled by deputation,
- (c) Purely temporary establishments, such as, work-charged (daily rate), staff in the construction organisation,
- (d) Employment of casual labour and substitutes.

1.7. The Committee have been informed that in earlier part of 1978, 12 vacancies of A.P.Os were available to be filled up and a notification was issued by the Northeast Frontier Railway Administration asking for optees. In that notification, there was no indication of reservation for Scheduled Castes and Scheduled Tribes. The selection proceedings have revealed that 76 candidates were called for written test. Only 57 appeared and 22 qualified to be called for interview 12 persons were expanelled by the Selection Committee. There was no Scheduled Caste or Scheduled Tribe in the panel. Scrutiny of Selection proceedings reveal that Selection Committee did not discuss the reservation aspects in this Selection. On the other hand, there is a note recorded by the Chief Personnel Officer, Northeast Frontier Railway on 20-4-1978—"Number in the panel should 12, no reservations for Scheduled Castes and Scheduled Tribes". During evidence, the Chairman, Railway Board stated:

"I think it is a mistake on the part of the Chief Personnel Officer. Mistakes do happen and we will take steps to rectify them. It is not that they are deliberate."

1.8. When the Committee, during the course of evidence, drew the attention of the representatives of the Ministry of Railway (Railway Board) to the instructions contained in Department of Personnel and Administrative Reforms O.M. No. 360-1|9|76-Estt.(SCT) dated the 10th February, 1977 that the principal of reservation for Scheduled Castes and Scheduled Tribes should generally be suitably applied to the extent possible to work-charged posts also except those required for emergencies like flood-relief work, accident restoration and relief, etc., the representative of the Ministry of Railways (Railway Board) stated:—

"We will take sure that the new construction organisation the required action is taken."

1.9. The Committee deplore the action of Heads of Departments who were members of the Selection Committee viz. COPS, SMO FA & CAO and C.P.O. which selected candidates for the post of 12 Assistant Personnel Officers in the Northeast Frontier Railway in 1978. The Committee strongly feel that these Heads of Departments have committed wrong in deliberately ignoring the claims of Scheduled Caste and Scheduled Tribes candidates which has been clearly laid down in the instructions issued by the Ministry of Railways (Railway Board) and the Government of India in this regard. The Chief Personnel Officer who is the Liaison Officer to safeguard the interest of Scheduled Castes and Scheduled Tribes as contrary to instruction recorded that "Number in the panel should be 12, no reservations for Scheduled Castes and Scheduled Tribes"... During the course of evi

dence, the Chairman, Railway Board has admitted that the Chief Personnel Officer has committed a mistake but in his opinion it was not a deliberate one...The Committee do not agree with the views of the Chairman Railway Board and are of firm view that the aforesaid mistake was not committed by one head of the Department i.e. Chief Personnel Officer but also by other Heads of the Departments who were members of the Selection Committee. The Committee consider that Scheduled Caste and Scheduled Tribe candidates have been deprived of their constitutional rights by the heads of the Departments of the Northeast Frontier Railway. The Committee, therefore, strongly recommend that suitable action should be taken against the defaulting officers.

### C. LIAISON OFFICER AND CELL

1.10. In a note submitted to the Committee, the Committee have been informed that the Ministry of Railways (Railway Board) has a special set-up at Railway Board's level under the charge of an Additional Director who is assisted by two Jt. Directors. Chief Personnel Officer, Northeast Frontier Railway acts as Liaison Officer for that Railway, for the work relating to reservations for Scheduled Castes and Scheduled Tribes. He ensures timely and correct implementation of instructions issued from time to time by the Railway Board and also redressal of grievances of employees belonging to Scheduled Castes and Scheduled Tribes. He also inspects the rosters maintained by the various offices and ensures rectification of deficiencies|discrepancies wherever noticed.

1.11. A Special Cell headed by a Senior Scale Officer has been set up at the Headquarters Office of the Northeast Frontier Railway. An Officer has been nominated on all the four Divisions and in the two Workshops to ensure correct and quick implementation of policy decisions and also to look into the grievances of employees belonging to Scheduled Castes and Scheduled Tribes.

1.12. The Special Cell in the Ministry keeps a watch on the implementation of the reservation quota for the Scheduled Castes and Scheduled Tribes on the Railways. Besides, monitoring the implementation of the quotas prescribed for Scheduled Castes and Scheduled Tribes, both in recruitment and in promotion, the Cell looks into grievances of Scheduled Castes and Scheduled Tribes.

1.13. The Officers of the Cell, both on the Railways and in the Ministry conduct intensive inspections for effective implementation of the various orders relating to reservation and also look into grievances of Scheduled Castes and Scheduled Tribes.

1.14. Asked to state the number of checks conducted by the Joint Director attached to the Railway Board and Officers of the Northeast Frontier Railway during the last three years, the Committee have been informed that the officers of the Northeast Frontier Railway have made sixty-eight and the Joint Director has made sixteen checks during this period. The Joint Director submits all the check reports to the Railway Board while the officers of the Northeast Frontier Railway submit their report to the General Manager.

1.15. To a question that complaints sent by Members of the Committee as well as other Members of Parliament to the Cell in the Railway Board are not attended to quickly, even acknowledgement and interim replies are not sent, the representative of the Ministry of Railways mentioned that it was regrettable and if the Committee so desires some sort of machinery could be had for that purpose. He further added that for the purpose of collecting information, some time is taken.

1.16. To a question as to whether any periodical meetings of Liaison Officers at the Zonal Headquarters have been arranged to discuss problems relating to the maintenance of rosters and other related matters, the Committee have been informed that there was no such meeting during the last year.

1.17. The Committee note that the Chief Personnel Officer in the Northeast Frontier Railway acts as Liaison Officer for that Railway and he ensures timely and correct implementation of instructions issued from time to time by the Ministry of Railway (Railway Board) and also redressal of grievances of employees belonging to Scheduled Castes and Scheduled Tribes. He periodically inspects each unit and reports the progress regarding the intake of Scheduled Castes and Scheduled Tribes in their Services as per the quota reserved for them to the General Manager. He is assisted by one Senior Scale Officer at Headquarters and one Officer has been nominated on all the four Divisions and in the two workshops. The Committee also note that one of the Joint Directors, whose jurisdiction covers the Northeast Frontier Railway, also visits the various units of the Railway to keep a watch over the implementation of the reservation orders for Scheduled Castes and Scheduled Tribes. The Committee would like to observe that mere designating of Liaison Officers and their 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 and to ensure that

anomalies and discrepancies noted by them are rectified quickly. In order to carry out his duties properly, it is but essential that he should not only be properly trained but should ensure that the personnel assisting him are fully conversant with the duties required for the proper and effective implementation of reservation orders. The Liaison Officers should be made personally responsible for any default in the implementation of the reservation orders and the maintenance of rosters by the units under him. 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 Department of Personnel and Administrative Reforms may be sought in this regard.

1.18. The Committee also note that a Cell has been set up in the Ministry of Railways (Railway Board) and also in the Headquarters of the Northeast Frontier Railway. The Committee are distressed to note that the Cell in the Railway Board is not effectively functioning inasmuch as the letters sent by Members of the Committee and other Members of Parliament are not even acknowledged and action taken on the complaints are not communicated for months together. The Committee feel that the Cell should be strengthened, if necessary, by augmenting the staff. The Committee also recommend that key posts in the Cell should be manned by Scheduled Caste and Scheduled Tribe Officers.

1.19. The Committee also note that no Cell has been set up in any of the four Divisions and Workshops under the Northeast Frontier Railway. The Committee desire that with a view to ensure more effective implementation at various levels a Cell should be set up in each Division/Workshops and an assistant Personnel Officer nominated to look after this job, as laid down in Railway Board's letter No. 75-E (SCT) 15/33 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 (Group A) services is made through the Union Public Service Commission. There is generally no direct recruitment to Class II (Group B) services, except for the post of Assistant Divisional Medical Officer in the Medical Department and in minor Cadres viz. Assistant Chemists and Metallurgists, Assistant Superintendents, Printing and Stationery and Assistant Cashier and Pay Masters which is made by the Union Public Service Commission. 30 per cent posts of the Assistant Security Officers (Class II) are also appointed by direct recruitment through the Union Public Service Commission.

2.2. Normally, recruitment to Class III (Group C) on Railways is made through Railway Service Commissions but an exception in the case of Northeast Frontier Railway has been made because of its special position, where recruitment to Class III (Group C) posts is made by the Railway Recruitment Committee under the control of the General Manager, Northeast Frontier Railway consisting of:—

- (i) A Junior Administrative Grade Officer or above, as may be nominated by the General Manager for each category of recruitment.
- (ii) A nominated representative of the Government of Assam.
- (iii) Senior Personnel Officer (Recruitment).

2.3. Indents are received by the Senior Personnel Officer (Recruitment) from the various Departments. Employment Notices are published in all leading newspapers in the Eastern Region and in respect of categories where the maximum of the pay scale for the post advertised exceeds Rs. 550 (RS), Employment notices are published on all India basis. Copies of these notices are sent to the Ex-Servicemen's Cell (DGE&T). Scheduled Castes and Scheduled Tribes Associations and Employment Exchanges in the States of Eastern Region, Principals of Colleges and Training Centres in that region. Vacancies are also announced on All India Radio at Shillong, Kohima, Imphal Gauhati, etc.

2.4. The Committee have also been informed that recruitment to Group C (Class III) posts prior to October, 1978 were made by the

Railway Recruitment Committee under the Control of the General Manager, Northeast Frontier Railway and with effect from October, 1978, recruitment to Group C (Class III) services is being made through the Railway Service Commission, Gauhati.

2.5. In an Inspection note submitted to the Committee, it has been stated that recruitment branch has rejected applications of Scheduled Caste and Scheduled Tribe candidates on minor grounds such as enclosing of less photographs, no proper age certificate, no attestation of the mark sheets and no proper caste and tribe certificate etc. Consequently lesser number of Scheduled Tribe candidates could appear in written test. Scrutiny of forms of the original applications in a few cases showed that the dealing clerk has not accepted tribe or caste certificate issued by Collector and Deputy Collector and the rejection was done only by the dealing clerk and not by the SPO/Recruitment.

In regard to Class IV (Group D), recruitment is made on 50:50 basis from amongst the serving casual Labour/substitutes and candidates sponsored by the Employment Exchanges of the area concerned.

2.6. The Committee have further been informed that the Recruiting authority has full discretionary powers to recommend candidates belonging to Scheduled Castes and Scheduled Tribes securing marks below the normal standard for appointment to non-gazetted services provided these candidates have the minimum qualifications prescribed and the lowering of standard in these cases will not effect the maintenance of efficiency. A statement showing the candidates belonging to Scheduled Caste and Scheduled Tribe recruited under the discretionary powers given to the recruiting authority on the Northeast Frontier Railway during the period from 1975 to 1978 (up to September, 1978) is at appendix I.

2.7. Asked to state the present position with regard to recruitment of Apprentice Fireman, the Committee, during the course of evidence, have been informed as under:

"The Fireman Grade A has been a controversial category. After a lot of discussion and because of a lot of court cases, for the time being, we have appointed two Firemen Grade A. The Railway Board has not been able to finalise the negotiations. Today we are not taking any recruitment and those who have been promoted, their court cases have been going on."



2.8. The Committee have been informed during the course of evidence that copies of advertisements are not sent to the local M.Ps. and M.L.As. Copies of all advertisements are sent to Employment Exchanges and to the established agencies in consultation with the Ministry of Home Affairs (Department of Personnel and Administrative Reforms). The suggestion that copies of all advertisements should also be sent to all local Scheduled Castes and Scheduled Tribes M.Ps. and M.L.As. will be placed before the Railway Board and the Minister for Railways for their decision.

2.9. The Committee have also been informed during the course of evidence that all posts carrying a scale below Rs. 550/- are advertised locally and are also published in regional language papers. These vacancies are not being announced on the All India Radio.

2.10. Asked to state as to who is the competent authority to issue a caste Certificate to Scheduled Caste and Scheduled Tribe candidates for employment under the Railways, the Committee during evidence, have been informed that originally, a certificate issued by an M.L.A. or an M.P. was accepted and subsequently a Certificate duly signed by the Sub-Divisional Magistrate or District Magistrate had to be produced.

2.11. The Committee note the recruitment procedure being followed by the Northeast Frontier Railway for recruitment of personnel to man the various categories of posts under their control and recruitment to various categories of Class III (Group C) posts has been taken over by the Railway Service Commission, Gauhati with effect from October, 1978. The Committee hope that there will now be appreciable improvement in the intake of Scheduled Castes and Scheduled Tribes in the services of Northeast Frontier Railway. The Committee, however, suggest that in case adequate number of Scheduled Caste and Scheduled Tribe candidates are not available in any particular area, copies of recruitment notices should also be sent to the Employment Exchanges in the adjoining areas in order to attract maximum number of Scheduled Caste and Scheduled Tribe candidates to fill up all the posts reserved for them.

2.12. The Committee also note that all posts carrying scale below Rs. 550/- in the Northeast Frontier Railway are not announced on All India Radio. The Committee desire that all the appointing authorities in the Northeast Frontier Railway should, in future, ensure that all the vacancies reserved for Scheduled Castes and Scheduled Tribes in Group C and Group D posts are notified to the appropriate Station Directors of All India Radio for announcement through that Station and the procedure as laid down in the Deptt. of Personnel

and Administrative Reforms O.M. No. 36022/4/76-Estt. (SCT) dated the 7th August, 1976 should be strictly followed. The Committee are of the opinion that copies of all advertisements should be sent to local Scheduled Castes and Scheduled Tribes and M.L.As. and M.Ps. in order to enable them to sponsor suitable candidates. They, however, note that the question with regard to supply of copies of all advertisements to local Scheduled Caste and Scheduled Tribe M.L.As. and M.Ps. will be placed before the Minister of Railways for decision. The Committee would like to be apprised of the decision taken in this regard.

2.13. The Committee note that prior to September, 1978, recruitment to Group C (Class III) posts was made by the Railway Recruitment Committee under the control of the General Manager, North-east Frontier Railway and the dealing clerk in the Recruitment Branch has rejected applications from Scheduled Tribes on minor flimsy grounds viz. enclosure of less photographs, no proper age certificate, no attestation of mark-sheets and no proper caste and tribe certificate issued by the Collector and Deputy Collector, and thereby have denied many a Scheduled Tribe candidate the opportunity of employment in Northeast Frontier Railway. The Committee feel that the decision in such matters should have not been left in the hands of a clerk but the decisions should have been taken by the Senior Officers of the Recruitment Committee of the North East Frontier Railway.

The Committee considered it a serious lapse on the part of officers concerned who merely left the processing of applications to a clerk who acted in a most irresponsible way. The Committee desire that the whole matter should be thoroughly investigated and suitable action against the officers and clerk concerned taken. The Committee also desire that application from Scheduled Caste and Scheduled Tribe candidates should in no case be rejected on minor flimsy grounds.

#### B. RAILWAY SERVICE COMMISSION, GAUHATI

2.14. The Committee have been informed that a Railway Service Commission for N.F. Railway has been set up at Gauhati w.e.f. 25th October, 1978, replacing the Railway Recruitment Committee set up earlier which has ceased to exist.

The Composition of the Railway Service Commission is as under:

Chairman	—	1
Member Secretary	—	1
Assistant Secretary	—	1

The Commission is assisted by sufficient office staff.

2.15. The Chairman of the Railway Service Commission, Gauhati belongs to Scheduled Caste Community and the Member Secretary belongs to Scheduled Tribe community.

2.16. During the course of evidence, the Committee has been informed that the normal time lag between the date of Employment Notice and the date of recruitment is between 6 months to 12 months. In case of mass recruitment, this time lag is considerably longer as large number of applications are to be dealt with.

2.17. The Committee have also been informed that the formal power to appoint candidates is with the Railways but the power rests with the Railway Service Commission to make panels and the Railways are bound to make appointments only from that panel.

2.18. Asked to state whether the call letters to Scheduled Caste and Scheduled Tribe candidates were sent by registered post, the General Manager, Northeast Frontier Railway has stated that call letters to the candidates are sent by registered post and normally a minimum of 15 days notice is given to all candidates including Scheduled Caste and Scheduled Tribe candidates who are called for recruitment/interview. When asked whether 15 days' notice was sufficient for Scheduled Caste and Scheduled Tribe candidates, who generally live at far off places to appear for interview, etc., the representative of Railway Board stated:

"If you ask for my personal opinion, I would say that it is not sufficient, for example, Assam is a hill area. We should give a little more time."

2.19. The Committee regret to note there is normal time lag of 6 to 12 months in finalising the selection of candidates on the Northeast Frontier Railway and in the case of mass recruitment, this time lag is considerably longer as large number of applications are to be processed. The Committee would suggest that computerisation of recruitment work and introduction of objective type of tests might be introduced on the Northeast Frontier Railway on an experimental basis. The Committee would also suggest that the Railway Service Commission, Gauhati should conduct recruitment to non-technical mass categories annually, on a programme basis, without waiting for actual indents from the Railway in order to reduce the time lag in the recruitment of staff on the Railway. This will remove difficulty of promotional categories in respect of availability of candidates belonging to Scheduled Caste/Scheduled Tribe.

2.20. The Committee, therefore, urge 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 concessions/relaxations permissible in favour of Scheduled Castes and Scheduled Tribes should be clearly indicated in the requisition sent to the Employment Exchanges. Copies of all such notices should also be sent to the local Scheduled Caste and Scheduled Tribe M.L.As. and M.Ps. and also to the Members of the Parliamentary and State Committees on the Welfare of Scheduled Castes and Scheduled Tribes.

2.21. The Committee also 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/Unions Territory concerned.

2.22. The Committee would also like the Railway Service Commission, Gauhati and other recruitment authorities in the Northeast Frontier 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.

2.23. The Committee further suggest that the Railway Service Commission, Gauhati should be in touch with the Industrial Training Institutes and other technical institutions in the area for securing candidates to man the various posts on the Railway. The Committee also desire that the Railway Service Commission in the Northeast Frontier Railway should also maintain close liaison with the Indian Institute 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 said Railway and its workshops.

2.24. The Committee have been informed that normally a minimum of 15 days' notice is given to all candidates including Scheduled Caste and Scheduled Tribe candidates who are called for recruitment interview by the Northeast Frontier Railway. The representative of the Railway Board during evidence, agreed that 15 days' notice

was not sufficient for Scheduled Caste and Scheduled Tribe candidates who generally live at far off places. The Committee feel that at least a month's notice should be given to the Scheduled Castes and Scheduled Tribes as they would be living in far flung areas in the hilly region.

### C. CONCESSION AND RELAXATION

2.25. The Committee have been informed that the following concessions/relaxations are granted in favour of candidates belonging to Scheduled Castes and Scheduled Tribes while making recruitment to the Railway Services:

- (i) Maximum age limit is relaxed by five years in the case of Candidates belonging to Scheduled Castes and Scheduled Tribes.
- (ii) Cost of application forms is 1/4th in the case of Scheduled Castes and Scheduled Tribes.
- (iii) Free Railway second Class Passes are issued to Scheduled Caste and Scheduled Tribe candidates when called for written test/interview.
- (iv) No minimum qualifying marks are prescribed for Scheduled Caste and Scheduled Tribe candidates appearing for interviews in connection with recruitment.
- (v) Candidates belonging to Scheduled Castes and Scheduled Tribes are interviewed in separate blocks.
- (vi) Recruiting authority has full discretionary powers to recommend candidates belonging to reserved communities securing marks below the normal standard for appointment to non-gazetted services provided these candidates have the minimum qualification prescribed and the lowering of standard in their cases will not unduly affect the maintenance of efficiency.
- (vii) Concession in height and chest measurement in the case of recruitment posts of sub-Inspector and Rakshak in the Security Department, is allowed as follows:—

	Height	Chest un-expected
Scheduled Caste	160.00 CM	76.20 CM
Scheduled Tribe	150.00 CM	76.20 CM
Others	167.60 CM	81.30 CM

**2.26.** In addition to the facilities mentioned above, the following relaxations|concessions are also granted to candidates belonging to Scheduled Caste/Scheduled Tribe:

- (a) 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.
- (b) 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.
- (c) Candidates belonging to Scheduled Castes and Scheduled Tribes who fail to qualify the apprenticeship are given another chance with stipend and a further chance without stipend. If these candidates till fail to qualify, they are offered alternative appointment in Class III (Group C) where there are shortfalls in the reserved quota.
- (d) The Scheduled Caste and Scheduled Tribe candidates who fail in the medical examination are considered for alternative category for which they are medically fit and where there is deficiency of their quota.
- (e) Where Railway Recruitment Committee fails to recommend adequate number of Scheduled Castes and Scheduled Tribes to fill the quota reserved for them, the General Manager of the Zonal Railways have been delegated with special powers to recruit such candidates from open market without reference to the Recruitment Committees.
- (f) In the case of promotional categories if the requisite number of candidates belonging to reserved communities are not found suitable, the best amongst failures are promoted against the quota reserved for them in non-safety categories for six months on *ad-hoc* basis. If during these six months their performance is found to be satisfactory, their names are included in the panel.
- (g) While making *ad hoc* promotions against vacancies of 45 days or more, the reserved vacancies are filled by senior-most suitable Scheduled Caste and Scheduled Tribe candidate who is within the Zone of consideration.
- (h) Transfer of Scheduled Castes and Scheduled Tribes is confined to their native districts as far as practicable.

- (i) In the case of recruitment categories, reservation roster is followed both at the time of initial appointment and confirmation.
- (j) In the case of all promotions to categories not involving safety a concession of 10 per cent marks is granted to Scheduled Caste and Scheduled Tribe candidates.

2.27. The Committee have also been informed that Scheduled Caste and Scheduled Tribe candidates are interviewed in separate block, but not on different dates by the appointing authorities on the Northeast Frontier Railway and this practice is being followed since 1970.

2.28. During evidence, the Committee have been informed that no Scheduled Tribe candidates was available for the post of Prosecuting Sub-Inspector for want of seven years law practice experience. Asked to state whether relaxation in the law practice experience could be considered in such cases, the representative of the Ministry of Railways stated:

“I have taken a note of the point and we will certainly process the case now.”

2.29. The Committee note the various concessions/relaxations that are given to Scheduled Caste and Scheduled Tribe candidates while making recruitment to Class III services in the Northeast Frontier Railway and its Workshops. The Committee have no doubt that if the Northeast Frontier 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. The Committee are generally of the opinion that relaxations should invariably be given to Scheduled Caste and Scheduled Tribe candidates vis-a-vis general candidates. The Committee has been assured that question of relaxation in regard to seven years law practice experience for the posts of Prosecuting Sub-Inspector would be considered.

The Committee would like to be apprised of the decision taken by the Ministry of Railways (Railway Board) in this regard.

#### D. MAINTENANCE OF ROSTERS

2.31. 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 of the Northeast Frontier Railway.

2.32. There is a post of a Senior Personnel Officer at the Headquarters office to check the correct maintenance of roster. Personnel Officers (RP) in the Divisions and Senior Personnel Officer and Inspectors check the roster. The Annual Inspection report of rosters is usually submitted during the month of June every year. The Chief Personnel Officer who is the Liaison Officer on the Northeast Frontier Railway also checks the rosters.

2.33. One of the two Joint Directors in the Ministry of Railways whose jurisdiction covers Northeast Frontier Railway also conducts checks of the rosters maintained in different offices of the Northeast Frontier Railway. The discrepancies noticed during the course of inspections are rectified and remedial action taken.

2.34. 68 checks were conducted by the officers of the Northeast Frontier Railway and 16 checks by the Joint Director Railway Board of the Offices and workshops of the Northeast Frontier Railway during the last three years. During the course of visits by the Joint Director, Railway Board, opportunity has been taken by him to discuss the deficiency/lapses and other irregularities noticed during the checks with the concerned authorities. Written quarters of the Northeast Frontier Railway.

2.35. Asked to state the reasons as to why Northeast Frontier Railway is still maintaining rosters in manuscript unlike the Southern Railway and Northeast Eastern Railway which had standardised the rosters by getting them printed, the Committee have been informed that they have the standardised roster in cyclostyled form. These are being maintained by the Senior Personnel Officer (E) and action would be taken against those persons who have not maintained the rosters properly.

2.36. When the Committee pointed out that one of the Study Group of the Committee which visited the Headquarters Office of the Northeast Frontier Railway at Gauhati in January, 1979 examined some of the rosters and they were not found in order. In reply, the representative of the Ministry of Railways (Railway Board) has stated:

“On behalf of the Railway Ministry and on my behalf, I can assure you that there may be one or two omissions here and there. But since 1974, we have been able to bring up rosters in all the cases.”

2.37. The Committee then pointed out that the rosters have not been signed by the Liaison Officer in several cases and there were also cuttings which had not been authenticated.



2.38. The Committee have not only received complaints but also themselves seen during their visits to various offices of the North-east Frontier Railway that rosters were not maintained properly by the appointing authorities nor checked regularly inasmuch as there were cuttings over weights and other irregularities in the roster. The Committee need hardly emphasise the desirability of proper maintenance of rosters and their checking by the prescribed authorities at regular intervals as per extent orders on the subject and certificates of checks made thereon. Discrepancies noticed during the inspection of rosters should be rectified immediately and also brought to the notice of Head of the Department. Guidelines should be planned and laid down for the benefit of those who are to operate the rosters. The Committee also feel that there is a real need for educating the Liaison Officers and the staff under him about the maintenance and inspection of rosters. Disciplinary action should be taken against the defaulters in this respect.

#### E. PROMOTION

2.39. 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.

2.40. There are Selection Committees for selecting employees for promotion to selection posts comprising of three officers including one for the Department concerned and one from Personnel Branch. One of the Members of the Committee is nominated from the Reserved Communities as far as possible.

2.41. The Committee pointed out that in the case of selection of Assistant Electrical Engineer (Class II), one Scheduled Tribe candidate appeared in the written test and obtained 54 per cent marks against 60 per cent required for general candidates but he was not given *ad hoc* promotion as per instructions obtained in Railway Board's letter No. E(SCT) 74 CM 15/34 dated the 31st August, 1974. The General Manager, Northeast Frontier Railway has stated, during the course of evidence, that the panel has not yet been finalised and the persons concerned will be given the post.

2.42. The Committee then pointed that it has been brought to the notice of the Study Group of the Committee which visited Lumding in January, 1979 that one Yard Master who belongs to Scheduled Tribe community and who has passed the written test but failed

in oral test, has not been promoted. The representative of the Northeast Frontier Railway explained the position as under:—

“Mr. J. N. Kartar was appointed as Trains Clerk in 1970. He was later promoted as Assistant Yard Master in the scale of Rs. 330—560 against the ST quota and was again promoted as Assistant Yard Master in the scale of Rs. 425—640 on 29-11-76 against the quota reserved for Scheduled Tribe. He then appeared for selection for the post of Assistant Yard Master, Rs. 425—700, held on 1-11-1977. In this test, he secured the qualifying marks in the written test but was found totally lacking in experience and professional ability when interviewed by the Selection Committee. Thus, he did not qualify in the selection. The case was referred to the Chief Operating Superintendent (P), Maligaon on 1-12-77 for dereservation of the post. It was, however, advised by the Chief Operating Superintendent (P), Maligaon that the case of Shri Kartar might be dealt with in terms of Board’s instructions which stipulates that the reserved candidate who fails may be promoted on *ad-hoc* basis for a period of six months. At the end of the period, the working report is to be sent for final decision by the competent authority. This could not, however, be implemented since Shri Kartar was undergoing punishment of stoppage of increment for a period of one year with effect from 1-11-77. In the meantime, he also appeared in the selection for the higher post of Section Controller in the scale of Rs. 470—750 in which he was selected. He has been ordered for promotion as Section Controller, Lumding, on 29-11-78. He has yet to join his new post.”

2.43. In a written note submitted to the Committee, it has been stated that during the period from 1-4-1977 to 31-8-1978, Northeast Frontier has filled up 390 vacancies of various categories by promotion. There were 131 vacancies for Scheduled Castes and 61 for Scheduled Tribes but only 82 Scheduled Castes and 39 Scheduled Tribes were promoted thereby leaving a shortfall of 49 Scheduled Castes and 22 Scheduled Tribes.

2.44. The Committee note that for the cases brought to their notice that there has been supersession of Scheduled Castes and Scheduled Tribes employees on the Northeast Frontier Railway in the past. The Committee are as a rule, against the supersession of any Scheduled Caste or Scheduled Tribe employees on the grounds of their unsuitability to the higher post. They are of the opinion that

such Scheduled Caste and Scheduled Tribe employees should be promoted to higher posts at the appropriate time and then given in-service training to make them better equipped for that post. The Committee expect that all the appointing authorities in the Northeast Frontier Railway will observe these instructions as a rule and will ensure that all the posts reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them with a view to wipe out the backlog as early as possible.

#### F. DERESERVATION

2.45. In a note submitted to the Committee, the Committee have been informed that the following procedure is followed by the Northeast Frontier Railway with regard to dereservation of vacancies on that Railway:—

(i) In respect of technical and operation categories in non-gazetted service, dereservation is made with the approval of the General Manager. The General Manager gives dereservation orders only when he is satisfied that all possible measures have been taken to recruit or promote Scheduled Castes and Scheduled Tribes. The Department of Personnel and Administrative Reforms has given the relaxation to the Railways on reasons of operational requirement.

(ii) In respect of other categories both non-gazetted and gazetted service, dereservation is made with the prior approval of Department of Personnel and Administrative Reforms.

(iii) Dereservation proposal sent by the Railways in prescribed proforma are scrutinised at Railway Board's level to ensure that Railways have taken all possible steps to recruit or promote Scheduled Castes and Scheduled Tribes before agreeing to dereservation as proposed by the Railway and before recommending the Department of Personnel and Administrative Reforms to approve dereservation.

2.46. 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 is being followed on the Northeast Frontier Railway.

2.47. The number of posts which have been dereserved on the Northeast Frontier Railway during the years 1976-77 and 1978 are

stated to be as under:—

*Group B Class II Post*

	1976		1977		1978	
	S.C.	S.T.	S.C.	S.T.	S.C.	S.T.
Accounts	1	1	1			
Engineering	1					
Traffic	1	1				
Mechanical		1				
Stores						

*Group C Class III Post*

Pay and Cash Office					2	
Mechanical Department					1	12

**2.48. The Committee regret to note that 12 vacancies of Scheduled Tribes Candidates in Mechanical Department have been de-reserved in 1978 of the Northeast Frontier Railway. The Committee are of the opinion that these vacancies should have been filled up by Scheduled Caste Candidates.**

**The Committee note with distress that quite a large number of vacancies have been de-reserved in various grades during the last three years depriving employment to many a Scheduled Castes and Scheduled Tribes. The Committee have all along been of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.**

**G. DEPARTMENTAL RECRUITMENT/PROMOTION  
COMMITTEE**

**2.49. In a note submitted to the Committee, the Committee have been informed that on the Northeast Frontier Railway, recruitment to Class III (Group C) services was done by the Railway Recruitment Committee prior to 25th October, 1978, which consisted of:—**

- (i) An officer of the Junior Administrative Grade or above, as may be nominated by the General Manager for each category of the Recruitment.
- (ii) A nominated representative of the Government of Assam.
- (iii) Senior Personnel Officer (Recruitment).

2.50. A Railway Service Commission for the Northeast Frontier Railway with Headquarters at Gauhati has been set up with effect from 25th October, 1978 and the Railway Recruitment Committee does not exist.

2.51. The vacancies in Class IV (Group D) are filled to the extent of 50 per cent by screening serving casual labour/substitutes and by recruitment against the remaining 50 per cent. Recruitment against 50 per cent quota is done directly by the Divisional Units and the Committee consists of an Assistant Officer of the Department concerned, an Assistant Personnel Officer of another Division or Unit and the State Government representative.

2.52. The Screening Committee for purposes of screening casual labours/substitutes for absorption in Class IV (Group D) services consists of two departmental Assistant Officers and an Assistant Personnel Officer.

2.53. The Selection Committee for selecting employees for promotion to selection posts comprise of three officers including one from the department concerned and one from personnel branch. One of the members of the Committee is nominated from the reserved communities as far as possible.

2.54. Asked why it was not always possible to associate Scheduled Caste and Scheduled Tribe officers with the selection committee, the Committee have been informed that Scheduled Caste and Scheduled Tribe officers could be associated only when such suitable officers of appropriate ranks are available.

2.55. The Committee need hardly emphasise that the desirability of including invariably a Scheduled Caste or Scheduled Tribe Officer in the Departmental Recruitment Committee/Selection Boards constituted by the Northeast Frontier Railway so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case a Scheduled Caste/Tribe Officer of the required status is not available in the Northeast Frontier Railway, a Scheduled Caste/Tribe officer from another Railway or from another department of the Central/State Government should invariably be associated with such Departmental Recruitment/Promotion Committee.

#### H. RECRUITMENT OF CASUAL LABOUR

2.56. In a note submitted to the Committee, the Committee have been informed that casual labour who acquire temporary status as a result of having worked for more than four months. Open Line are considered for absorption against 50 per cent regular vacancies

after screening them by a Screening Committee consisting of three officers:—

- (i) One Assistant Officer of the Department concerned;
- (ii) One Assistant Officer of another Department; and
- (iii) One Assistant Personnel Officer nominated by the Chief Personnel Officer.

2.57. Casual Labours employed on Projects who acquire temporary status as a result of having worked for more than 6 months are also considered for absorption against regular vacancies along with the casual labour of Open Line Unit of the area concerned.

2.58. During the course of evidence, the Committee pointed out that no reservation for Scheduled Castes and Scheduled Tribes has been provided in the employment of casual labour and no time limit has also been prescribed after which a casual labour is made a regular employee on the Northeast Frontier Railway. In reply, the Committee have been informed that a casual labour is given the regular scale of pay on completion of four months continuous service and treated as temporary staff for leave, passes and medical facilities. There are at present about two lakh casual labour in the Railways and permanent vacancies are only 18,000 and regular appointment is given as per panel made by the Screening Committee.

2.59. The figures of Scheduled Caste and Scheduled Tribe among the casual labour in the Northeast Frontier Railway, its Divisions and Workshops as on 1st September, 1978 is stated to be as follows:—

	Total	S.C.	S.T.
Headquarters	112	25	4
Division	10124	973	510
Workshop	102	27	1

2.60. The Committee have also been informed that interests of Scheduled Caste and Scheduled Tribe are kept in view at the time of engagement of casual labour.

2.61. The Committee note that casual labour on the Northeast Frontier Railway are screened from time to time for absorption against available regular vacancies by a Committee of three officers—two from the Railways and one from outside. In order that there are no complaints that Scheduled Caste and Scheduled Tribe casual labourers are left out during screening at the time of their

absorption in the regular establishment, the Committee recommend that there should be at least one member from amongst the Scheduled Castes and Scheduled Tribes on the Screening Committee to safeguard the interests of Scheduled Castes and Scheduled Tribes. The Committee would also desire that while engaging casual labour, it should be ensured that the intake of Scheduled Caste and Scheduled Tribe is according to the percentage of reservation in favour of Scheduled Caste and Scheduled Tribe Communities.

#### I. EXCHANGE OF VACANCIES RESERVED FOR SCHEDULED CASTES AND SCHEDULED TRIBES

2.62. The Committee have been informed that in recruitment group, inter-change of vacancies reserved for Scheduled Tribes and *vice versa* is admissible on the third recruitment year. In 'A' and 'B' promotion group, it is done in the first year itself as there is no carry forward of vacancy. In 'C' and 'D' promotion categories, it is done in the third promotion year.

The number of Scheduled Castes appointed against the vacancies reserved for Scheduled Tribes and *vice versa* in the various categories in the Northeast Frontier Railway during each of the last three recruitment years is stated to be as under:—

Year	No. of Scheduled Tribes appointed against vacancies reserved for Scheduled Castes	No. of Scheduled Castes appointed against vacancies reserved for Scheduled Tribes
1975-76	2	14
1976-77	1	Nil
1977-78	3	Nil
	6	14

2.63. 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 third year of the carry forward of vacancies is obviated. The Committee would, therefore, request that all possible efforts should be made by the Northeast Frontier Railway authorities to find Scheduled Caste and Scheduled Tribe candidates for 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 Northeast Frontier Railway and the number of Scheduled Castes and Scheduled Tribes among them and their percentages to the total strength as on 15th January, 1958 (when this Railway was formed) and on 1st April, 1978 as furnished by the Ministry of Railways (Railway Board), is at Appendix II.

3.2. Another statement showing the recruitments made by the Northeast Frontier Railway Recruitment Committee during the years 1975-76, 1976-77 and 1977-78 (upto 30th September 1978) is at Appendix III.

3.3. In a note submitted to the Committee, the Committee have been informed that recruitment to Class I and Class II (direct recruitment Group) is done on the requirement of entire Ministry of Railways. There is no separate requisition for the Northeast Frontier Railway. The shortfall for the entire Ministry of Railways based on 1977—I.A.S. etc. examination is 2 for Scheduled Castes and 19 for Scheduled Tribes in Class I as per breakup given below:—

	Scheduled Castes	Scheduled Tribes
I.R.S.E.	..	3
I.R.S.E.E. .	1	2
I.R.S.S.E. .	1	2
I.R.S.M.E..		2
I.R.S.S. .		2
I.R.A.S. .		3
I.R.T.S. .		5
<b>TOTAL</b>	<b>2</b>	<b>19</b>

3.4. In a further note submitted to the Committee, the Committee have been informed that till October, 1978, Northeast Frontier Railway made their own recruitment through Recruitment Committees.



and during the period from 1st April, 1977 upto 31st July, 1978, the Recruitment Committee had advertised recruitment notices for as many as 620 vacancies of various categories. Till the formation of the Railway Service Commission, Gauhati i.e. October, 1978, the Recruitment Committee finalised recruitment against 367 vacancies (62 for Scheduled Castes, 67 for Scheduled Tribes and 238 for General). Against 62 vacancies for Scheduled Castes and 67 for Scheduled Tribes, Northeast Frontier Railway has taken only 11 Scheduled Castes and 7 Scheduled Tribes indicating shortfall of 51 for Scheduled Castes and 60 for Scheduled Tribes and during the same period, Northeast Frontier Railway has filled up 390 vacancies of various categories by promotion. Including backlog, there were 131 vacancies for Scheduled Castes and 61 for Scheduled Tribes. 82 Scheduled Castes and 39 Scheduled Tribes have further been promoted leaving a shortfall of 49 Scheduled Castes and 22 Scheduled Tribes.

3.5. It has also been stated that qualified Scheduled Caste and Scheduled Tribe candidates for technical categories are not available in the region and it has thus retarded the attempts of the Northeast Frontier Railway to increase the intake of Scheduled Castes and Scheduled Tribes in these services.

3.6. As regards popular category of posts like clerks, the Committee have been informed that they could not take all the Scheduled Caste and Scheduled Tribe candidates as they failed to obtain 30 per cent marks in English. In this connection, the representative of the Railway Board observed:—

“Now there are instructions issued by the Board saying that there are no qualifying marks for Scheduled Caste and Scheduled Tribe candidates for mass categories. Even if they obtain less marks, they can be called for interview.”

3.7. It has been stated that the Central Manager, Northeast Frontier Railway has taken up under his own powers to recruit Scheduled Caste and Scheduled Tribe candidates against shortfall in Typist category. The recruitment is in progress and is expected to be completed soon.

3.8. The Committee have also been informed that Scheduled Caste and Scheduled Tribe candidates are not forthcoming for Class IV posts on the Northeast Frontier Railway and it has been decided by the Northeast Frontier Railway to launch special crash programme in this regard from April, 1979 in order to wipe out the shortfall of Scheduled Tribes in all Class IV category posts.

3.9. During the course of evidence, the Committee pointed out that they had received complaints that persons other than Scheduled Castes and Scheduled Tribes were being recruited as 'Safaiwallas' and later on they were transferred to some other jobs and they do not take the job of sweeping. In reply, the representative of the Ministry of Railways (Railway Board) has stated:

"We will check this up. People from other communities are appointed as 'Safaiwallas'."

3.10. The Committee enquired whether the authorities concerned have taken care to see that backlog in Class I posts have been made good and whether any requirement have been sent to the U.P.S.C. for filling up these posts. In reply, General Manager, N.F. Railway has stated:—

"I received a letter from you (Chairman) and in reply thereto I had given guarantee that within a year the backlog will be made good."

3.11. As regards shortfall in certain categories of posts namely Junior Punch Verifiers, Hindi Stenographers etc., the representative of the Ministry of Railways (Railway Board) stated as under:

"The shortfall is there in these categories. As I said, we will ask the General Manager to fix a target date and take all steps to wipe off the deficiencies. I am told that the General Manager has already fixed target date of one year."

3.12. The Committee are distressed to note that the representation of Scheduled Castes and Scheduled Tribes in all categories of posts in the Northeast Frontier Railway is far below the quotas reserved for them. They have been informed that the main reason for not filling the vacancies reserved for Scheduled Castes and Scheduled Tribes is the non-availability of suitable candidates belonging to these communities. The Committee feel that there is no dearth of suitable Scheduled Caste and Scheduled Tribe candidates and thus the arguments advanced by the Northeast Frontier Railway are untenable. The Committee cannot but conclude that no concerted efforts have been made by the Ministry of Railway (Railway Board) and Northeast Frontier Railway to fill all the reserved posts by Scheduled Caste and Scheduled Tribe candidates as is evident from the arguments advanced by their representatives during evidence. In the circumstances, the Committee are constrained to observe that extent orders on the subject are neither being followed in letter and

spirit by the appointing authorities of the Northeast Frontier Railway nor adequate attention is being paid to improve the situation. The Committee are convinced that unless special drives are made by the Northeast Frontier Railway, the shortfall in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out.

3.13. The Committee also note that Northeast Frontier Railway has decided to launch a special crash programme from April 1979 with a view to wipe out the shortfall of Scheduled Caste and Scheduled Tribe in all Class IV category posts on the Railway. The Committee would like to be apprised of the results achieved as a result of this programme launched by the Northeast Frontier Railway.

In this connection, the Committee further note that the assurance given by the General Manager, Northeast Frontier Railway during evidence that the backlog in all categories of posts would be cleared within a year positively and trust that the assurance given will be fulfilled.

3.14. The Committee have been informed that persons other than Scheduled Castes and Scheduled Tribes are being recruited as 'Safaiwallas' on the Railway but they are not given the job of sweeping, etc. The Committee feel that while persons other than Scheduled Castes and Scheduled Tribes could be appointed as 'Safaiwallas' but desire that they should be assigned the job of sweeping, scavenging, etc.

## B. INSTITUTIONAL AND IN-SERVICE TRAINING

3.15. The Committee have been informed in a written note furnished to the Committee that training is provided in the Training Schools to the fresh recruits in order to enable them to acquire the basic knowledge of the rules, procedure and functions. The training includes both theoretical as well as practical training and the period of training varies depending upon the categories. During the period of training, the candidates belonging to reserved communities are given full facilities to follow and pick up the lessons. At the end of training, the candidates are examined and if any candidate belonging to Scheduled Castes and Scheduled Tribes fails to pass the examination, he is given another chance to undergo the training with benefit of stipend, which is not admissible to other candidates. If such a candidate again fails in the second chance, he is given yet another chance to undergo the training without the benefit of stipend.

3.16. On the Northeast Frontier Railway, no special or specific course of in-service training as such other than training schools has been arranged. However, employees who are promoted under the scheme of "best among the failures" are provided the opportunities of learning while on the job.

3.17. The number of Scheduled Caste and Scheduled Tribe employees who have been promoted and given on-the-job training in the Northeast Frontier Railway during the years 1976-77, 1977-78 and 1978-79 are stated to be as follows:—

	A		B	
	Promoted on <i>ad hoc</i> basis		Demoted	
	Scheduled Castes	Scheduled Tribes	Scheduled Castes	Scheduled Tribes
1976-77	9	1	1	..
1977-78	6	2	1	1
1978-79 (upto 30-9-1978)	4	4	..	..
	19	7	2	1

3. 18. Asked to state the number of Scheduled Caste and Scheduled Tribe officers who have been sent abroad for training during the last three years, the Committee have been informed that only 2 Scheduled Caste officers have been sent abroad for training—one in 1975 and the other in 1976.

3.19. The Committee note that all new recruits are given training in the Railway Training Schools but no special or specific course of in-service training as such has been arranged for Scheduled Caste and Scheduled Tribe employees in the Northeast Frontier Railway. The Committee feel that a special in-service training programme in the Northeast Frontier Railway especially for those Scheduled Caste and Scheduled Tribe employees who have been promoted under the scheme of "best among the failures" lowering the standards should be initiated on a regular basis.

3.20. The Committee would also suggest that, as per Government orders, preference should be given to Scheduled Caste and Scheduled Tribe officers while deputing officers for attending seminars and conferences, etc. and also for various training programmes in India or abroad to enable them to broaden their outlook and also to build up specialised knowledge.

### C. PERIODICAL RETURNS

3.21. The Committee have been informed that the Northeast Frontier Railway is required to submit two annual, seven half yearly and two quarterly reports.

These statements are furnished for purposes of compiling the report of 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. The Railway Board analyse these statements and give directions to the Railway Administration wherever necessary, and the result of analysis is laid on the Table of two Houses of Parliament in the form of half-yearly report, on the progress made in the intake of Scheduled Castes and Scheduled Tribes against vacancies reserved for them in railway services and other necessary measures for improvement.

3.22. Asked to state the reasons for late submission of half-yearly reports, the representative of the Northeast Frontier Railway has conceded there has been delay as these returns has to cover a lot of reports and they have also to see roster registers, etc.

3.23. The Committee note that the Ministry of Railways (Railway Board) analyse on receipt from the Railway Administrations 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 and give directions to them, wherever necessary, and the result of analysis is placed on the Table of two Houses of Parliament in the form of half-yearly report on the progress made in the intake of Scheduled Castes and Scheduled Tribes against vacancies reserved for them in railway services and other necessary measures for improvement. The Committee consider the proper compilation of returns and their timely submission to the Ministry of Railways (Railway Board) very important, as these returns are the only mechanism by which the proper implementation of the Reservation Orders in favour of Scheduled Castes and Scheduled Tribes can be watched. The Committee, therefore, need emphasise that there should be laxity in the proper compilation and timely submission of the returns by the Railway Administration. The Committee also 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

### A. REDRESSAL OF COMPLAINTS OF SCHEDULED CASTE AND SCHEDULED TRIBE EMPLOYEES

4.1. The Committee have been informed that at each of the Zonal and Divisional Headquarters and Workshops of the Northeast Frontier Railway, a separate complaint register is maintained for Scheduled Castes and Scheduled Tribes for redressal of their grievances. These complaints are processed at the Headquarters level by Senior Personnel Officer (R.P) in consultation with the concerned Department and examined at the level of Heads of the Department and General Manager. Similarly the complaints recorded at Workshops and Divisions are processed by one of the Assistant Personnel Officers with the concerned Divisional Officer and if Divisional Officers cannot decide, they refer to Headquarters Office for necessary decision.

4.2. In the year 1978, 331 complaints were received (236 from Scheduled Castes and 95 from Scheduled Tribes). 316 complaints (226 for Scheduled Castes and 90 for Scheduled Tribes) have been disposed of. Out of 316 complaints, 265 have been decided in favour of Scheduled Caste and Scheduled Tribe employees and 51 have been decided against Scheduled Caste and Scheduled Tribe persons. 15 complaints are still pending.

4.3. Asked to state the nature of grievances which are received from Scheduled Caste and Scheduled Tribe employees working on the Northeast Frontier Railway, the Committee have been informed that these relate to their promotion to higher grade non-selection, transfer, etc. Occasionally, there have also been complaints of supersessions and of harassment and also of not sending them for training.

4.4. The Committee note that separate registers registering for complaints|representations from Scheduled Caste and Scheduled Tribe employees are being maintained at each of the Zonal Divisional Headquarters and Workshops of the Northeast Frontier Railway. The Committee however, desire that procedure should be 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 the Division concerned during the course of inspection of the office 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 the Northeast Frontier Railway and also to the Ministry of Railways (Railway Board).

## B. APPRENTICESHIP TRAINING SCHEME

4.5. 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.

4.6. The apprentices engaged for training in a designated trade are given training in accordance with the syllabus prescribed by the Directorate 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 under this Act. The candidate should 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.

4.7. 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 to State. The duration of training varies from one to four years.

4.8. The Northeast Frontier Railway serves the States of Bihar, West Bengal, Assam, Nagaland, Tripura and Arunachal Pradesh. As per the provision of the Apprentices Act, the following is the ratio for providing representation of Scheduled Castes and Scheduled Tribes in these States:

States	Ratio of	
	SC	ST
Assam	1 : 17	1 : 9
Bihar	1 : 7	1 : 11
West Bengal	1 : 5	1 : 17
Nagaland		1 : 2
Tripura	1 : 8	1 : 3
Arunachal Pradesh	..	1 : 2

4.9. The position of recruitment under the Apprentices Act, 1961 is stated to be as under:—

### MECHANICAL DEPARTMENT

(a) 1. Total sanctioned strength—246

2. The criteria of apprentice for admission:

(a) the minimum age is 14 years;

(b) must have passed Class VIII examination or its equivalent.

3. Duration of training;

(a) For I.T.I. passed boys—18 months.

(b) Other than I.T.I. passed boys as laid down—3 years or 2 years.

4. Facilities/concessions given to Scheduled Castes/ Scheduled Tribes	Percentage of recruitment		
	SC	ST	
Apprenticeship trainees	12%	15%	
5. Number recruited in.	SC	ST	
(a)			
1975-76	150	19	29
1976-77	Nil	Nil	Nil
1977-78	Nil	Nil	Nil
(b) Number completed training in			
1977-78	77	8	1

(B) Position of recruitment of Engineering Graduate Diploma holders under the Apprentice Act, 1961.

1. Total number of seats available :

(i) Graduate in Mechanical Engineering . . . . .	8
(ii) Graduate in Electrical Engineering in Electrical Power	2
(iii) Diploma holder in Mechanical Engineering	
(a) Foundryman	8
(b) Fitter . . . . .	8
(iv) Diploma holder in Electrical Engineering :—	
(a) Electrical (General) . . . . .	4



2. The criteria for admission:

Mechanical Engineering Graduates, Electrical Engineering Graduates, Diploma holders in Mechanical and Electrical Engineering, Graduate Engineers will get stipend @ RS. 250|- p.m. and Diploma holder will get stipend @ Rs. 150|- p.m.

(3) Duration of training:

One year practical training.

4. Facilities|concessions given to Scheduled Castes|Scheduled tribes apprenticeship training;

The recruitment of the Engineering Graduate and Diploma holders are made by the Regional Director.

5. Number recruited during the last three years:

	Offer of Appointment	Number reported
(1) Graduate in Mechanical Engineering . . . . .	3	1
(2) Graduate in Electrical Engineering . . . . .	2	2
(3) Diploma holders in Mechanical Engineering		
(a) Foundryman/Fitter . . . . .	6	5
(4) Diploma holders in Electrical Engineering		
(a) Electrician (General) . . . . .	4	1

4.10. As per Apprentice Act, the apprentices are given training in the following trades:

Mechanical	Electrical
1. Fitter . . . . .	1. Carpenter
2. Mechanist . . . . .	2. Blacksmith
3. Welder . . . . .	3. A/Winder
4. Turner . . . . .	4. I/Mech.
5. Blacksmith . . . . .	5. A. C. Fitter/A.C. Mech.
6. Carpenter . . . . .	6. Mechanist
7. Painter . . . . .	7. Wireman
8. Moulder . . . . .	8. Electrician

4.11. During evidence, the Committee have been informed that training under the Apprentices Act, 1961 has been stopped on the Railways in consultation with the Ministry of Labour for a period of three years as quite a large number of apprentices who have been trained in the past are still awaiting appointment as the Railways cannot provide jobs to all of them and the question of revival of the scheme in future is under consideration.

4.12. The Committee note that training under the Apprentices Act, 1961 has been stopped on the Railways in consultation with the Ministry of Labour for a period of three years and the question of revival of the scheme in future is under their consideration. The Committee would like to be apprised of the decision taken in this regard.

#### C. AWARD OF PETTY CONTRACTS TO SCHEDULED CASTES AND SCHEDULED TRIBES

4.13. On the Northeast Frontier Railway, catering/vending contracts awarded by the Commercial Department are generally for a period of 3 or 5 years, as the case may be, and these are renewed for further terms from time to time if the performance of the licensee is found satisfactory.

4.14. Applications for award of licences for vending/catering contracts are invited by putting up notices in conspicuous places at Railway Stations, through Press etc. The applications are scrutinised by a Scrutiny Committee consisting of two or more officers which examines their suitability, experience, financial standing, etc. and submit recommendations to the competent authority who finally awards the contract to a suitable candidate on merits. Petty contracts upto half-a-unit are awarded to Scheduled Caste and Scheduled Tribe candidates straightaway if they are capable of doing the work. For the award of bigger contracts (bigger than half-a-unit), Scheduled Castes and Scheduled Tribe candidates are given first preference, other things being equal. No percentage has been fixed for the award of petty contracts to Scheduled Caste and Scheduled Tribe candidates.

4.15. The total number of licences granted by the Commercial Department, Northeast Frontier Railway during the years 1975-76, 76-77 and 1977-78 and the number of licences granted to Scheduled

**Castes and Scheduled Tribes amongst them are stated to be as under:—**

	Total	SC	ST
1975-76	5	2	..
1976-77	1		1
1977-78	15	2	

4.16. During the evidence, the Committee have been informed that the size of half-a-unit is different for different stations and if the traffic is high . . . . . it is treated as one unit and if the traffic is not much, it is treated as half-a-unit. The size of unit is determined on the basis of saleability and profitability and, in accordance with modified rule, licences for half-a-unit on the Railway Stations will only be granted to Scheduled Caste and Scheduled Tribe with effect from the 1st of August, 1978.

4.17. When the Committee pointed out that, out of the servants employed by the catering contractors on the Railways at least 10 per cent should belong to Scheduled Castes and Scheduled Tribes and that should be, indicated in the records maintained by the catering contractor for inspection by the Railway Officials, the Committee have been informed that a clause in this regard has already been incorporated in the agreement for the award of catering|vending contract and the Divisional Officials have been instructed to follow up this rigidly. There are 25 Scheduled Caste and 10 Scheduled Tribe employees out of 306 employed by catering contractors.

4.18. The Committee note that under the modified rule, catering|vending contracts upto half-a-unit on all the Railways are being awarded to Scheduled Caste and Scheduled Tribe candidates with effect from the 1st August, 1978. The Committee feel that the catering|vending upto half-a-unit is an uneconomic unit and desire that all catering|vending contracts up to one unit on all the Railways should be awarded to Scheduled Castes and Scheduled Tribes only.

#### D. LICENCES TO PORTERS

4.19. In a note submitted to the Committee, the Committee have been informed that a Committee of 3 officials is constituted for each railway station to consider grant of licences to porters. The Committee selects the licence porters for the station and licence fee upto the maximum of Rs. 5|- per annum is realized from them for issuing the licence. Each licence porter is also issued uniform at subsidised

rates which differs from station to station. No concession is at present given to Scheduled Caste and Scheduled Tribe persons.

4.20. During the course of evidence, the General Manager North-east Frontier Railway has agreed to issue instructions to all station Masters to see that preference is given to Scheduled Caste and Scheduled Tribe persons in the matter of selection of porters for the stations.

...4.21. The Committee note that Committee of 3 Officials is constituted to consider grant of licence to porters for the Railway stations and no preference is at present being given to Scheduled Castes and Scheduled Tribes persons. The Committee are happy to note that the General Manager, Northeast Frontier Railway has agreed to issue instructions to all Railway stations to see that Scheduled Caste and Scheduled Tribe persons are given preference in the selection of porters for the Railway stations.

4.22. The Committee also desire that a Scheduled Caste or Scheduled Tribe officials should also be included in the selection committee so as to instil confidence amongst the Scheduled Caste and Scheduled Tribe persons.

RAM DHAN,

*Chairman,*

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

NEW DELHI;

April 24, 1979.

Vaisakha 4, 1901 (S).

**APPENDIX I**

*(Vide para 2.6 of the Report.)*

**Statement showing the position of the Scheduled Castes and Scheduled Tribes candidates recruited under the discretionary powers of the Recruiting authorities during the period from 1977 to 1978 (upto 30-9-78).**

Sl. No.	Ref. of the employment Notice with Category No.	Category	Posts reserved for including B/F		Total No. Selected		No. recruited out of them under discretionary powers		Remarks
			SC.	ST.	SC.	ST.	SC.	ST.	
1	a		3	4	5	6	7	8	9
1/75-3		Tr. Nurse Student	1	2	1	1	1	1	
1/75-4		Chargeman 'A'	5	3	3	1	1	1	
1/75-6		Appr. CIMA	1	1	2		1		
1/75-7		Appr. HCIM	2	..	2	..	1	..	
2/75-8		Pharmacist	2	3	1	1	1	1	
2/75-10		Staff Nurse	3	4	1	1	..	1	
2/75-11		Appr. P. B. I./III.	3	5	3	1	1	1	
4/75-12		Appr. BRJ/III.	1	2	1	1	1	1	
4/75-13		Traffic Appr./III.	..	2	2	3	3	1	
4/75-16		Stenographer	3	4	3	2	1	1	
4/75-17		Health Inspector	..	2	..	2	..	2	

1	2	3	4	5	6	7	8	9
4/75-18	Midwife	.	.	.	.	.	.	.
4/75-23	Appr. Mech.	.	.	.	.	.	.	.
4/75-26	Ant. Appr. Mech.	.	.	.	.	.	.	.
6/75-28	Appr. TCM	.	.	.	.	.	.	.
7/75-30	Tr. Nurse Student.	.	.	.	.	.	.	.
1/76-5	Health Inspector/III.	.	.	.	.	.	.	.
1/76-9	[Appr. Mech. (Elec.)	.	.	.	.	.	.	.
2/76-13	Appr. P. I.	.	.	.	.	.	.	.
2/76-14	Pharmacist	.	.	.	.	.	.	.
1/77-1	Aux. Nurse-cum-midwife.	.	.	.	.	.	.	.
2/77-18	Comm. Appr.	.	.	.	.	.	.	.

**APPENDIX II**

(Vide para 3-1 of the Report)

*Statement showing the total number of employees in Class I, II, III and IV as on 15-1-1958.*

Category	Total No. of employees in position	S.C.	S.T.	Percentage		Remarks
				S.C.	S.T.	
<i>Class I</i>						
Class I as on 15-1-58	85	—	Not available	—		
As on 1-4-78	259	9	6	6.95%	4.60%	
Temporary Officer as on 1-4-78	10	..	1	..	10%	
<i>Class II</i>						
As on 15-1-58	34	—	Not available	—		
As on 1-4-78	267	18	4	11.96%	1.77%	
<i>Class III</i>						
As on 15-1-68	18419	529	329	2.87%	1.78%	
As on 1-4-78	35120	3223	1053	9.17%	2.29%	

**APPENDIX II(a)**

*(Vide para 3.1 of the Report)*

Statement showing the total number of employees in each Group A, B and C: Class I, II and III grades as on 15-1-1958 (when the reservation orders were given effect to) and on 1-4-1978

Category	Total No. of employees in position	Scheduled Caste	Scheduled Tribe	Percentage		Remarks
				S. C.	S.T.	
<i>Group 'A'</i>						
Class I as on 15-1-1958	85		Not available		..	
As on 1-4-1978 . . .	259		6	6.95%	60%	
Temp. Officer as on 1-4-1978 . . .	10		1		10%	
<i>Group 'B'</i>						
Class II as on 15-1-1958	84	..	Not available	..	..	
As on 1-4-1978 . . .	267	18	4	11.96%	1.77%	
<i>Group 'C'</i>						
Class III As on 15-1-58	18419	529	329	2.87%	1.78%	
As on 1-4-1978 . . .	35120	3223	1053	9.17%	2.29%	



**APPENDIX—III**

(Vide para 3.2 of the Report)

**Statement Showing Recruitment of the Candidates for the Period of Last Three Years Upto 30-9-1978.**

Category of post for which recruitment done during the period.	No. of Post reserved for SC, S.T.		No. of application received from		No. of SC/ST called for interview		No. of SC/ST offered appointment and actually joined		
	SC	ST	SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10
Health Visitors (330-560)	4	1	1	..	..	..	..	..	..
Trainee Nurse Student. (260-280) Stipend. Chargeman 'A' (550-750)	9	1	8	33	6	1	4	1	1
TXR/G. I. (550-750)	8	5	3	9	1	8	1	3	1
Appr. CMA (425-700)	2	1	1	1	..	..	..	..	..
Appr. JCMA (330-560)	2	1	1	6	..	2	2	2	..
Pharmacist (330-560)	3	2	2	22	..	6	2	2	..
Staff Nurse (425-640)	7	2	3	10	1	4	1	1	1
Appr. BRI/III (425-700)	8	3	4	5	4	2	2	1	1
Appr. FBI/III (425-700)	7	1	2	94	21	7	1	1	1
Appr. FBI/III (425-700)	20	3	5	84	32	10	4	3	1

	1	2	3	4	5	6	7	8	9	10
Traffic Appr/III (205-219) Stipend. . . . .		8	..	2	232	84	9	12	2	3
ASM (330-560)	270	31	39	9885	1996	452	243	82	75	
Typist (260-400)	11	9	6	512	174	9	10	5	6	
Steno (330-560)	11	3	4	100	20	5	2	3	2	
Health Inspector (330-560)	20		2	2	4			2	2	
Mid-wife (260-350)	3	2	1	8	4	4	6	4	2	2
Lab. Asstt. (260-430)	1	1	..	5	2	1				
Public Health Nurse (425-700)	3	1	1	1	1	1				
Malaria Overseer (330-560)	1	1	1	2	3					
Jr. Punch Varifier Operator (260-400)	16	2	3	45	5	3	..	..	1	
Appr. Mechanic (Ingg.) (330-404) Stipend. . .	5	1	1	7	1	3	..	..	1	
Chargeman 'A' (550-750)	3	2	1	5	3					
TXR Gr. I. (550-750)	1		4					..		
Int. Appr. TXR. (150-170) Stipend. . . . .	6	1	4	2	1	1	..	1	..	1
Appr. Mech. (Mech.) (425-700)	10	1	2	9	1	7			1	
Appr. TCM (260-400)	10	2	4	20	8	5	..	..	2	..
SIPP/II (RTF) (130-212) (AS)	20	2	5	140	87	12	24	24	5	5
Trainee Nurse Student (260-280) Stipend. . .	10	2	2	30	17	6	4	4	3	2

Horticulture Inspector (425-700)	1	..	..	4	..	..	..	..	..	..	..	..	..
Traine Tracer (Mech.), (260-430)	6	2	2	353	111	8	2	3	3	1	..	..	1
Public Health Nurse (425-700)	5	1	2	..	..	..	..	..	..	..	..	..	..
Health Visitor (330-560)	3	1	1	..	..	..	..	..	..	..	..	..	..
Health Inspector /III (330-560)	6	2	1	14	5	3	..	2	2	..	..	..	..
Malaria Overseer (330-560)	3	2	1	3	6	2	3	2	2	1	..	..	1
Midwife (260-350)	3	2	1	3	6	2	3	2	2	1	..	..	1
Jr. Punch Verifier Operator (260-400)	10	2	3	46	7	2	..	2	2	..	..	..	..
Appr. Mech. (Elec.) (425-700)	11	2	..	45	17	15	2	2	2	..	..	..	..
Asstt. Elec. Foreman (550-750)	2	1	1	3	1	..	..	..	..	..	..	..	..
Hindi Steno (330-560)	5	1	1	20	..	..	..	..	..	..	..	..	..
Prosecuting SIPP (RPF) (330-460)	2	1	1	..	..	..	..	..	..	..	..	..	..
Appr. PWI/III (425-700)	1	..	1	1	6	..	4	..	..	..	..	..	1
Pharmacist (330-560)	..	2	3	3	5	2	5	2	2	3	..	..	3
SIPP (RPF) (330-560)	14	2	2	436	201	10	14	2	2	3	..	..	3
Asstt. Teacher (Telegu) (330-560)	3	1	1	9	3	..	..	..	..	..	..	..	..
Pharmacist (330-560)	5	..	..	18	7	3	..	..	..	..	..	..	..
Sub-Inspector (FIRE) (330-560)	3	..	1	27	93	..	4	..	..	1	..	..	1
Appr. Mech. (Mech) (330-404)	21	2	5	30	14	2	1	2	2	1	..	..	1
Chargeman Gr. I (Mech.) (550-750)	11	4	3	2	1	..	..	..	..	..	..	..	..

	1	2	3	4	5	6	7	8	9	10
Aux. Nurse-cum-Midwife (460-350)		2	..	1	3	1	3	1	..	4
Extension Education (425-700)		2	..	1	6	2	3	2		..
Public Health Nurse (425-700)		5	1	2	3	3	..	..	..	..
Int. Appr. TXR (380) Stipend		2	1	1	8	1	2	1	1	
Appr. CMA (425) Stipend		3	1	2	2	..	..	..	..	..
Appr. CMA (380) Stipend		5	..	2	11	2	5	1	1	..
Asstt. Teacher (BM) (550-900)		1			..	..	..	..	..	..
Asstt. Teacher (BN) (550-900)		9		..	3	..	1	..	..	..
Asstt. Teacher (BM) Do.		1			3	..	..	..	..	..
Asstt. Teacher (BM) (440-750)		5	1	1	15	..	..	..		
Asstt. Teacher (AM) Do.		2	..	1	1	..	1	..		
Staff Nurse (F) (425-640)		3	1	..	4	2	..	2	..	..
Appr. TCI/III (392) Stipend		8	1	3	8	1	3	1	1	..
Appr. ST/III (380-416)		3	1	2	7	1	2	..	1	..
Comm'l. Appr. (425-440)		5	..	..	24	2	6	1	1	1
Sub-Overseer (380-560)		10	1	2	2	4	1	1	1	..
Appr. BRI/III (425-700)		1	..	1	30	6	..	4	..	1
Appr. Signal Inspector/III (425-700)		4	2	2	49	3	5	..	2	..

Appr. PEI/III (425-700)	3	..	3	16	38	..	8	..	4
Appr. TCI (425-700)	2	..	2	4	7	3	4	2	..
Appr. Mech. (Elec.) (425-700)	2	1	1	11	5	1	1	..	1
Pharmacist (330-560)	1		1	6	4		..	..	..
Lab. Asstt. (260-430)	1		1	7			..	..	..
Malaria Overseer (330-560)	1		1	2	1	..	..	..	..
Appr. HOW/III (425-700)	22	5	5	73	31	..	2	..	1
Prosecuting SIPP (RPF) (330-560)	2	1	1	3	1	1	..	1	1
Prosecuting SIPP (470-750)	3	1	1	5	1	1	..	..	..

**APPENDIX IV**  
**PERIODICAL RETURNS**

S. No.	Subject	Frequency & proforma	Date by which to reach Board's Office
1.	Special return showing recruitment of Scheduled Castes/Scheduled Tribes in a calendar year.	Annual	15th February
2.	Statement of Total strength as on 1st April and 1st October.	Half yearly	7th May and 7th November.
3.	Total No. of posts filled by recruitment during the half-year in Class I, II, III and IV (Safaiwallas).	Do.	Do.
4.	No. of promotion posts filled during the first and second half of the year on the basis of seniority-cum-suitability (first half is April to September and second half is October to March every year).	Do.	Do.
5.	No. of selection posts filled during the two half years Class III and Class IV.	Do.	Do.
6.	Recruitment to non-technical and quasi-technical categories in Class III and Class IV where appointment is made otherwise than by written examination during the half year ending.	Do.	Do.
7.	Statement showing the supersession of Scheduled Castes/Scheduled Tribes in Class III and Class IV during the quarter ending 31st March, 30th June, 30th September and 31st December.	Quarterly	1st quarter 25th April, Second quarter 25th July, Third quarter 25th October, Fourth quarter 25th January.
8.	Inspection Report by Liaison Officer alongwith the action taken by the General Manager thereon.	Annual	15th June.
9.	Statement showing vacancies temporarily de-reserved.	Quarterly	Last date of the month following the quarter.
10.	Statement showing selection post filled during two half years all categories from Class III & to II, within Class III from Class IV to III.	Half yearly.	7th May and 7th November.
11.	Statement showing the number of Scheduled Castes and Scheduled Tribes appointed to post filled by deputation during two half years.	Do.	Do.

## APPENDIX V

(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	1.9	<p>The Committee deplore the action of Heads of Departments who were members of the Selection Committee viz., COPS; CMO, F.A. &amp; CAO and CPO which selected candidates for the post of 12 Assistant Personnel Officers in the North-east Frontier Railway in 1978. The Committee strongly feel that these Heads of Departments have committed wrong in deliberately ignoring the claims of Scheduled Castes and Scheduled Tribe candidates which has been clearly laid down in the instructions issued by the Ministry of Railways (Railway Board) and the Government of India in this regard. The Chief Personnel Officer who is the Liaison Officer to safeguard the interests of Scheduled Castes and Scheduled Tribes has contrary to instructions recorded that "<i>Number in the panel should be 12, no reservations for Scheduled Castes and Scheduled Tribes.</i>" During the course of evidence, the Chairman, Railway Board has admitted that the Chief Personnel Officer has committed a mistake but in his opinion it was not a deliberate one. The Committee do not agree with the views of the Chairman, Railway Board and are of firm view that the aforesaid mistake was not committed by one Head of the Department i.e. Chief Personnel Officer but also by other</p>

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Heads of the Departments who were members of the Selection Committee. The Committee consider that Scheduled Caste and Scheduled Tribe candidates have been deprived of their constitutional rights by the Heads of the Departments of the Northeast Frontier Railway. The Committee, therefore, strongly recommend that suitable action should be taken against the defaulting officers.

**2****1.17**

The Committee note that the Chief Personnel Officer in the Northeast Frontier Railway acts as Liaison Officer for that Railway and he ensures timely and correct implementation of instructions issued from time to time by the Ministry of Railway (Railway Board) and also redressal of grievances of employees belonging to Scheduled Castes and Scheduled Tribes. He periodically inspects each unit and reports the progress regarding the intake of Scheduled Castes and Scheduled Tribes in their Services as per the quota reserved for them to the General Manager. He is assisted by one Senior Scale Officer at Headquarters and one officer has been nominated on all the four Divisions and in the two workshops. The Committee also note that one of the Joint Directors, whose jurisdiction covers the Northeast Frontier Railway, also visits the various units of the Railway to keep a watch over the implementation of the reservation orders for Scheduled Castes and Scheduled Tribes. The Committee would like to observe that mere designation of Liaison Officers and their 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.

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admissible to them and to ensure that anomalies and discrepancies noted by them are rectified quickly. In order to carry out his duties properly, it is but essential that he should not only be properly trained but should ensure that the personnel assisting him are fully conversant with the duties required for the proper and effective implementation of reservation orders. The Liaison Officers should be made personally responsible for any default in the implementation of the reservation orders and the maintenance of rosters by the units under him. 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 Department of Personnel and Administrative Reforms may be sought in this regard.

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1.18

The Committee also note that a Cell has been set up in the Ministry of Railways (Railway Board) and also in the Headquarters of the Northeast Frontier Railway. The Committee are distressed to note that the Cell in the Railway Board is not effectively functioning in as much as the letters sent by Members of the Committee and other Members of Parliament are not even acknowledged and action taken on the complaints are not communicated for months together. The Committee feel that the Cell should be strengthened, if necessary, by augmenting the staff. The Committee also recommend that key posts in the Cell should be manned by Scheduled Caste and Scheduled Tribe Officers.

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1.19

The Committee also note that no Cell has been set up in any of the four Divisions and Workshops under the Northeast Frontier Railway. The Committee desire that with a view to

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ensure more effective implementation at various levels, a Cell should be set up in each Division/Workshop and an Assistant Personnel Officer nominated to look after this job, as laid down in Railway Board's letter No. 75-E(SCT) 15/33, dated the 8th August, 1975.

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2.11

The Committee note the recruitment procedure being followed by the Northeast Frontier Railway for recruitment of personnel to man the various categories of posts under their control and recruitment to various categories of Class III (Group C) posts has been taken over by the Railway Service Commission, Gauhati with effect from October, 1978. The Committee hope that there will now be appreciable improvement in the intake of Scheduled Castes and Scheduled Tribes in the services of Northeast Frontier Railway. The Committee, however suggest that in case adequate number of Scheduled Castes and Scheduled Tribe candidates are not available in any particular area, copies of recruitment notices should also be sent to the Employment Exchanges in the adjoining areas in order to attract maximum number of Scheduled Caste and Scheduled Tribe candidates to fill up all the posts reserved for them.

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2.12

The Committee also note that all posts carrying scale below Rs. 550/- in the Northeast Frontier Railway are not announced on All India Radio. The Committee desire that all the appointing authorities in the Northeast Frontier Railway should, in future, ensure that all the vacancies reserved for Scheduled Castes and Scheduled Tribes in Group C and Group D posts are notified to the appropriate Station Directors of All India Radio for announcement through that Station and the procedure as laid down in the Department of Personnel and Administrative Reforms O.M. No. 36022/4/76-Estt. (SCT),

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dated the 7th August, 1976 should be strictly followed. The Committee are of the opinion that copies of all advertisements should be sent to local Scheduled Castes and Scheduled Tribes MLAs and MPs in order to enable them to sponsor suitable candidates. They however, note the question with regard to supply of copies of all advertisements to local Scheduled Caste and Scheduled Tribe MLAs and MPs will be placed before the Minister of Railways for decision. The Committee would like to be apprised of the decision taken in this regard.

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2.13

The Committee note that prior to September, 1978, recruitment to Group C (Class III) posts was made by the Railway Recruitment Committee under the control of the General Manager, Northeast Frontier Railway and the dealing clerk in the Recruitment Branch has rejected applications from Scheduled Tribes on minor flimsy grounds viz. enclosure of less photographs, no proper age certificates, no attestation of mark-sheets and no proper caste and tribe certificate issued by the Collector and Deputy Collector, and thereby have denied many a Scheduled Tribe candidate the opportunity of employment in Northeast Frontier Railway. The Committee feel that the decisions in such matters should have not been left in the hands of a clerk but the decisions should have been taken by the Senior Officers of the Recruitment Committee of the Northeast Frontier Railway. The Committee consider it a serious lapse on the part of officers concerned who merely left the processing of applications to a clerk who acted in a most irresponsible way. The Committee desire that the whole matter should be thoroughly investigated and suitable action against the officers and clerk concerned taken. The Committee also desire that applications from Scheduled Caste and Scheduled Tribe candidates

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should in no case be rejected on minor flimsy grounds.

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2.19

The Committee regret to note there is normal time lag of 6 to 12 months in finalising the selection of candidates on the Northeast Frontier Railway and in the case of mass recruitment, this time lag is considerably longer as large number of applications are to be processed. The Committee would suggest that computerisation of recruitment work and introduction of objective type of tests might be introduced on the Northeast Frontier Railway on an experimental basis. The Committee would also suggest that the Railway Service Commission, Gauhati should conduct recruitment to non-technical mass categories annually, on a programme basis, without waiting for actual indents from the Railway in order to reduce the time lag in the recruitment of staff on the Railway. This will remove difficulty of promotional categories in respect of availability of candidates belonging to Scheduled Castes/Scheduled Tribes.

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2.20

The Committee urge that all vacancies should also 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 concessions/relaxations permissible in favour of Scheduled Castes and Scheduled Tribes should be clearly indicated in the requisition sent to the Employment Exchanges. Copies of all such notices should also be sent to the local Scheduled Caste and Scheduled Tribe MLAs and MPs and also to the Members of the Parliament and State Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

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10	2.21	The Committee also recommend that simultaneously with the issue of recruitment advertisements in the Press requisitions to the <b>Employment Exchanges</b> , vacancies reserved for Scheduled Castes and Scheduled Tribes should also be notified to all the recognised and or registered Associations/Organisations 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.
11	2.22	The Committee would also like the Railway Service Commission, Gauhati and other recruitment authorities in the Northeast Frontier 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.
12	2.23	The Committee further suggest that the Railway Service Commission, Gauhati should be in touch with the Industrial Training Institutes and other technical institutions in the area for securing candidates to man the various posts on the Railway. The Committee also desire that the Railway Service Commission in the Northeast Frontier Railway should also maintain close liaison with the Indian Institute 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 said Railway and its workshops.
13	2.24	The Committee have been informed that normally a minimum of 15 days' notice is given to all candidates including Scheduled Caste and Scheduled Tribe candidates who are called for

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recruitment|interview by the Northeast Frontier Railway. The representative of the Railway Board during evidence, agreed that 15 days' notice was not sufficient for Scheduled Caste and Scheduled Tribe candidates who generally live at far off places. The Committee feel that at least a month's notice should be given to the Scheduled Castes and Scheduled Tribes as they would be living in far flung areas in the hilly region.

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2.29

The Committee note the various concessions|relaxations that are given to Scheduled Caste and Scheduled Tribe candidates while making recruitments to Class III services in the Northeast Frontier Railway and its Workshops. The Committee have no doubt that if the Northeast Frontier 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. The Committee are generally of the opinion that relaxations should invariably be given to Scheduled Caste and Scheduled Tribe candidates *vis-a-vis* general candidates. The Committee has been assured that question of relaxations in regard to seven years law practice experience for the posts of Prosecuting Sub-Inspector would be considered. The Committee would like to be apprised of the decision taken by the Ministry of Railways (Railway Board) in this regard.

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2.38

The Committee have not only received complaints but have themselves seen during their visits to various offices of the Northeast Frontier Railway that rosters were not maintained properly by the appointing authorities nor checked regularly in as much as there were cuttings over writings and other irregularities in the roster. The Committee need hardly emphasise the desirability of proper maintenance of

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rosters and their checking by the prescribed authorities at regular intervals as per extent orders on the subject and certificates of checks made thereon. Discrepancies noticed during the inspection of rosters should be rectified immediately and also brought to the notice of Head of the Department. Guidelines should be planned and laid down for the benefit of those who are to operate the rosters. The Committee also feel that there is a real need for educating the Liaison Officers and the staff under him about the maintenance and inspection of rosters. Disciplinary action should be taken against the defaulters in this respect.

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2.44

The Committee note that for the cases brought to their notice that there has been supersession of Scheduled Caste and Scheduled Tribe employees on the Northeast Frontier Railway in the past. The Committee are as a rule, against the supersession of any Scheduled Caste or Scheduled Tribe employees on the grounds of their unsuitability to the higher post. They are of the opinion that such Scheduled Caste and Scheduled Tribe Employees, should be promoted to higher posts at the appropriate time and then give inservice training to make them better equipped for that post. The Committee expect that all the appointing authorities in the Northeast Frontier Railway will observe these instructions as a rule and will ensure that all the posts reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them with a view to wipe out the backlog as early as possible.

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2.48

The Committee regret to note that 12 vacancies of Scheduled Tribe candidates in Mechanical Department have been dereserved in 1978 of the Northeast Frontier Railway. The Committee are of the opinion that these vacancies should have been filled up by Scheduled Caste candidates.

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The Committee note with distress that quite 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 have all along been of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.

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2.55

The Committee need hardly emphasize that the desirability of including invariably a Scheduled Caste or Scheduled Tribe officer in the Departmental Recruitment Committee/Selection Boards constituted by the Northeast Frontier Railway so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case a Scheduled Caste/Tribe Officer of the required status is not available in the Northeast Frontier Railway, a Scheduled Caste/Tribe officer from another Railway or from another department of the Central/State Government should invariably be associated with such Departmental Recruitment/Promotion Committee.

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2.61

The Committee note that casual labour on the Northeast Frontier Railway are screened **from time to time** for absorption against available regular vacancies by a Committee of three officers—two from the Railways and one from outside. In order that there are no complaints that Scheduled Caste and Scheduled Tribe casual labourers are left out during screening at the time of their absorption in the regular establishment, the Committee recommend that there should be at least one member from amongst the Scheduled Castes and Scheduled Tribes on the Screening Committee to safeguard the interests of Scheduled Castes and Scheduled Tribes. The Committee would also desire that while engaging casual labour, it

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should be ensured that the intake of Scheduled Castes and Scheduled Tribes is according to the percentage of reservation in favour of Scheduled Caste and Scheduled Tribe communities.

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2.63

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 third year of the carry forward of vacancies is obviated. The Committee would, therefore, request that all possible efforts should be made by the Northeast Frontier 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.

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3.12

The Committee are distressed to note that the representation of Scheduled Castes and Scheduled Tribes in all categories of posts in the Northeast Frontier Railway is far below the quotas reserved for them. They have been informed that the main reason for not filling the vacancies reserved for Scheduled Castes and Scheduled Tribes is the non-availability of suitability candidates belonging to these communities. The Committee feel that there is no dearth of suitable Scheduled Caste and Scheduled Tribe candidates and thus the arguments advanced by the Northeast Frontier Railway are untenable. The Committee cannot but conclude that no concerted efforts have been made by the Ministry of Railways (Railway Board) and Northeast Frontier Railway to fill all the

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reserved posts by Scheduled Caste and Scheduled Tribe Candidates as is evident from the arguments advanced by their representatives during evidence. In the circumstances, the Committee are constrained to observe that extant orders on the subject are neither being followed in letter and spirit by the appointing authorities of the Northeast Frontier Railway nor adequate attention is being paid to improve the situation. The Committee are convinced that unless special drives are made by the Northeast Frontier Railway, the shortfall in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out.

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3.13

The Committee also note that Northeast Frontier Railway has decided to launch a special crash programme from April 1979 with a view to wipe out the shortfall of Scheduled Caste and Scheduled Tribe in all Class IV category posts on the Railway. The Committee would like to be apprised of the results achieved as a result of this programme launched by the Northeast Frontier Railway.

In this connection, the Committee further note that the assurance given by the General Manager, Northeast Frontier Railway during evidence that the backlog in all categories of posts would be cleared within a year positively and Trust that the assurance given will be fulfilled.

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3.14

The Committee have been informed that persons other than Scheduled Castes and Scheduled Tribes are being recruited as 'Safaiwalas' on the Railway but they are not given the job of sweeping, etc. The Committee feel that while persons other than Scheduled Castes and Scheduled Tribes could be appointed as 'Safaiwalas' but desire that they should be assigned the job of sweeping, scavenging, etc.

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- 24      3.19      The Committee note that all new recruits are given training in the Railway Training Schools but no special or specific course of in-service training as such has been arranged for Scheduled Caste and Scheduled Tribe employees in the Northeast Frontier Railway. The Committee feel that a special in-service training programme in the Northeast Frontier Railway especially for those Scheduled Caste and Scheduled Tribe employees who have been promoted under the scheme of "best among the failures" lowering the standards should be initiated on a regular basis.
- 25      3.20      The Committee would also suggest, as per Government orders, preference should be given to Scheduled Caste and Scheduled Tribe officers while deputing officers for attending seminars and conferences, etc., and also for various training programmes in India or abroad to enable them to broaden their outlook and also to build up specialised knowledge.
- 26      3.23      The Committee note that the Ministry of Railways (Railway Board) analyse on receipt from the Railway Administrations 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 and give directions to them, wherever necessary, and the result of analysis is placed on the Table of two Houses of Parliament in the form of half-yearly report on the progress made in the intake of Scheduled Castes and Scheduled Tribes against vacancies reserved for them in railway services and other necessary measures for improvement. The Committee consider the proper compilation of returns and their timely submission to the Ministry of Railways (Railway Board) very important, as these returns
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are the only mechanism by which the proper implementation of the Reservation Orders in favour of Scheduled Castes and Scheduled Tribes can be watched. The Committee, therefore need hardly emphasise that there should be no laxity in the proper compilation and timely submission of the returns by the Railway Administration. The Committee also 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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4.4

The Committee note that separate registers registering for complaints/representations from Scheduled Caste and Scheduled Tribe employees are being maintained at each of the Zonal, Divisional Headquarters and Workshops of the Northeast Frontier Railway. The Committee, however, desire that procedure should be 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 the Division concerned during the course of inspection of the office 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 the Northeast Frontier Railway and also to the Ministry of Railways (Railway Board).

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4.12

The Committee note that training under the Apprentices Act, 1961 has been stopped on the Railways in consultation with the Ministry of Labour for a period of three years and the question of revival of the scheme in future is under their consideration. The Committee would like to be apprised of the decision taken in this regard.

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29	4.18	<p>The Committee note that under the modified rule, catering/vending contracts upto half-a-unit on all the Railways are being awarded to Scheduled Caste and Scheduled Tribe candidates with effect from the 1st August, 1978. The Committee feel that the catering/vending upto half-a-unit is an uneconomic unit and desire that all catering/vending contracts upto one unit on all the Railways should be awarded to Scheduled Castes and Scheduled Tribes only.</p>	
30	4.21	<p>The Committee note that a Committee of 3 Officials is constituted to consider grant of licence to porters for the Railway stations and no preference is at present being given to Scheduled Castes and Scheduled Tribes persons. The Committee are happy to note that the General Manager, Northeast Frontier Railway has agreed to issue instructions to all Railway stations to see that Scheduled Caste and Scheduled Tribe persons are given preference in the selection of porters for the Railway stations.</p>	
31	4.22	<p>The Committee also desire that a Scheduled Caste or Scheduled Tribe official should also be included in the selection committee so as to instil confidence amongst the Scheduled Caste and Scheduled Tribe persons.</p>	