

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1980-81)**

(SEVENTH LOK SABHA)

**SECOND REPORT
MINISTRY OF RAILWAYS (RAILWAY BOARD)**

**ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS
CONTAINED IN THE THIRTY-SEVENTH REPORT OF THE
COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES ON THE MINISTRY OF RAILWAYS (RAIL-
WAY BOARD)—RESERVATIONS FOR, AND EMPLOYMENT OF
SCHEDULED CASTES AND SCHEDULED TRIBES IN NORTHEAST
FRONTIER RAILWAY AND AWARD OF PETTY CONTRACTS TO
SCHEDULED CASTES AND SCHEDULED TRIBES IN NORTHEAST
FRONTIER RAILWAY.**

Presented to Lok Sabha on _____

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Laid in Rajya Sabha on _____

22 DEC 1980



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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(1980-81)**

Shri R. R. Bhole

Chairman

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*Elected w.e.f. 4th December, 1980 *vice* Shri Baleshwar Ram ceased to be member of the Committee on his appointment as Minister of State.

SECRETARIAT

Dr. D. N. Gadhok—*Senior Legislative Committee Officer.*

Shri P. C. Chaudhry—*Senior Legislative Committee Officer.*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Second Report on Action Taken by Government on the recommendations contained in the Thirty Seventh Report (Sixth Lok Sabha) on the Ministry of Railways (Railway Board) Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in North East Frontier Railway and award of petty contracts to Scheduled Castes/Scheduled Tribes in Northeast Frontier Railway.

2. The draft Action Taken Report was considered and adopted by the Committee at their sitting held on the 30th September, 1980.

3. The report has been divided into the following chapters:—

I. Report

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

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

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

4. An analysis of the Action taken by Government on the recommendations contained in the 37th Report of the Committee is given in Appendix I. It would be observed therefrom that out of the total number of thirty-one recommendations in the Report, fifteen recommendations *i.e.* 48.40 per cent have been accepted by Government, the Committee do not desire to pursue seven recommendations *i.e.* 22.60 per cent of the recommendations in view of the Government replies; replies of Government in respect of nine recommendations *i.e.* 29.00 per cent of the recommendations have not been accepted by the Committee.

NEW DELHI;
4th December, 1980

Agrahayana 13, 1902 (S)

R. R. BHOLE,
Chairman,

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

CHAPTER I

REPORT

The Report of the Committee deals with action taken by Government on the recommendations contained in the thirty-seventh Report (Sixth Lok Sabha) on the Ministry of Railways (Railway Board).

1.2 In Para 1.9 of their thirty-seventh Report, the Committee had deplored the action of Heads of Departments who were members of the Selection Committee (*viz.* COPS, CMO, F.A. & C.A.O. & C.P.O. which selected candidates for the post of 12 Assistant Personnel Officers in the North-east Frontier Railway in 1978. The Committee had strongly felt that these Heads of Departments had committed wrong in deliberately ignoring the claims of Scheduled Caste and Scheduled Tribe candidates which had been clearly laid down in the instructions issued by the Ministry of Railways (Railway Board) and the Government of India in that regard. The Chief Personnel Officer who was the Liaison Officer to safeguard the interests of Scheduled Castes and Scheduled Tribes had contrary to instructions recorded that "*Number in the panel should be 12, no reservation for Scheduled Castes and Scheduled Tribes*". During the course of evidence, the Chairman, Railway Board had admitted that the Chief Personnel Officer had committed a mistake but in his opinion it was not a deliberate one. The Committee did not agree with the views of the Chairman, Railway Board and were 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 considered that Scheduled Caste and Scheduled Tribe candidates had been deprived of their constitutional rights by the Heads of the Departments of the Northeast Frontier Railway. The Committee had, therefore, strongly recommended that suitable action should be taken against the defaulting Officers.

1.3 In their reply dated the 27th September, 1979 the Ministry of Railways (Railway Board) have stated that remedial action has been taken by the Northeast Frontier Railway by conducting supplementary selection for the reserved post of A.P.O. in which, one Scheduled Caste has been promoted against the one quota reserved for Scheduled Castes and second Scheduled Caste empaneled and one Scheduled Tribe who failed in the test is being given 6 months trial promotion as per extant instructions.

Ministry of Railways have also stated that during the oral evidence they had explained to the Committee that it was a genuine mistake and they did not intend to take further action against the Selection Committee members.

1.4 The Committee are happy to note that remedial action had been taken and the wrong done to Scheduled Caste and Scheduled Tribe category of officers has been rectified. But they are not satisfied with the Government's statement that 'it was a genuine mistake and do not intend to take further action against the Selection Committee Members', the Committee desire that stern action should be taken against the defaulting officer.

1.5 In para 2.12 of their report the Committee had noted that all posts carrying scale below Rs. 550/- in the Northeast Frontier Railway were not being announced on All-India Radio. The Committee had desired 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 were notified to the appropriate Station Director 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/A/76-Estt. (SCT) dated the 7th August, 1976 should be strictly followed. The Committee were of the opinion that copies of all advertisements should be sent to local Scheduled Castes and Scheduled Tribes M.L.As. and M. Ps. in order to enable them to sponsor suitable candidates. They, however, noted 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. was to be placed before the Minister of Railways for decision. They had, therefore, desired that they should be apprised of the decision taken in this regard.

1.6 The Ministry of Railways (Railway Board) in their reply dated the 27th September, 1980 have stated that all jobs/vacancies for Scheduled Castes and Scheduled Tribes and recruitment notices thereon for Group 'C' services are being announced for Northeast Frontier Railway system over All India Radio at Gauhati, Dibrugarh, Pasighat, Tizu, Kohima, Imphal, Aizwal, Silchar, Agartala, Kurseong, Siliguri and Ranchi.

Regarding Group 'D' services, recruitment is confined to limited areas and indent is placed to the concerned local Employment Exchange only. They are not being announced over the All India Radio.

The question of supply of copies of all advertisements to local Scheduled Caste and Tribe M.L.A. and M. P. has been placed before the Railway Minister who considered it not desirable to adopt the proposed system of endorsing advertisement notices to M.Ps. and M.L.As.

1.7 The Committee do not agree with the reply of Government. They feel that since Northeast Frontier Railway is serving mostly remote areas having Scheduled Tribe population, the announcement regarding Group 'D' vacancies over All India Radio will be beneficial to the Scheduled Tribes. They are also convinced that supply of copies of advertisements to local Scheduled Caste and Scheduled Tribe M. Ps/M.L.As will help them to sponsor the candidates belonging to these communities. The Committee, therefore, reiterate their earlier recommendation.

1.8 In para 2.13 of their Report, the Committee had noted 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 had 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 Collector and Deputy Collector, and thereby had denied many a Scheduled Tribe candidates the opportunity of employment in Northeast Frontier Railway. The Committee had

felt that the decisions in such matters should have not been left in the hands of a Clerk but the decision should have been taken by the Senior Officers of the Recruitment Committee of the Northeast 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 had desired that the whole matter should be thoroughly investigated and suitable action against the Officers and Clerk concerned taken. They had also desired that applications from Scheduled Caste and Scheduled Tribe candidates should in no case be rejected on minor, flimsy grounds.

1.9 In their reply dated the 27th September, 1979, the Ministry of Railways (Railway Board) have stated that the rejection of applications of Scheduled Castes and Scheduled Tribes candidates by the Railway Service Commission is now made only on explicit order either from the Chairman or Members of the Railway Service Commission and in case of Northeast Frontier Railway Administration from a gazetted officer. Action against Clerks and Officers concerned for lapses in the year 1974 etc. which Committee referred to is considered not feasible as some of the staff have retired.

1.10 The Committee are not satisfied with the reply of the Government and therefore reiterate their earlier recommendation.

1.11 In para 1.20 of their Report the Committee had recommended 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 Parliament and State Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

1.12 The Ministry of Railways (Railway Board) in their reply dated the 27th September, 1979 have stated that advertisement notices give details including number of reserved vacancies separately for Scheduled Castes and Scheduled Tribes, qualifications, concessions and Relaxations etc. in favour of Scheduled Castes and Scheduled Tribes, but they considered the system of sending copies of notices to local Scheduled Caste and Scheduled Tribe M.L.As and M.Ps and State Committee Members on the Welfare of Scheduled Castes and Tribes not desirable.

1.13 The Committee do not agree with the reply of Government and reiterate their earlier recommendation. As regards supply of copies of advertisements to local Scheduled Caste and Scheduled Tribe MPs/MLAs is concerned Committee would like to draw attention to their observation in para 1.7 above.

1.14 In para 2.38 of their Report the Committee had pointed out that they had not only received complaints but had 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 and overwritings and other irregularities in the roster. The Committee had emphasised the desirability of proper maintenance of rosters and their checking by the prescribed authorities at regular intervals as per extant 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 Department. Guidelines should be planned and laid down for the benefit of those who were to operate the rosters. The Committee also felt that there was a real need for educating the Liaison Officers and the staff under him about the maintenance and inspection of rosters. They had also suggested that disciplinary action should be taken against the defaulters in this respect.

1.15 In their reply dated the 27th September, 1979 the Ministry of Railways (Railway Board) have stated that rosters have now been correctly reconstructed. They are being checked by field staff under the Chief Liaison Officer of Northeast Frontier Railway and Officers of the Cell of the Railway Board.

1.16 The Committee regret that latter portion of their recommendation has not been replied to. They desire that action should be taken against the defaulting officers in every case.

1.17 In para 2.44 of their Report the Committee had noted that there had been supersession of Scheduled Caste and Scheduled Tribe employees in the Northeast Frontier Railway in the past in the cases brought to their notice and had stated that as a rule, they were against the supersession of any Scheduled Caste or Scheduled Tribe employee on the grounds of their unsuitability to the higher post. They were 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 expected that all the appointing authorities in the Northeast Frontier Railway would observe these instructions as a rule and ensure that all the posts reserved for Scheduled Castes and Scheduled Tribes were actually filled in by them with a view to wipe out the backlog as early as possible.

1.18 The Ministry of Railways (Railway Board) in their reply dated the 27th September, 1979 have stated that Ministry of Railways, promote even the best among the failed Scheduled Caste/Scheduled Tribe candidates on trial in non-safety posts for six months and give training on the job to the maximum possible so as to overcome or prevent supersession or de-reservation. In case of safety and operating categories, pre-selection coaching is imparted. All supersession of Scheduled Castes and Tribes in Safety posts are reviewed at appropriate highest levels.

1.19 The Committee appreciate the efforts being made to overcome or prevent supersession or dereservation. They, however, feel that as a rule there should be no supersession of any Scheduled Caste and Scheduled Tribe employees.

1.20 In para 2.48 of their Report the Committee had noted that 12 vacancies of Scheduled Tribe candidates had been dereserved in 1978 in Mechanical Department of the Northeast Frontier Railway. The

Committee were of the opinion that these vacancies should have been filled up by Scheduled Caste candidates. The Committee had also noted with distress that quite a large number of vacancies had been dereserved in various grades during the last three years depriving employment to many a Scheduled Castes and Scheduled Tribes. The Committee had all along been of the view that the vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.

1.21 In their reply dated the 27th September, 1979 the Ministry of Railways (Railway Board) have stated that the Ministry of Railways is guided by the Department of Personnel's instructions and as per Department of Personnel's directive, reserved posts for Scheduled Caste/Scheduled Tribe if suitable Scheduled Caste/Tribe candidates are not available, are carried forward upto the third Selection or Recruitment year and in the event of non-availability, the quota are interchanged in the third year or if Scheduled Caste /Scheduled Tribe is not still available, it is lapsed. By special dispensation given by the Railway Board, Northeast Frontier Railway recruited 12 Scheduled Tribe candidates in the lowest recruitment categories as engine cleaner against Scheduled Tribe quota in driver 'B' grade, the reserved Scheduled Tribe quota in Grade 'B' driver were then dereserved.

1.22 The Committee are not satisfied with the reply of the Government. They feel that before recruiting Scheduled Tribe candidates in the lowest category as engine cleaners no attempt appears to have been made to recruit Scheduled Caste drivers in the 3rd year of carry forward against the quota in driver 'D' grade reserved for Scheduled Tribes. They therefore, reiterate their earlier recommendation that the vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.

1.23 In para 2.55 of their Report the Committee had emphasised 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 was 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.

1.24 The Ministry of Railways (Railway Board) in their reply dated the 27th September, 1979 have stated that as far as possible, Scheduled Caste and Scheduled Tribe Officer of appropriate status is nominated in the Departmental Recruitment/Selection Boards on the Northeast Frontier Railway. The recommendation of appointing Scheduled Caste or Tribe Officer from other Railways or other Central/State Department could not be accepted as it is not found workable and it would delay the processing considerably.

1.25 The Committee do not agree with the arguments advanced by the Ministry for not associating an officer of the Central/State government with their Departmental Recruitment/Promotion Committee. They, therefore, reiterate their earlier recommendation.

1.26 In para 4.18 of their Report the Committee had noted that under the modified rule, catering/vending contracts upto half-a-unit on all the Railways were being awarded to Scheduled Caste and Scheduled Tribe candidates with effect from the 1st August, 1978. But the Committee felt that the catering/vending upto half-a-unit was an uneconomic unit and had desired that all catering/vending contracts upto one unit on all the Railways should be awarded to Scheduled Castes and Scheduled Tribes only.

1.27 In their reply dated the 27th September, 1979, the Ministry of Railways (Railway Board) have stated that the Catering establishment including a refreshment room or restaurant at medium stations is computed as half-a-unit. Catering Unit including Dining Cars at bigger station is computed as one unit. Contract of half-a-unit constitute bulk of catering/vending and are more remunerative. It is considered that once a Scheduled Caste/Scheduled Tribe enters into the domain of Catering and vending on the Railways, he or she can very well try to increase his or her holding upto the overall ceiling of four units based on their performance. Apart from this, they are also given first priority in the award of larger contracts. The Ministry, therefore, consider it not possible the reserve catering and vending contracts upto one unit on all the Railways to Scheduled Castes and Scheduled Tribes only.

1.28 The Committee are not satisfied with the reply of Government. They feel that 23 percent catering/vending contracts upto one unit should be reserved for Scheduled Castes/Scheduled Tribes.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 2, Para 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 Railways (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 cover 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 more 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 Officer 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.

Reply of Government

Recommendation has been accepted. The Northeast Frontier Railway has initiated training of cadre clerks in establishment knowledge including reservation rules for Scheduled Castes and Scheduled Tribes at Headquarters for one week by batches.¹

Regarding the Refresher Course of Liaison Officers or Senior Officers, Institute of Secretariat Training and Management under the auspices of Department of Personnel conducted an appreciation course on reservation in services for 4 days beginning from 27th August, 1979. The Ministry of Railways nominated two officers—Shri K. K. Berry, Chief Personnel Officer,

N.F. Railway and Shri N. C. Tarafdar, Senior Personnel Officer (R.P.). The two officers from the N. F. Railway attended the course. This Ministry will be sending all Liaison Officers to such courses, by batches for courses as conducted by the Institute of Secretariat Training and Management from time to time.

[Ministry of Railways (Railway Board) O.M. No. 78 E(SCT) 15/22
dated 27-9-1979]

Recommendation (Sl. No. 4, Para 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/Workshop and an Assistant Personnel Officer nominated to look after this job, as laid down in Railway Board's letter No. 75(SCT)/E15/33 dated the 8th August, 1975.

Reply of Government

On Northeast Frontier Railway, on each of the four Divisions and two Workshops, one Assistant Personnel Officer is nominated to ensure more effective implementation of reservation rules. He is assisted by a dealing hand.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)15/22
{dated 27-9-1979}]

Recommendation (Sl. No. 5, Para 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 Exchange 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.

Reply of Government

All recruitment authorities have been directed to send copies of the recruitment notices to the employment exchanges in the adjoining areas so as to attract maximum number of Scheduled Castes and Scheduled Tribes, in case adequate Scheduled Castes and Scheduled Tribes are not forthcoming within its unit area for group D service and for group C service, wide publicity through regional and local papers is made, apart from sending notice to each and every employment exchange.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)15/22
{dated 27-9-1979}]

Recommendation (Sl. No. 10, Para 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/Union Territory concerned.

Reply of Government

Necessary instructions have been issued to the Railways and the Service Commissions to notify the vacancies to the recognised or registered association or organisation of Scheduled Castes and Tribes and Director of SCs/Tribes Welfare or Director of Social Welfare in the States/Union Territories concerned.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)15/22
dated 27-9-1979]

Recommendation (Sl. No. 12, Para 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.

Reply of Government

Railway Service Commission, Gauhati and N.F. Railway have been instructed to strictly comply with the recommendation.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)15/22
dated 27-9-1979]

Recommendation (Sl. No. 13, Para 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 representatives 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 months'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.

Reply of Government

The recommendation has been accepted. Chairman, Railway Service Commission, Gauhati and General Manager, N.F. Railway have been directed to give 30 days notice to Scheduled Caste and Scheduled Tribe candidates.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)15/22
dated 27-9-1979]

Recommendation (Sl. No. 14, Para 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 year law practice experience for the post 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.

Reply of Government

Concessions and relaxations allowed to Scheduled Caste/Scheduled Tribe candidates are generally given.

Scheduled Castes/Scheduled Tribes candidates with 3 years bar practice experience in place of 7 years for the post of Prosecuting Sub-inspector has been accepted and instructions have also been issued.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)15/22
dated 27-9-1979]

Recommendation (Sl. No. 19, Para 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 recommended 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 Tribes is according to the percentage of reservation in favour of Scheduled Caste and Scheduled Tribe communities.

Reply of Government

A Scheduled Caste or Scheduled Tribe Officer is nominated in the Screening Committee. The Ministry has also decided w.e.f. March, 1979 for percentage reservation for Scheduled Caste and Tribe in employment of casual labour and instructions have been issued.

[Ministry of Railways (Railway Board) O.M. No. 78E (SCT)15/22
dated 27-9-1979].

Recommendation (Sl. No. 21, Para 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 Railways (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 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.

Reply of Government

The observation of the Committee has been noted. N.F. Railway is making, in collaboration with Railway Service Commission, special drive to wipe out the shortfall within the shortest possible time. The third crash programme is being launched for six months commencing from October, 1979 to March, 1980, to wipe out the shortfalls.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)15/22
dated 27-9-1979]

Recommendation (Sl. No. 23, Para 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.

Reply of Government

Candidates recruited as Safaiwalas irrespective whether he belongs to general candidate or otherwise are assigned job of scavenging and sweeping. Instructions have been reiterated.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)15/22 dated 27-9-1979]

Recommendation (Sl. No. 26, Para 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 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.

Reply of Government

The observations made by the Committee had been noted by the Ministry of Railways. The representations of Scheduled Castes and Scheduled Tribes in railway services and shortfall thereof including that of N.F. Railway has been taken note of at the highest level by the High Power Committee presided over by Prime Minister. Currently, a Committee of Senior Secretaries in reviewing the position to suggest ways and means to fill up the quota for Scheduled Castes and Tribes—thereby increasing the intake of Scheduled Castes and Tribes in railway services.

[Ministry of Railways (Railway Board) O.M. No. 78-E(SCT)15/22 dated 27-9-1979].

Recommendation (Sl. No. 27, Para 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 con-

cerned 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).

Reply of Government

The suggestion of the Committee to make good the shortfall reserved for Scheduled Tribes by getting the candidates from the States where their population is concentrated has already been implemented by issuing advertisements in the newspapers belonging to the State where Scheduled Tribes population is concentrated.

The second suggestion of the Committee that reserved vacancies should also be intimated to the Director of Scheduled Castes/Scheduled Tribes Welfare or Director of Social Welfare in the States/Union Territory concerned as laid down in O.M. No. 36034/2/78-ESTT. (SCT), dated 2-4-1978 issued by the Department of Personnel and Administrative Reforms has also been implemented.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-79].

Recommendation (Serial No. 32, Para 4-13)

The Committee are sorry to observe that the principle of exchange of vacancies between Scheduled Castes and Scheduled Tribes has not been followed by the Indian Oil Corporation (Marketing Division) properly and they merely adjust the surplus number of persons recruited from one community to their quota against the backlog of the other community. The Committee would point out that there is a well defined procedure for exchange of reserved vacancies between the Scheduled Castes and Scheduled Tribes and unless that procedure is followed the Scheduled Caste employees recruited in excess, if any, of their reserved quota cannot be counted against the unfilled reserved vacancies of Scheduled Tribes. The Committee would, therefore, like the Indian Oil Corporation (Marketing Division) to fill the backlog in Scheduled Tribes in accordance with the procedure laid down in this regard.

Reply of Government

The recommendation has been noted.

[Ministry of Petroleum, Chemicals & Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979].

Recommendation (Sl. No. 30, Para 4-21)

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.

Reply of Government

Instructions to all stations or units where licenced porters are employed have been issued to give preference to Scheduled Castes and Scheduled Tribes candidates in the selection of porters.

[Ministry of Railways (Railway Board) O.M. No. 78 E (SCT) 15/22
dated 27-9-1979].

Recommendation (Sl. No. 31, Para 4.22)

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

Reply of Government

Recommendation has been accepted and instructions are being issued.

[Ministry of Railways (Railway Board) O.M. No. 78 E(SCT)15/22
dated 27-9-1979].

CHAPTER III

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

Recommendation (Sl. No. 3, Para 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.

Reply of Government

The Reservation Cell at the Ministry's level has been strengthened by giving two additional staff—one U.D.C. and one L.D.C. The requirement is being further examined by Staff Inspection Unit of the Efficiency Bureau and further augmentation will, therefore, be subject to the recommendation of the study. Reservation Cell both at the Ministry and Railway level are manned by Officers from reserved communities, even field inspectors assisting the Reservation Cell, are from the reserved communities.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)15/22
dated 27-9-1979]

Recommendation (Sl. No. 8, Para 2.19)

The Committee regret to note that 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.

Reply of Government

On financial consideration, computerisation of the work of recruitment on the Railway is considered not feasible at the present stage. Service Commissions at Madras and Bombay have introduced, on an experimental basis, the objective type of questions and answers. The introduction of this type of examination in other Service Commissions including the one at Gauhati will be decided on the basis of experience gained by the two Service Commissions. Ministry of Railways have also decided upon recruitment work on phased programme without waiting for indents from the Railways.

[Ministry of Railways (Railway Board) O.M. No. 78E
(SCT) 15/22 dated 27-9-1979]

Comments of the Committee

The Committee desire that on the basis of experience gained, the objective type of tests should be introduced immediately.

Recommendation (Sl. No. 11, Para 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.

Reply of Government

It is not possible to advise the Employment Exchanges the precise reasons for rejecting Scheduled Castes/Scheduled Tribes candidates sponsored by each of the Employment Exchanges for Group 'D' services. Empanelled List is, however, forwarded to the Employment Exchanges concerned. Instruction has, however, been issued to indicate specific reason if reserved posts cannot be filled up by reserved candidates.

[Ministry of Railways (Railway Board) O.M. No. 78E
(SCT) 15/22 dated 27-9-1979]

Comments of the Committee

The Committee are of the opinion that when all Scheduled Caste/Scheduled Tribe candidates sponsored by the Employment Exchange are not selected the precise reasons should be communicated to the Employment Exchange.

Recommendation (Sl. No. 20, Para 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, than the exchange of vacancies should be resorted to in the very first year.

Reply of Government

All efforts are being made by the Ministry of Railways and N.F. Railway Administration to fill up all reserved vacancies to the maximum possible and to minimise dereservation. The Ministry of Railways have even adopted a far reaching method of promoting even the best amongst the failed SC and ST candidates and giving training on the job to prevent de-reservation and to give maximum filling up of reserved vacancies.

As per extant orders of D.O.P. interchange of SC and ST vacancies is resorted to only in the third year in group C and D Services and there is no carry forward in Class II promotion by selection.

[Ministry of Railways (Railway Board) O.M. 78E(SCT)/
15/22 dated 27-9-79].

Recommendation (Sl. No. 22, Para 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.

Reply of Government

Special efforts are continuously being made as indicated in para 2.63 above, and final result achieved will be known by the end of April, 1980.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)
15/22 dated 27-9-79].

Comments of the Committee

The final position regarding efforts made to clear the backlog should be intimated to the Committee.

Recommendation (Sl. No. 24, Para 3. 19)

The Committee note that all new recruits are given training in the Railway Training school, 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.

Reply of Government

The Railways promote the best among the Scheduled Castes and Scheduled Tribes even if they fail in the test and they are given training on the job in lieu of in-service training. In safety posts, where this relaxation is not permitted, pre-selected coaching is imparted to Scheduled Caste and Tribes candidates.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)
15/22 dated 27-9-1979]

Recommendation (Sl. No. 25, Para 3.20)

The Committee would also suggest that, as per Government orders, reference 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.

Reply of Government

SC and ST Officers are given due consideration keeping in view the job requirements of the seminar, conference and training both in India or abroad, and wherever necessary, by relaxing age, year of experience etc.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)
15/22 dated 27-9-1979]

Comments of the Committee

The Committee should be apprised as to how far Scheduled Caste and Scheduled Tribe officers are given chances to attend seminars and conferences etc.

CHAPTER IV

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

Recommendation (Sl. No. 1, Para 1.9)

The Committee deplore the action of Heads of Departments who were members of the Selection Committee viz., COPS, CMO, FA., C.A.O. & 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 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 "*Number in the panel should be 12, no reservation for Scheu'ed Castes and Scheduled Tribes*". 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 Heads of the Departments who were members of the selection Committee. The Committee consider that Scheduled Castes 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.

Reply of Government

Remedial action has been taken by the N.F. Railway by conducting supplementary selection for the reserved post of A.P.O. in which one Scheduled Caste has been promoted against the one quota reserved for Scheduled Castes and second SC empanelled and one Scheduled tribe who failed in the test is being given 6 months trial promotion as per extant instructions.

Ministry of Railways has explained to the Committee during the oral evidence that it was a genuine mistake and do not intend to take further action against the Selection Committee members.

[Ministry of Railways (Railway Board) U. O. No 78F (SCT) 15/22
dated 27-9-1979]

Comments of the Committee

Please see Chapter I, para 1.4

Recommendation (Sl. No. 6, Para 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 Director 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/A/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 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 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.

Reply of Government

All jobs/vacancies for Scheduled Castes and Scheduled Tribes and recruitment notices thereon for Group C services are being announced for N.F. Railway system over All India Radio at Gauhati, Dibrugarh, Pasighat, Tizu, Kohima, Imphal, Aizhawal, Silchar, Agartala, Kursong, Siliguri and Ranchi.

Regarding Group D services, recruitment is confined to limited areas and indent is placed to the concerned local Employment Exchange only. They are not being announced over the All India Radio.

The question of supply of copies of all advertisement to local Scheduled Caste and Tribe MLA and MP has been placed before the Railway Minister who considered it not desirable to adopt the proposed system of endorsing advertisement notices to MP and MLA.

[Ministry of Railways (Railway Board) O.M. No.78E (SCT) 15/22
dated 27-9-1979]

Comments of the Committee

Please see Chapter I, para 1.7.

Recommendation (Sl. No. 7, Para 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 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 candidates 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 should in no case be rejected on minor flimsy grounds.

Reply of Government

Rejection of applications of Scheduled Castes and Scheduled Tribes candidates by the Railway Service Commission is now made only on explicit order either from the Chairman or Member of the Railway Service Commission and in case of N.F. Railway Administration from a gazetted officer. Action against Clerks and Officer concerned for lapses in the year 1974 etc. which Committee referred to is considered not feasible as some of the staff have retired.

[Ministry of Railways (Railway Board) O.M. No. 78 E(SCT) 15/22
dated 27-9-1979]

Comments of the Committee

Please see Chapter I, Para 1·10.

Recommendation (Sl. No. 9, Para 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 Parliament and State Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

Reply of Government

Advertisement notices give details including number of reserved vacancies separately for Scheduled Castes and Scheduled Tribes, qualifications, concessions and relaxations etc. in favour of Scheduled Castes and Scheduled Tribes. Railway Ministry considered the system of sending copies of notices to local Scheduled Caste and Tribe MLAs and MPs, State Committee members on the Welfare of Scheduled Castes and Scheduled Tribes not desirable.

[Ministry of Railways (Railway Board) O.M. No. 78E (SCT) 15/22
dated 27-9-1979]

Comments of the Committee

Please see Chapter I, para 1·13.

Recommendation (Sl. No. 15, Para 2·38)

The Committee have not only receive 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 inasmuch as there were cuttings and overwritings 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 extant 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.

Reply of Government

Rosters have now been correctly reconstructed. They are being checked by field staff under the Chief Liaison Officer of N.F. Railway and Officers of the Cell of the Railway Board.

[Ministry of Railways (Railway Board) O.M. No. 78E (SCT) 15/22
dated 27-9-1979]

Comments of the Committee

Please see Chapter I para 1.16.

Recommendation (Sl. No. 1.6, Para 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 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 them with a view to wipe out the backlog as early as possible

Reply of Government

Ministry of Railways promote even the best among the failed SC/ST candidates on trial in non-safety posts for six months and give training on the job to the maximum possible so as to overcome or prevent supersession or de-reservation. In case of Safety and Operating categories, pre-selection coaching is imparted. All supersession of Scheduled Castes and Tribes in Safety posts are reviewed at appropriate highest levels.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)
15/22 dated 27-9-1979]

Comments of the Committee

Please see Chapter I, para 1.19.

Recommendation (Sl. No. 17, Para 2.48)

The Committee regret to note that 12 vacancies of Scheduled Tribe 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 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 that vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.

Reply of Government

Ministry of Railways is guided by the Department of Personnel's instructions and as per Department of Personnel's directive, reserved post for Scheduled Caste/Scheduled Tribe if suitable SC/ST candidates are not available, are carried forward upto the third Selection or Recruitment year and in the event of non-availability, the quota are interchanged in the third year or if SC/ST are still not available, it is lapsed. By special dispensation given by the Railway Board, N.F. Railway recruited 12 Scheduled Tribe candidates in the lowest recruitment categories as engine cleaner against Scheduled Tribe quota in driver 'B' grade, the reserved S.T. quota in Grade 'B' driver were then de-reserved.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)
15/22 dated 27-9-1979]

Comments of the Committee

Please see Chapter I, para 1.22

Recommendation (Sl. No. 18, (Para No. 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/election 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.

Reply of Government

As far as possible, Scheduled Caste and Scheduled Tribe Officer of appropriate status is nominated in the Departmental Recruitment/Selection Boards on this Railway. The recommendation of appointing Scheduled Caste or Tribe Officer from other Railways or other Central/State Department could not be accepted as it is not found workable and it would delay the processing considerably.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)
15/22 dated 27-9-1979]

Comments of the Committee

Please see Chapter I, para 1.25.

Recommendation (Sl. No. 29, Para 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 upto one unit on all the Railways should be awarded to Scheduled Castes and Scheduled Tribes only.

Reply of Government

Catering establishment including a refreshment room or restaurant at medium stations is computed as half-unit. Catering Unit including Dining Cars at bigger station is computed as one unit. Contract of half-a-unit constitute bulk of catering/vending and are more remunerative. It is considered that once a Scheduled Caste/Scheduled Tribe enters into the domain of Catering and Vending on the Railways, he or she can very well try to increase his or her holding upto the overall ceiling of four units based on their performance. Apart from this, they are also given first priority in the award of larger contracts. The Ministry, therefore, consider it not possible to reserve catering and vending contracts upto one unit on all the Railways to SCs and STs only.

[Ministry of Railways (Railway Board) O.M. No. 78E(SCT)
15/22 dated 27-9-1979]

Comments of the Committee

Please see Chapter I, para 1.28.

R. R. BHOLE
Chairman

*Committee on the Welfare of
Scheduled Casts and
Scheduled Tribes*

NEW DELHI,
4th December, 1980.

APPENDIX

(Vide Para 4 of Introduction)

I.	Total number of recommendations	31
II.	Recommendations which have been accepted by Government (<i>vide</i> recommendations Sl. Nos. 2, 4, 5, 10, 12, 13, 14, 19, 21, 23, 26, 27, 28, 30 & 31)	
	Number	15
	Percentage to total	48·40
III.	Recommendations which the Committee do not desire to pursue in view of Government's replies (<i>vide</i> recommendations Sl. Nos. 3, 8, 11, 20, 22, 24 & 25)	
	Number	7
	Percentage to total	22·60
IV.	Recommendations in respect of which replies of Government have not been accepted and which require reiteration (<i>vide</i> recommendations Sl. Nos. 1, 6, 7, 9, 15, 16, 17, 18 & 29).	
	Number	9
	Percentage to total	29·00