

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (1981-82)

(SEVENTH LOK SABHA)

SEVENTEENTH REPORT

MINISTRY OF RAILWAYS (RAILWAY BOARD)

Action taken by Government on the recommendations contained in the Eleventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Railways (Railway Board)—Reservations for, and Employment of Scheduled Castes and Scheduled Tribes in South Central Railway and award of petty contracts, parcel booking agencies and out agencies to Scheduled Castes and Scheduled Tribes in South Central Railway.

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

(1981-82)

Shri R. R. Bhole—*Chairman*

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*Elected on 15th September, 1981 ~~for~~ Shri K. Rajamallu who resigned from the Committee w.e.f. 7th September, 1981.

**Ceased to be Member of the Committee consequent on his appointment as Deputy Minister w.e.f. 15th January, 1982.

(iii)

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

*Ceased to be Member of the Committee consequent on his appointment as Deputy Minister w.e.f. 15th January, 1982.

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 Seventeenth Report on Action Taken by Government on the recommendations in the Eleventh Report (Seventh Lok Sabha) on the Ministry of Railways (Railway Board)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in South Central Railway and award of petty contracts, parcel booking agencies and out-agencies to Scheduled Castes and Scheduled Tribes in South Central Railway.

2. The draft Action Taken Report was considered and adopted by the Committee at their sitting held on 6th February, 1982.

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's replies.

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

V. Recommendations/ Observations in respect of which final replies have not been received from Government.

4. An analysis of the Action taken by Government on the recommendations contained in the Eleventh Report of the Committee is given in Appendix. It would be observed therefrom that out of the total number of fortyseven recommendations in the Report, thirty-one

recommendations i.e. 65.96 per cent have been accepted by Government; the Committee do not desire to pursue six recommendations i.e. 12.77 per cent of the recommendations in view of the Government replies; replies of Government in respect of eight recommendations i.e. 17.82 per cent of the recommendations have not been accepted by the Committee; replies of Government in respect of two recommendations i.e. 4.25 per cent of the recommendations are of an interim nature.

NEW DELHI;

26th February, 1982.

7th Phalgun, 1903 (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 the action taken by Government on the recommendations contained in the Eleventh Report (Seventh Lok Sabha) on the Ministry of Railways (Railway Board).

1.2. In Para 1.13 of their Eleventh Report the Committee had expressed their unhappiness over a large number of posts in the South Central Railway having been kept out-side the purview of reservation orders. The Committee saw no reason why reservation orders should not apply to posts in the Vigilance Organisation and had suggested the Ministry of Railways (Railway Board) should review the whole policy of making reservation orders applicable to posts in the South Central Railway and its Workshops which were exempt from reservations, in consultation with the DOP and AR. The Committee stressed that while selecting persons for posts to be filled by deputation or transfer in the Railways, it should be ensured that a fair proportion of such posts were filled in by employees belonging to Scheduled Castes and Scheduled Tribes in accordance with the existing instructions.

1.3. In their reply dated 28th September, 1981, the Ministry of Railways (Railway Board) have stated that the recommendation was referred to the Department of Personnel and Administrative Reforms for consideration. The Department has advised that there has been no change in the policy of the Government with regard to exemption of certain categories of posts and vacancies from the application of reservation rules.

The instructions issued by the Department of Personnel and Administrative Reforms *vide* their O.M. No. 36012/7/77-Estt. (SCT) dated 21-1-1978 that while selecting persons for posts to be filled by deputation or transfer, it should be ensured that a fair proportion of such posts are filled in by employees belonging to Scheduled Castes and Scheduled Tribes, have already been adopted on the Railways.

1.4. The Committee do not agree with the reply of the Government. They reiterate their earlier recommendation that the Ministry of Railways (Railway Board) should review the whole policy of

cheduled Castes/Scheduled Tribes recognised for the purpose of notifying reserved vacancies. These are also to be announced over the stations of All India Radio and intimated to the Directors of Scheduled Castes/Scheduled Tribes Welfare or Social Welfare in all States and Union Territories. Copies of employment notices are also to be sent to the Principals of all Colleges and Technical Training Institutes and to Scheduled Castes and Scheduled Tribes hostels by the Government in the area concerned. If necessary, a reference is also to be made to the Directorate General of Resettlement and Employment. On the Railways the employment notices are also exhibited outside the Railway offices and at conspicuous places of important Railway stations situated in the area of recruitment.

In all matters relating to Scheduled Castes/Scheduled Tribes, the Ministry of Railways follow the instructions issued by the Central Government in the Department of Personnel and Administrative Reforms who lay down the policy in this regard. The Committee's recommendation that copies of notices regarding vacancies should be sent to the Scheduled Castes/Scheduled Tribes M.L.As and M.Ps and to the Members of the Parliamentary Committee and State Committees on the Welfare of Scheduled Castes/Scheduled Tribes was referred to that Department who have advised that the steps mentioned in para 1 above are quite adequate from the point of view of wide publicity of the reserved vacancies and with their implementation it may not be necessary to send additional copies of such advertisements to local Scheduled Castes and Scheduled Tribes/M.Ps and M.L.As and the Members of the Parliamentary and State Committees on the welfare of Scheduled Castes/Scheduled Tribes. Further, since notices are advertised in all the local Newspapers, the information regarding recruitment becomes available to the local Scheduled Castes/Scheduled Tribes 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. However, instructions have been issued to the Railway Administrations to contact Scheduled Castes and Scheduled Tribes M.Ps and M.L.As of the area concerned for obtaining necessary assistance in making good the shortfall in the various categories for which Crash Programme for making good the shortfall has been launched.

1.10. The Committee do not agree with the reply of the Government. They feel that copies of advertisement regarding vacancies should also be sent to the local Scheduled Castes and Scheduled Tribes MLAs and MPs and also to Members of the Parliamentary Committee and State Committees on the Welfare of Scheduled Castes and Scheduled Tribes.

1.11. In Para 2.54 of their Report the Committee had noted that presently the zone of consideration for promotion in various categories of posts was three times the actual number of vacancies. The Committee were of the view that a larger zone of consideration would be more beneficial to SC/ST candidates as it would increase their chances of selection in promotion against the reserved posts. As such, the Committee recommended that as far as selection of SC/ST candidates was concerned the zone of consideration should be five times the number of reserved vacancies.

1.12. The Ministry of Railways (Railway Board) in their reply dated 28th September, 1981 have stated that it is not considered desirable to increase the zone of consideration to 5 times the actual vacancies as the earlier practice of calling 4 times the number of actual vacancies for consideration was changed to 3 times the number in 1976. This was done with a view to avoid junior persons in the field of consideration coming up for being categorised outstanding/very good, during the selection. Also the number to be considered become very large and selection used to take a long time. The field for consideration was, therefore, reduced from 4 times the number of vacancies to 3 times. This step protects the interests of senior staff as also retains the reasonable element of selection. The interest of SC & ST candidates are also safeguarded as it has been provided in the rules that for selection of SC & ST candidates against the reserved vacancies, 3 times the number of SC and ST candidates only should be considered. There is, therefore, little chance of SC/ST posts being filled by general candidates.

Matter has again been examined and for the aforesaid reasons, it is not considered desirable to increase the zone of consideration to 5 times the number of reserved vacancies for SCs and STs.

1.13. The Committee do not accept the Government's reply and recommend that as far as selection of Scheduled Caste Scheduled Tribe candidates is concerned, the zone of consideration should be five times the number of reserved vacancies as it would increase their chances of selection for promotion.

1.14. In Para 2.85 of their Report the Committee had observed that the Casual Labour which was engaged by Railways to work on the Railway tracks particularly during the rainy season had to put in more work in comparison to other Casual Labour engaged for specific jobs in the Carriage Workshop or Engineering Workshop etc. As such, the Committee recommended that the Casual Labour who were engaged as Gangmen on Railway track should be given better remuneration and the Ministry of Railways might examine whether it was feasible to do so.

1.15. In their reply dated 28th September, 1981, the Ministry of Railways (Railway Board) have stated that the demand came up in the Departmental Council also, but it could not be agreed to.

1.16 The Committee do not accept the Government's reply. They reiterate their earlier recommendation that Casual Labour who are engaged as Gangmen on Railway track should be given better remuneration and Ministry of Railways may re-examine the issue.

1.17. In Para 4.44 of their Report the Committee had noted that out of a total of 170 petty contracts awarded by the South Central Railway during 1977-78, 1978-79 and 1979-80. Only four such contracts had been awarded to S.C. and one to S.T. person which could not be considered a satisfactory position particularly when it was claimed that petty contracts were reserved for SC and ST. The Committee felt that there was no dearth of SC/ST persons for undertaking such petty contracts if suitable opportunities were provided to them and their cases were considered with utmost sympathy. The Committee desired that maximum consideration should be shown to these people in the award of petty contracts so that larger number of contracts were given to them as far as possible.

1.18. The Ministry of Railways (Railway Board) in their reply dated 28th September, 1981 have stated that maximum consideration is being given to Scheduled Caste/Scheduled Tribe candidates in the award of petty contracts. As per instructions, in case of non-availability of SC/ST candidates for allotment of catering/vending contracts upto 1/2 unit each exclusively reserved for these categories, the Railways have to approach the Ministry of Railways for permission to de-reserve the same. During 1979-80 there was ban in the allotment of catering/vending contracts. At present also, a ban has been imposed in the creation of additional facilities for Catering/Vending contracts upto 31-3-1982.

1.19 The Committee do not agree with the Government's reply. The Committee would like to be apprised of the reasons for imposing ban on the creation of additional facilities for catering/vending contracts. They feel even if it is decided to continue the ban beyond 31st March, 1982, the persons belonging to the Scheduled Caste/Scheduled Tribe communities should be exempted from that ban looking to their social and economic backwardness. The Committee also reiterate their earlier recommendation that maximum consideration should be shown for the award of petty contracts to the persons belonging to Scheduled Caste/Scheduled Tribe communities.

1.20. In Paras 4.55 and 4.56 the Committee had expressed their dissatisfaction that no contract for Parcel Booking Agencies/Out Agencies was awarded to SC and ST persons during the last three years i.e. 1977-78, 1978-79 and 1979-80. The Committee also noted that Ministry of Railways had not reserved any percentage for the award of Parcel Booking Agencies/Out Agencies to SC/ST persons as they did not consider it prudent to do so. The Committee were of the view that in case it was not possible for the Ministry of Railways to fix any percentage for the award of such contracts of Booking Agencies etc. in favour of SCs and STs, the Railway authorities should adopt a sympathetic attitude towards persons belonging to SCs and STs who applied for award of such contracts. The Committee felt that at the initial stage too much probing into the financial soundness of SC/ST persons had a discouraging and demoralising effect on them and they were reluctant to come forward to take such contracts. The Committee also suggested that for attracting SC & ST contractors for running these agencies, it was imperative that wide publicity was given to the advertisements issued by South Central Railway in this regard. A special note should be added in all such advertisements to the effect that preference would be given to SC and ST applicants.

1.21. The Ministry of Railways (Railway Board) in their reply dated 28th September, 1981 have stated that Contracts for City Booking Agencies and Out-Agencies for passengers, Goods and Parcels are awarded strictly on commercial considerations as a facility to the travelling and trading public. The City Booking Agencies and Out-Agencies function like a station and all rules and regulations contained in the various Tariffs and Commercial Manuals and Circulars issued by a Railway to its stations from time to time are equally applicable to a City Booking Agency or as Out-Agency. The running of an Out-Agency, also involves, besides a fair knowledge of railway working, a good deal of capital investment, mobilisation and management of labour.

These contracts are, therefore, not employment-oriented but are directly connected with the functioning of the Railway. The contract for a City Booking Agency or an Out-Agency is awarded through the process of calling competitive tenders, to the lowest satisfactory tenderer after giving wide publicity in the Press. However, first preference is given to the State Road Transport Undertakings if they are willing to operate the City Booking Agency/Out Agency and the rates quoted them are not unduly high as compared to the private operators.

The matter has been re-examined in the light of the Committee's recommendation but it has been found neither feasible nor practicable to give any preference or reserve any percentage in the award of these contracts to the persons belonging to Scheduled Castes/Scheduled Tribes.

1.22. The Committee do not agree with the reply of the Government and reiterate their earlier recommendation that preference should be given to Scheduled Castes and Scheduled Tribes in the allotment of parcel booking agencies and out-agencies so that they could better their economic condition.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation No. 2—Para No. 1.24

The Committee note that the C.P.O. in the South Central Railway functions as the Liaison Officer and he is assisted by Assistant/Sr. Personnel/Divl. Personnel Officers to watch the proper implementation of reservation orders and to ensure that instructions pertaining to reservation of vacancies in favour of Scheduled Castes/Scheduled Tribes are complied with and all benefits admissible to them are actually given. The Committee also note that the Liaison Officer of the South Central Railway conducts annual inspection of the rosters maintained in Divisions/Workshops with a view to ensure proper implementation of reservation orders and submits his report to the General Manager pointing out defects if any, and remedial measures taken by him in that connection.

Reply of Government

No remarks.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/53
(PT.) dated 28-9-1981]

Recommendation No. 4—Para No. 1.26

The Committee also note that the special Reservation Cell of the Railway Board is being manned mostly by the officers of the Railway Board who have long years of experience of service matters particularly belonging to Scheduled Castes/Scheduled Tribes communities. In addition, Scheduled Castes/Scheduled Tribes Officers with adequate establishment background from the Class I services of Railways are also eligible for posting in the Cell. The Committee feel that there should be no hesitation on the part of Ministry of Railways to induct capable officers from the Zonal Railways having sufficient field experience to work in the Special Cell of the Railway Board.

Reply of Government.

Noted.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58
(PT.) dated 28-9-1981]

Recommendation No. 5—Para No. 1.27

The Committee would like to stress that in selecting officers for posting in the Cell, the main criterion should be the efficiency and sincerity of the officer and a burning desire to work for the welfare of the Scheduled Castes and Scheduled Tribes. If this criterion is not fulfilled, any selection for the purpose of providing an "avenue of promotion" for the staff of Railway Board Secretariat would not be a just proposition.

Reply of Government

Noted.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58
(Pt.) dated 28th September, 1981]

Recommendation No. 6—Para No. 2.14

The Committee note that recruitment to various categories of posts in Class III in the South Central Railway is made by the Railway Service Commission, Secunderabad. The Committee also note that in case the Railway Service Commission is unable to recruit and recommend requisite number of Scheduled Castes and Scheduled Tribes against the reserved vacancies, the General Manager, South Central Railway can exercise his special powers to make recruitment of Scheduled Castes and Scheduled Tribes from the open market to wipe out the shortfalls. The Committee recommend that the General Manager, South Central Railway should resort to his special powers immediately on receipt of intimation from the Railway Service Commission that they are not able to sponsor or recommend the requisite number of Scheduled Castes and Scheduled Tribes candidates to fill all the reserve vacancies.

Reply of Government

Noted for compliance. Necessary instructions have been issued to the South Central Railway in this regard.

[Min. of Railways (Rly. Board) O.M. No. 80-E(SCT)15/58(Pt.)
dated 28th September, 1981]

Recommendation No. 7—Para No. 2.15

The Committee also note that recruitment to Class IV service is made by screening available casual labour/substitutes in the South Central Railway and if requisite number of Scheduled Castes and Scheduled Tribes are not available to fill the vacancies reserved for them, recruitment is made from the open market. The Committee expect that while engaging casual labour sufficient number of Scheduled Castes and Scheduled Tribes are engaged by the South Central Railway so that at the time of their screening for filling class IV posts against regular vacancies, there is no dearth of reserved community candidates. The Committee also recommend that every effort should be made by the authorities concerned to induct a Scheduled Caste/Schedule Tribe Officer in the Screening Committee to safeguard the interests of Scheduled Castes and Scheduled Tribes.

Reply of Government

The recommendation has been accepted by the Ministry of Railways and fresh instructions have been issued to South Central Railway in this regard.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58
(Pt.) dated 28-9-1981]

Recommendation No. 9—Para No. 2.28

The Committee would also like to suggest that the Railway Service Commission, Secunderabad should invite applications for recruitment to posts of non-technical mass categories annually in a programme basis without waiting for actual indents from the Railway Administration so as to reduce the time-lage between the receipt of indent and actual recruitment of staff on the South Central Railway. The Committee have no doubt that if the position improves in direct recruitment to Class III posts this will inturn accelerate the filling of reserved vacancies in class II which are normally filled on the basis of promotion.

Reply of Government

The Railway Service Commissions have already been instructed to issue employment notices for recruitment to non-technical popular categories without waiting for indents from the Railways.

[Min. of Railways (Railway Board) O.M. No. 86-E(SCT)/15/58
(Pt.) dated 28-9-1981]

Recommendation No. 11—Para No. 2.30

The Committee further recommend that simultaneously with the issue of recruitment advertisements in the Press and requisitions to the Employment Exchanges, vacancies reserved for SCs & STs should also be notified to the recognised and/or registered Associations/Organisations of SCs and STs Welfare and also to Director of Harijan and Tribal Welfare in the State/Union Territory concerned.

Reply of Government

The recommendation has been accepted and necessary instructions have been issued to South Central Railway.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58
(Pt.) dated 28-9-1981]

Reommendation No. 12—Para No. 2.31

The Committee also suggest that the Railway Service Commission, Secunderabad should get in touch with the Industrial Training Institutes and other technical institutions for getting right type of candidates to man the various posts on the S.C. Rly. The Committee further desire that the Liaison Officers in the S.C. Rly. should also maintain close liaison with the Industrial Training Institutes etc. for the recruitment of SCs & STs in the skilled and semi-skilled categories of posts in the S.C. Rly. and its Workshops. The Committee feel certain that in case the steps suggested by them are implemented in letter and spirit, the intake of SCs & STs in services will improve considerably.

Reply of Government

Recommendation has been accepted and necessary instructions have been issued to the S.C. Rly. and Railway Service Commission, Secunderabad (instructions issued as per Central Railway's case).

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58
(Pt.) dated 28-9-1981]

Recommendation No. 13—Para No. 2.33

The Committee note that various concessions/relaxations are granted to SC & ST candidates at the time of making recruitment to different categories of posts in the S.C. Rly. and its Workshops. The Committee hope that Railway Service Commission will make

sincere efforts to implement the prescribed concessions/relaxations in favour of SCs & STs with a view to increase their intake in Class III services. The Committee feel that unless the representation of SC/ST improves in the feeder categories of posts, their representation in Class I and II posts will not improve. The only way to cut down the shortfalls in higher posts is to increase the intake of SC/ST candidates in Class III and IV posts in initial recruitment.

Reply of Government

The recommendation has been brought to the specific notice of the Railway Service Commission, Secunderabad with instructions to make sincere efforts to implement the prescribed concessions/relaxations in favour of SCs and STs with a view to increase their intake in Class III services.

[Min. of Railways (Railway Board) O.M. No. 80 E(SCT)/15/58
(Pt.) dated 28-9-1961]

Recommendation S. No. 14 Para No. 2.40

Looking to the nature of mistake being committed in the maintenance of rosters in the South Central Railway as mentioned in the Inspection Reports of Jt. Director, Railway Board, the Committee are constrained to observe that the work of maintenance of rosters is not receiving the attention which it deserves. The Committee need hardly stress that rosters are the only mechanism to watch the proper placement of Scheduled Castes and Scheduled Tribes in services against the reserved points and that the Rosters would cease to have any significance if they are not maintained properly. The Committee, therefore, emphasise that the rosters should be maintained by the authorities of South Central Railway in accordance with the extant orders on the subject and those should be checked regularly by the competent authorities. The work regarding maintenance of Rosters should be entrusted to capable and experienced staff and discrepancies noted during inspections should be rectified without any loss of time so that further entries in the Rosters are made correctly and the interests of Scheduled Castes and Scheduled Tribes are not jeopardised.

Reply of Government

The recommendation has been noted for compliance.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58
(Pt.) dated 28-9-1981]

Recommendation No. 15—Para No. 2.53 ..

The Committee note that the S.C. Railway is following the instructions issued by the Ministry of Railways (Railway Board) that if the requisite number of candidates belonging to SCs & STs are not found suitable for promotion inspite of various relaxations granted to them, the best among them i.e. who secure the highest marks are promoted against the quota reserved for them for a period of six months on *ad hoc* basis and if during this period their performance is found to be satisfactory, their names are included in the panel. The Committee hope that all the appointing authorities in the various Divisions and Workshops of S.C. Railway will follow these instructions meticulously so as to fill the reserved posts forthwith without resorting to the carry forward procedure. This, obviously, will help the wipe out the backlog in the shortest possible time.

Reply of Government

Instructions in this behalf are being followed meticulously on SC. Railway including its Divisions and Workshops.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/53
(Pt.) dated 28-9-1981]

Recommendation No. 18—Para No. 2.64

The Committee are also not convinced that there is any justification for "temporary de-reservation" of posts in the Railways as this terminology is totally absent in the Brochure issued by the D.O.P. The Committee suggest that the matter may be considered afresh and the provision of "temporary de-reservation" may be deleted from the Railway Manual.

Reply of Government

The recommendation has been accepted and necessary instructions have been issued to the Railway Administrations to drop the

word "temporary" wherever appearing with the word "de-reservation" in the Brochure on Reservations for SCs and STs in Railway Services, 1976 Edition.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58
(Pt.) dated 28th September, 1981.]

Recommendation No. 19—Para No. 2.65

As regards excessive de-reservation in respect of various categories of posts reserved for Scheduled Tribes, the Committee need hardly stress that S.C. Railway should strengthen their publicity drive and find out ways and means to establish close contact with as many Scheduled Tribes as possible and also send special teams to the tribal pockets with a view to increase their intake in services

Reply of Government

Noted. Instructions in this regard have already been issued to South Central Railway.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58
(Pt.) dated 28th September, 1981.]

Recommendation No. 20—Para No. 2.66

A Study Group of the Committee during its tour to South Central Railway during January, 1981, had noticed that there was lack of coordination between the Railways and the State Tribal Welfare Department who claimed that there was no dearth of Scheduled Tribe candidates even for technical posts. The Committee recommend that both South Central Railway Administration and Railway Service Commission should devise suitable procedure to achieve proper coordination with the State authorities for the purpose of establishing contact with suitable ST candidates and their selection in class III posts so that there is no necessity to de-reserve any posts.

Reply of Government

Noted. Instructions in this regard have already been issued to South Central Railway and Railway Service Commission, Secunderabad.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58
(Pt.) dated 28th September, 1981]

Recommendation No. 21—Para No. 2.71

The Committee would like to emphasise once again the desirability of including a Scheduled Caste or Scheduled Tribe Officer in the

Departmental Recruitment Committees|Selection Board constituted by the South Central Railway so as to instil confidence in the Scheduled Caste/Scheduled Tribe employees. In case a Scheduled Caste/Scheduled Tribe Officer of the required status is not available in the South Central Railway, a Scheduled Caste/Scheduled Tribe Officer from another Railway or from another Department of the Central/State Government should invariably be associated with such Departmental Recruitment Committees/Selection Boards so that the service interests of the employees of these communities are adequately safeguarded.

Reply of Government

- Necessary instructions in this respect have already been issued to all Railways.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58
(Pt.) dated 28th September, 1981.]

Recommendation No. 22—Para No. 2.82

The Committee note that in the matter of engagement of Casual Labour no roster is required to be maintained but at the time of making recruitment, the concerned authorities are required to keep in view the percentage of reservation in favour of Scheduled Castes and Scheduled Tribes. The Committee trust that at the time of engaging Casual Labour sufficient number of Scheduled Castes and Scheduled Tribes would be recruited so that in due course of time they acquire temporary status and will become eligible for absorption against regular Class IV posts in the Railways.

Reply of Government

Necessary instructions have been issued to the South Central Railway in this regard.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58
(Pt.) dated 28th September, 1981]

Recommendation No. 24—Para No. 2.84.

According to the data furnished by the South Central Railway out of 1046 Casual Labourers who have been absorbed in Class IV posts, 280 belong to Scheduled Castes and 25 belong to Scheduled Tribes. Although, the percentage of Scheduled Caste Casual Labourers who have been absorbed is more than 15 yet in the case of Scheduled Tribes, the percentage is as low as 2.5. The Committee hope that South Central Railway will make concerted efforts to absorb more ST Casual Labourers against regular Class IV posts so that the percentage of 7.5 can be reached.

Reply of Government

On South Central Railway, the percentage prescribed for Scheduled Castes and Scheduled Tribes is 11 and 5 respectively. The Railway has taken up recruitment for Class IV posts against the backlog under a Crash Programme in order to improve the representation of Scheduled Castes and Scheduled Tribes.

[Min. of Railways (Railway Board) O.M. No. 80 E(SCT)/15/58
Dated 28th September, 1981]

Comments of the Committee

The Committee may be apprised of the result of the Crash Programme launched for the recruitment of Class IV Staff so as to improve the representation of Scheduled Castes and Scheduled Tribes.

Recommendation No. 27—Para No. 3.19

The Committee note the measures taken by the South Central Railway to wipe out the shortfalls in various categories of posts in the said Railway. The Committee also note that there has been steady increase in the intake of Scheduled Castes and their representation in different services is not far below the prescribed percentage but in regard to Scheduled Tribes, the increase in their representation is nominal and it has not reached the prescribed percentage. The Committee feel that concerted efforts will have to be made to improve the representation of Scheduled Tribes in all categories of posts in South Central Railway and both the Railway Service Commission and the Zonal Railway should follow a time bound programme to achieve this objective.

Reply of Government

Noted. Concerted efforts will be made by South Central Railway and Railway Service Commission/Secunderabad to improve...

the representation of Scheduled Tribe candidates in various categories of posts.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 29—Para No. 3.21

The Committee need hardly stress that in order to improve the intake of Scheduled Tribes candidates in different categories of posts in South Central Railway's special recruitment teams will have to be sent to areas of tribal concentration so as to pick up suitable Scheduled Tribe candidates on the spot. The Committee also feel that the publicity for recruitment to various categories of posts reserved for Scheduled Tribes will have to be made through all possible media and in a more vigorous manner. Recruitment notices should be issued not only in the leading English/Hindi Newspapers but also in regional language Newspapers of the tribal areas. The Committee have no doubt that unless the tribal people come to know about the vacancies reserved for them, they will not be able to submit their applications to avail of the benefits intended for them.

Reply of Government

The instructions in vogue regarding publicity are meticulously being followed by the South Central Railway. Instructions have also been issued to that Railway to send recruitment teams to areas of tribal concentration to attract Scheduled Tribe candidates. However, sending of such teams to tribal areas will be taken up if they do not get sufficient number of applications in response to the notification issued for recruitment of Scheduled Tribe candidates. For 400 vacancies of Scheduled Tribe candidates, the Railway have received 4000 applications under the Crash Programme.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 30—Para No. 3.22

The Committee also recommend that the Railway Service Commission and South Central Railway Administration should have close liaison with the tribal and Social Welfare Department of the concerned States for getting their assistance in locating suitable Scheduled Tribe candidates particularly for the technical posts.

Reply of Government

Necessary instructions have been issued to South Central Railway and Railway Service Commission, Secunderabad to have close

liaison with the Tribal and Social Welfare Department of the concerned States for getting their assistance in locating suitable Scheduled Tribe candidates.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 31—Para No. 3.2F

The Committee are happy to note that in-service training is a regular feature in South Central Railway and all the employees including Scheduled Caste and Scheduled Tribe employees are given initial training immediately, after recruitment and subsequently through refresher courses or promotional courses as the case may be and such training is imparted in various Training Institutions operating under the Zonal Railway. The Committee also note that where requisite number of Scheduled Caste and Scheduled Tribe candidates fulfilling even the relaxed standards are not available, the best amongst the Scheduled Castes and Scheduled Tribes, who fulfil the minimum qualifications laid down, are appointed to non-technical and quasi-technical categories in Class III and IV to be filled by direct recruitment and in order to bring them up to the required level, they are imparted in-service training.

Reply of Government

The Committee's appreciation of the position has been noted.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 32—Para No. 3.2G

It is quite obvious that the reserved technical posts in Class III cannot be filled up easily unless the Scheduled Caste and Scheduled Tribe candidates are quite upto the mark and of the required standard. In that context the Committee would like the Ministry of Railways (Railway Board) to consider making separate arrangements for imparting in-service training exclusively to the Scheduled Caste and Scheduled Tribe candidates in the South Central Railway, so that they are given intensive training and they can come up to the requisite standard quickly and can be appointed against technical posts.

Reply of Government

Instructions already exist that in order to improve the representation of Scheduled Castes and Scheduled Tribes in services, particularly in technical categories, all eligible candidates from reserved

communities who are likely to come under consideration for a post, should be given a special suitable pre-selection coaching by the Railway Administrations so that they may perform better in the written as well as viva voce. These instructions have been reiterated to the Railways.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 33—Para No. 3.33

The Committee note that on the basis of the Half-yearly reports received from the Zonal Railways, the Ministry of Railways (Railway Board) prepare a report on the progress made in the intake of Scheduled Castes and Scheduled Tribes in railway services which is presented to Parliament. In the report, suitable comments are given in regard to the deficiencies noticed in the matter of intake of Scheduled Castes and Scheduled Tribes in Railway Services.

Reply of Government

No remarks.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 34—Para No. 3.34

The Committee consider that proper compilation of data and timely submission of returns to the Ministry of Railways (Railway Board) is very significant as these are the only mechanism by which proper implementation of the Reservation Orders in favour of Scheduled Castes and Scheduled Tribes can be watched. The Committee, therefore, suggest that the returns received from the Zonal Railways should not be examined in a routine manner but these should be reviewed critically in the light of the comments of the Ministry of Railways included in their preceding Report to Parliament.

Reply of Government

Noted for compliance.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 35—Para No. 3.35

The Committee trust that the Ministry of Railways (Railway Board) will make a thorough and analytical study of these returns and ensure that their directives to the Zonal Railways issued earlier

have been followed in letter and spirit. The report presented to Parliament should indicate the improvements effected by the Zonal Railway on the basis of Ministry's suggestions made in the previous report to Parliament.

Reply of Government

Noted for compliance.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 39—Para No. 4.25

The Committee note that under the Apprentices Act, 1961, it is obligatory on all employees in the specified industries to engage apprentices in accordance with the prescribed ratio in the designated trades. Reservations for Scheduled Castes and Scheduled Tribes have also been provided in the rules framed under the said Act. The Committee further note that training under the Apprentices Act, 1961 has been stopped with effect from 21st April, 1977 on the Railways in consultation with the Ministry of Labour and the question of revival of the scheme in future is under active consideration of the Ministry of Railways. The Committee would like to be apprised of the decision taken in this regard.

Reply of Government

It has since been decided to revive the recruitment of Apprentices under Apprentices Act.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 40—Para No. 4.25

In case Ministry of Railways do not find it feasible to revive the Apprentices training scheme, the Committee recommended that the scheme should be revived at least for Scheduled Caste/Scheduled Tribe candidates so as to clear the backlog in respect of reserved posts in technical categories in the South Central Railway.

Reply of Government

It has since been decided to revive the recruitment of Apprentices under the Apprentices Act.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 41—Para No. 4.33

The Committee note that there is 10 per cent reservation in allotment of quarters in respect of Type I & II accommodation and in regard to Type III and IV there is 5 per cent reservation for ST employees in South Central Railway. From the data furnished to the Committee it is seen that only 16 quarters have been allotted to SC and ST during the year 1979-80 at the Headquarters of the S.C. Rly and their percentage to the total number of quarters has not been indicated. The Committee therefor, desire that Rly. Adm. in S. C. Rly should ensure that residential accommodation is provided to SC & ST employees according to their prescribed quota and in case of any shortfalls, more funds may be allocated for construction of quarters at the Headquarters of S. C. Rly.

Reply of Government

Noted. It is now ensured that Railway accommodation is provided to Scheduled Castes and Scheduled Tribes employees according to the prescribed percentages in the Zonal Headquarters area of South Central Railway.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58
(Pt.) dated 28th September, 1981]

.. Recommendation No. 43—Para No. 4.45

The Committee also feel that there should not be too much emphasis on the financial position of the persons belonging to SCs and STs who apply for award of petty contracts at the initial stage as in all probability a person who gets the contracts can see it through and arrange for funds ultimately.

Reply of Government.

Instructions have already been issued to the Zonal Railways including the South Central Railway advising them that financial soundness of candidates belonging to Scheduled Castes and Scheduled Tribes should not be insisted upon for the purpose of award of petty catering/vending contracts upto 1½ unit each exclusively reserved for Scheduled Castes/Scheduled Tribes candidates.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58
(Pt.) dated 28th September, 1981]

Recommendation No. 44—Para No. 4.46

The Committee need hardly stress that wide publicity should be given by the S. C. Railway for attracting a larger number of SC and ST persons for the award of petty contracts.

Reply of Government

Instructions have recently been issued to all the Zonal Railways including the South Central Railway to give wide publicity for awards of Catering/Vending contracts to these categories through notices|advertisements and also to send copy of such notices|advertisements to local M.L.As|M.Ps.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/88
(Pt.) dated 28-9-1981]

Recommendation No. 45—Para No. 4.47

The Committee note that it has been provided in the "Brochure on Reservations for SCs and STs in Railway Services" that at least ten per cent of employees of vending and catering contractors should belong to SCs and STs. The Committee trust that the S. C. Railway authorities will ensure that these orders are actually implemented.

Reply of Government

Instructions are being reiterated to the Zonal Railways from time to time to ensure that at least 10 per cent of the employees of the Catering|Vending contractors belong to Scheduled Castes and Scheduled Tribes. To ensure proper implementation of the instructions, South Central Railway have already provided specific clauses to this effect in their agreements with Catering|Vending contractors.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/88
(Pt.) dated 28-9-1981]

.. CHAPTER-III

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

Recommendation No. 3—Para No. 1.25

The Committee also note that one of the Joint Directors in the Railway Board, whose jurisdiction *inter-alia* covers the South Central Railway also inspects units of the Zonal Railway to see whether the instructions issued regarding implementation of reservation orders are being followed properly. The Committee are not satisfied that the concerned Joint Director carried out inspection of the South Central Railway only thrice during the last three years i.e. one inspection per year. The Committee feel that one inspection per year is not adequate and with a view to ensure more effective implementation of various reservation orders, such inspections should be conducted more frequently and in any case the interval between one inspection and the next should not be more than four months. This suggestion in the opinion of the Committee will ensure the proper maintenance of rosters and implementation of reservation/orders in the South Central Railway.

Reply of Government

There are 9 Zonal Railways, 3 Production Units and about 100 Divisions and extra-divisional units, 9 Railway Service Commissions located at different places besides a few other Institutions. For inspection purposes all these are divided among the two Joint Directors who have to perform other duties also at the Headquarters. The frequency of their visits will be increased to two visits a year.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/
58(Pt.) dated 28-9-1981]

Recommendation No. 17—Para No. 2.63

The Committee note that the process of de-reservation of reserved vacancies is constantly on the increase. The total number of posts de-reserved in Class III and IV during the years 1977-78, 1978-79 and 1979-80 were 29, 48 and 72 respectively. Out of these, the major

share of de-reservation belonged to S.T. community. Even though the Committee are basically opposed to de-reservation of vacancies reserved for SCs and STs, the Committee expect the Ministry of Railways (Railway Board) and the General Manager, S.C. Railway to ensure that in case resorting to de-reservation becomes inevitable, the procedure laid down by the Department of Personnel for de-reservation of vacancies is strictly followed by the Railways. The Committee would like the Ministry of Railways (Railway Board) to issue fresh instructions to all Zonal Railways in this regard.

Reply of Government

The reserved vacancies in Class III and IV de-reserved during the three years—1977-78, 1978-79 and 1979-80 on S.C. Railway are mostly technical and in promotional grades. These have had to be de-reserved for want of qualified, suitable or eligible candidates, particularly in technical categories. The non-availability of such candidates is more pronounced in the case of Scheduled Tribes.

The procedure laid down by the D.O.P and A.R. with regard to de-reservation of reserved vacancies is followed by the Railways except that with the concurrence of that Department, the General Managers have been empowered to de-reserve vacancies in non-gazetted technical and operating categories. Resort to de-reservation is made only when it becomes inevitable after following the procedure laid down by Department of Personnel and Administrative Reforms in this regard. Instructions have again been issued recently to the Zonal Railway emphasizing that the vacancies reserved for Scheduled Castes and Scheduled Tribes are meant to be filled up by members of these communities only, and de-reservation of reserved vacancies should not be resorted to as a matter of routine, without making serious and sustained efforts as prescribed, to appoint Scheduled Castes and Scheduled Tribes candidates.

In view of this, issue of fresh instructions on the subject to all Zonal Railways is not considered necessary.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1961]

Recommendation No. 23—Para No. 2.83

The Committee also note that Casual Labour engaged for various jobs in South Central Railway are screened and empanelled after 120 days of service for absorption against regular Class IV posts subject to availability of vacancies and no time limit has been prescribed for their absorption. In computing the period of 120 days,

the latest directive is that it is not necessary that the period should be an unbroken period. 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 always be at least one member from amongst the Scheduled Castes and Scheduled Tribes on the Screening Committee to safeguard the interests of the Employees belonging to these communities.

Reply of Government

An Officer belonging to Scheduled Caste/Scheduled Tribe to serve as Member in the Screening Committee is nominated to safeguard the interests of Scheduled Caste/Scheduled Tribe candidates as far as practicable. Instructions have again been issued to South Central Railway that inclusion of one Member from amongst the Scheduled Castes and Scheduled Tribes on the Screening Committee should be ensured.

[Min. of Railways (Railway Board) O.M. No. 80E(SCT)15/58(Pt.)
Dated 28th September, 1981]

Recommendation No. 26—Para No. 2.88

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 either community by candidates belonging to the other community at the end of the third year of the carry-forward does not arise. The Committee are constrained to note that all the 19 vacancies filled up on exchange basis during the period 1977-78 to 1979-80 were reserved for one community only namely the Scheduled Tribes. The Committee trust that all possible efforts will be made by the South Central Railway to recruit Scheduled Tribe candidates in various categories of posts in accordance with their reserved quota in order to avoid the exchange of vacancies.

Reply of Government

The vacancies reserved for Scheduled Castes/Scheduled Tribes are filled in by the candidates belonging to the respective communities only. In case the candidate for whom the vacancy is not available, in spite of all efforts made, the same is filled on exchange basis in the third recruitment/promotional year to avoid lapsing of vacancies. The exchange of 19 vacancies had to be resorted to only for want of Scheduled Tribe candidates in the field of eligibility.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58
(Pt.) Dated 28th September, 1981]

Recommendation No. 36—Para No. 4.16

The Committee note that separate registers for registering complaints/representations from Scheduled Caste and Scheduled Tribe employees are being maintained at all stations, Offices and Staff Assistance Centres of the South Central Railway and the Chief Personnel Officer, Assistant/Senior Divisional Personnel Officers have been entrusted with the responsibility of examining and redressing the complaints/grievances of Scheduled Caste and Scheduled Tribe employees. The Committee, however, desire that a fool-proof procedure should be laid down to deal with such complaints/representations with the utmost speed and promptness. The Committee further desire that these complaint registers should be checked regularly at least 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 so as to ensure prompt disposal of complaints/representations received from Scheduled Caste and Scheduled Tribe employees and quarterly reports submitted to the Headquarters of the South Central Railway and also to the Ministry of Railways (Railway Board).

Reply of Government

Instructions have been issued to South Central Railway to see that the complaint registers are checked regularly and at least quarterly, by the Liaison Officers and also by the Head of the Division concerned during the course of inspection and a quarterly report sent to the Railway Headquarters. The existing instructions provide for half yearly submission of such reports to the Ministry of Railways (Railway Board) for presentation to the Parliament and this periodicity is considered adequate.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58
(Pt.) Dated 28th September, 1961]

Recommendation No. 38—Para No. 4.18

The Committee, therefore, recommend that Ministry of Railways (Railway Board) should look into the matter immediately and arrange to provide assistance to SPO (RP) of South Central Railway so that all complaints/representations received from Scheduled Castes and Scheduled Tribes get immediate attention. The position on other Zonal Railways in regard to disposal of complaints/representations may also be reviewed.

Reply of Government.

The South Central Railway has been asked to review the work-load of the reservation cell at the Headquarters with a view to provide the required relief. The position on other Zonal Railways in regard to disposal of complaints/representations is also being reviewed.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58
(Pt.) Dated 28th September, 1981]

Comments of the Committee

The Committee would like to be apprised whether any assistance has been provided to SPO (RP) of South Central Railway so that complaints/representations received from Scheduled Castes and Scheduled Tribes get immediate attention.

CHAPTER IV

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

Recommendation No. 1—Para No. 1.13

The Committee are distressed to note that a large number of posts in the South Central Railway have been kept out side the purview of reservation orders. The Committee see no reason why reservation orders should not apply to posts in the Vigilance Organisation and would like the Ministry of Railways (Railway Board) to review the whole policy of making reservation orders applicable to posts in the South Central Railway and its Workshops which are exempt from reservations, in consultation with the DOP & AR. The Committee need hardly stress that while selecting persons for posts to be filled by deputation or transfer in the Railways, it should be ensured that a fair proportion of such posts are filled in by employees belonging to Scheduled Castes and Scheduled Tribes in accordance with the instructions issued by the DOP & AR vide their O.M. No. 36012/7/77-Estt. (SCT) dated the 21-1-1978 in this regard.

Reply of Government

The recommendation was referred to the Department of Personnel and Administrative Reforms for consideration. The Department has advised that there has been no change in the policy of the Government with regard to exemption of certain categories of posts and vacancies from the application of reservation rules.

The instruction issued by the Department of Personnel & Administrative Reforms vide their O.M. No. 36012/7/77-Estt. (SCT) dated 21-1-1978 that while selecting persons for posts to be filled by deputation or transfer, it should be ensured that a fair proportion of such posts are filled in by employees belonging to Scheduled Castes and Scheduled Tribes, have already been adopted on the Railways.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58(Pt.) dated 28-9-1981].

Please see Chapter I Para 1.4.

Recommendation No. 8—Para No. 2.27

The Committee note that in the case of technical and semi-technical categories of posts the time taken by the Railway Service Commission, Secunderabad for making selection and preparing a Panel ranges between 3 to 6 months while in the case of non-technical popular categories like clerks, stenographers etc. the timelag between the date of receipt of applications and actual selection of candidate ranges between 1 to $\frac{1}{2}$ years. In the opinion of the Committee, this does not reflect a satisfactory working of the Railway Service Commission. The Committee need hardly stress that it should be the endeavour of the Commission to reduce the timelag in respect of popular categories by augmenting its staff strength. The Committee note that the proposals to augment the staff strength of the Railway Service Commission as also for the construction of a separate building for the Commission are under examination at the appropriate level. The Committee trust that early decision would be taken on a priority basis both for augmenting the staff of the Railway Service Commission, Secunderabad and for housing it in its own building. This will help reduce the time-lag in the case of recruitment of candidates against popular categories of posts like clerks and stenographers etc. and also improve the overall performance of the Commission.

Reply of Government

The time lag of 1 to 1 $\frac{1}{2}$ years from the time of receipt of applications to finalisation of the panel in the case of recruitment of non-technical popular categories is because of the unusually large response that the Railway Service Commission, Secunderabad gets in reply to its employment notices. The number of applications received is of the order of 1 to 2 lakhs. The question of reducing the time lag is frequently considered by the Board and discussed with the Chairman, Railway Service Commission.

It has not been possible to augment the strength of the Commission because of the ban on creation of additional posts imposed by Government as an economy measure. However, for dealing with the workload in connection with mass examinations, temporary augmentation of the staff strength is done where it is absolutely essential and justified.

As regards construction of a separate building for the Railway Service Commission, Secunderabad, there is a proposal from South Central Railway and it is under examination in this Ministry.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58
(Pt.) Dated 28th September, 1981]

Please see Chapter I, Para 1.7.

Recommendation No. 10—Para No. 2.29

The Committee recommend that all vacancies should be notified to the local or Regional Employment Exchanges. The total number of vacancies to be filled or likely to be filled and the number of vacancies reserved for Scheduled Castes and Scheduled Tribes, qualifications prescribed for the posts and the concessions/relaxations admissible in favour of Scheduled Castes and Scheduled Tribes should be clearly mentioned in the requisitions sent to the Employment Exchanges.

Copies of 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.

Reply of Government

The recommendation of the Committee that all vacancies should be notified to the local or Regional Employment Exchanges, and that the total number of vacancies to be filled or likely to be filled and the number of vacancies reserved for Scheduled Castes and Scheduled Tribes, qualifications prescribed for the posts and the concessions/relaxations admissible in favour of Scheduled Castes and Scheduled Tribes should be clearly mentioned in the requisitions sent to the Employment Exchanges has been accepted and necessary instructions have been issued to the Railways.

As regards sending of such notices 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, it is stated that the existing orders on this subject which are based on instructions issued by the Department of Personnel and Administrative Reforms in the Ministry of Home Affairs stipulate that where recruitment of Scheduled Castes/Scheduled Tribes candidates is involved, copies of recruitment notices should be sent to the Employment Exchanges located in the area so

as to attract maximum number of Scheduled Castes/Scheduled Tribes candidates. The reserved vacancies are also to be advertised in the Newspapers and notified to the voluntary associations of Scheduled Castes/Scheduled Tribes recognised for the purpose of notifying reserved vacancies. These are also to be announced over the stations of All India Radio and intimated to the Directors of Scheduled Castes/Scheduled Tribes Welfare or Social Welfare in all States and Union Territories. Copies of employment notices are also to be sent to the Principals of all Colleges and Technical Training Institutes and to Scheduled Castes and Scheduled Tribes hostels by the Government in the area concerned. If necessary, a reference is also to be made to the Directorate General of Resettlement and Employment. On the Railways the employment notices are also exhibited outside the Railway offices and at conspicuous places of important Railway stations situated in the area of recruitment.

2. In all matters relating to Scheduled Castes/Scheduled Tribes, the Ministry of Railways follow the instructions issued by the Central Government in the Department of Personnel and Administrative Reforms who lay down the policy in this regard. The Committee's recommendation that copies of notices regarding vacancies should be sent to the Scheduled Castes/Scheduled Tribes M.L.As and M.Ps and to the Members of the Parliamentary Committee and State Committees on the Welfare of Scheduled Castes/Scheduled Tribes was referred to that Department who have advised that the steps mentioned in para 1 above are quite adequate from the point of view *vide* publicity of the reserved vacancies and with their implementation it may not be necessary to send additional copies of such advertisements to local Scheduled Castes and Scheduled Tribes M.Ps and M.L.As and the Members of the Parliamentary and State Committees on the Welfare of Scheduled Castes/Scheduled Tribes. Further, since notices are advertised in all the local Newspapers, the information regarding recruitment becomes available to the local Scheduled Castes/Scheduled Tribes 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. However, instructions have been issued to the Railway Administrations to contact Scheduled Castes and Scheduled Tribes M.Ps and M.L.As of the area concerned for obtaining necessary assistance in making good the shortfall in the various categories for which Crash Programme for making good the shortfall has been launched.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58(Pt.) dated 28-9-1961].

Please see Chapter I Para 1.10.

Recommendation No. 16—Para No. 2.54

The Committee note that presently the zone of consideration for promotion in various categories of posts is three times the actual number of vacancies. The Committee are of the view that a larger zone of consideration would be more beneficial to SC/ST candidates as it would increase their chances of selection in promotion against the reserved posts. As such, the Committee recommend that as far as selection of SC/ST candidates is concerned the zone of consideration should be five times the number of reserved vacancies.

Reply of Government

It is not considered desirable to increase the zone of consideration to 5 times the actual vacancies as the earlier practice of calling 4 times the number of actual vacancies for consideration was changed to 3 times the number in 1976. This was done with a view to avoid junior persons in the field of consideration coming up for being categorised outstanding/very good, during the selection. Also the number to be considered became very large and selection used to take a long time. The field for consideration was, therefore, reduced from 4 times the number of vacancies to 3 times. This step protects the interests of senior staff as also retains the reasonable element of selection. The interest of SCs & STs candidates are also safeguarded as it has been provided in the rules that for selection of SCs & STs candidates against the reserved vacancies, 3 times the number of SCs and STs candidates only should be considered. There is, therefore, little chance of SC/ST posts being filled by general candidates:

Matter has again been examined and for the aforesaid reasons, it is not considered desirable to increase the zone of consideration to 5 times the number of reserved vacancies for SCs & STs.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/58(Pt.) dated 28-9-1981].

Please see Chapter I, Para 1.13.

Recommendation No. 25 (Para No. 2.85)

The Committee feel that the Casual Labour which is engaged by Railways to work on the Railway tracks particularly during the rainy season have to put in more work in comparison to other Casual Labour engaged for specific jobs in the Carriage Workshop or Engi-

neering Workshop etc. As such, the Committee recommend that the Casual Labour who are engaged as Gangmen on Railway track should be given better remuneration and the Ministry of Railways may examine whether it is feasible to do so.

Reply of Government

The demand came up in the Departmental Council also, but it could not be agreed to.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58(Pt.)
dated 28th September, 1981]

Please see Chapter I, Para 1.16.

Recommendation No. 42—Para No. 4.44

The Committee note that out of a total of 170 petty contracts awarded by the S.C. Rly. during 1977-78, 1978-79 and 1979-80, only four such contracts were awarded to S.C. and one to S.T. person and this cannot be considered a satisfactory position particularly when it is claimed that petty contracts are reserved for SC and ST. The Committee feel that there is no dearth of SC/ST persons for undertaking such petty contracts if suitable opportunities are provided to them and their cases are considered with utmost sympathy. The Committee desire that maximum consideration should be shown to these people in the award of petty contracts so that larger number of contracts are given to them as far as possible.

Reply of Government

Maximum consideration is being given to Scheduled Caste/Schedule Tribe candidates in the award to petty contracts. As per instructions, in case of non-availability of SC/ST candidates for allotment of catering/vending contracts upto 1/2 unit each exclusively reserved for these categories, the Railways have to approach the Ministry of Railways for permission to de-reserve the same. During 1979-80 there was ban in the allotments of catering/vending contracts. At present also, a ban has been imposed in the creation of additional facilities for Catering/vending contracts upto 31st March, 1982.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58(Pt.)
dated 28th September, 1981]

Please see Chapter 1, Para 1.19.

Recommendation No. 46—Para No. 4.55

The Committee are distressed to note that no contract for Parcel Booking Agencies/Out Agencies was awarded to SC and ST persons during the last three years i.e. 1977-78, 1978-79 and 1979-80. The Committee also note that Ministry of Railways have not reserved any percentage for the award of Parcel Booking Agencies/Out Agencies of SC/ST persons as they do not consider it prudent to do so. The Committee are of the view that in case it is not possible for the Ministry of Railways to fix any percentage for the award of such contracts of Booking Agencies etc. in favour of SCs and STs, the Railway authorities should adopt a sympathetic attitude towards persons belonging to SCs and STs who apply for award of such contracts. The Committee feel that at the initial stage too much probing into the financial soundness of SC/ST persons has discouraging and demoralising effect on them and they are reluctant to come forward to take such contracts.

Recommendation No. 47—Para No. 4.56

The Committee also suggest that for attracting SC and ST contractors for running these agencies, it is imperative that wide publicity is given to the advertisements issued by SC Railway in this regard. A special note should be added in all such advertisements to the effect that preference will be given to SC and ST applicants.

Reply of Government

Contracts for City Booking Agencies and Out Agencies for passengers, Goods and Parcels are awarded strictly on commercial considerations as a facility to the travelling and trading public. The City Booking Agencies and Out Agencies function like a station and all rules and regulations contained in the various Tariffs and Commercial Manuals and Circulars issued by a Railway to its stations from time to time are equally applicable to a City Booking Agency or an Out Agency. The running of an Out Agency, also involves, besides a fair knowledge of railway working, a good deal of capital investment mobilisation and management of labour.

These contracts are, therefore, not employment-oriented but are directly connected with the functioning of the Railway. The contract for a city booking agency or an out agency is awarded through the process of calling competitive tenders, to the lowest satisfactory

tenderer after giving wide publicity in the Press. However, first preference is given to the State Road Transport Undertakings if they are willing to operate the City Booking Agency/Out Agency and the rates quoted by them are not unduly high as compared to the private operators.

The matter has been re-examined in the light of the Committee's recommendation but it has been found neither feasible nor practicable to give any preference or reserve any percentage in the award of these contracts to the persons belonging to Scheduled Castes/Scheduled Tribes.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58(Pt.)
dated 28th September, 1981]

Please see Chapter I Para 1.22.

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES HAVE NOT BEEN RECEIVED FROM GOVERNMENT

Recommendation No. 28—Para No. 3.20

The Committee feel happy that action has been initiated by South Central Railway to launch a Crash Programme for wiping out the shortfalls and the ban imposed earlier in 1979-80 on the Crash Programme has been lifted by the Ministry of Railways. The Committee would like to be apprised of the results achieved as a result of the Crash Programme undertaken by the South Central Railway.

Reply of Government

The Crash Programme is in hand and the Parliamentary Committee will be apprised of the results after finalisation.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)15/58(Pt.) dated 28th September, 1981]

Comments of the Committee

The Committee would like to be apprised of the results of the Crash Programme undertaken by the South Central Railway.

Recommendation No. 37—Para No. 4.17

The Committee are constrained to note that the Joint Director of the Railway Board had pointed out in his inspection report dated 29th June, 1979 that for want of an Assistant Personnel Officer, Senior Personnel Officer (RP) of South Central Railway could not look into the complaints/grievances received from Scheduled Castes and Scheduled Tribes Employees directly or through Members of Parliament, M.L.As., Ministers or Associations. He had recommended that Senior Personnel Officer should be given one more Assistant in terms of Railway Board's letter dated 24th July, 1974 as was being done on other Railways in order that Senior Personnel Officer could attend to the work of recruitment and reservation only. In spite of the Railway Board earlier instructions in the matter issued as far

back as in 1974, no concrete steps have been taken till date by the South Central Railway to provide an Assistant to Senior Personnel Officer (RP). The Committee are not convinced of the reasons given during evidence by the representative of South Central Railway that it was not possible to provide an Assistant Personnel Officer "because of the limitation of the cadre in the Head Office."

Reply of Government

The South Central Railway has been asked to expedite action on the giving of necessary help to the Senior Personnel Officer (RP) and intimate final position quickly.

[Min. of Railways (Railway Board) O.M. No. 80-E(SCT)/15/53
(Pt.) dated 28th September, 1981]

Comments of the Committee

The Committee desire that they should be apprised whether any assistance has been given to SPO (RP) of South Central Railway to look into the complaints of Scheduled Castes/Scheduled Tribes quickly.

NEW DELHI;
26th February, 1982
7th Phalgun, 1903 (S).

R. R. BHOLE,
Chairman,
Committee on the Welfare of
Scheduled Castes and Scheduled Tribes.

APPENDIX

(Vide Para 4 of Introduction)

I.	Total Number of recommendations.	47
II.	Recommendations which have been accepted by Government (<i>Vide</i> recommendations Sl. Nos. 2, 4, 5, 6, 7, 9, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 24, 27, 29, 30, 31, 32, 33, 34, 35, 39, 40, 41, 43, 44, 45)	
	Number	31
	Percentage to total	65.96
III.	Recommendations which the Committee do not desire to pursue in view of Government's replies (<i>Vide</i> recommendations Sl. Nos. 3, 17, 23, 26, 36, 38)	
	Number	6
	Percentage to total	12.77
IV.	Recommendations in respect of which replies of Government have not been accepted and which requires reiteration (<i>Vide</i> recommendations Sl. Nos. 1, 8, 10, 16, 25, 42, 46, 47)	
	Number	8
	Percentage to total	17.02
V.	Recommendations in respect of which interim replies have been received from Government (<i>Vide</i> recommendations Sl. Nos. 28, 37)	
	Number	2
	Percentage to total	4.25
