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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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4. Shri Somjibhai Damor
- \*5. Shri Giridhar Gomango
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22. Shrimati Saroj Khaparde
23. Shri Roshan Lal
24. Shri G. Swamy Naik
- \*\*25. Shri Dharmavir

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

\*\* Ceased to be Members of the Committee consequent on their appointment as Deputy Ministers v. e. f. 15th January, 1982.

(iv)

26. Shrimati Maragathan Chandrasekhar
27. Shri Sangdopal Lepcha
28. Shri B. D. Khobragade
29. Shri Sharief-ud-din Shariq
30. Shri T. Aliba Imti

**SECRETARIAT**

Dr. D. N. Gadhok—*Chief 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 Twentieth Report on the Ministry of Railways (Railway Board)—Reservation for, and employment of, Scheduled Castes and Scheduled Tribes in Southern Railway.

2. The Committee took the evidence of the representatives of the Ministry of Railways (Railway Board) and Southern Railway on the 2nd and 3rd November, 1981. The Committee wish to express their thanks to Officers of the Ministry of Railways (Railway Board) and of the Southern Railway for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 24th March, 1982.

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

NEW DELHI;  
April 1, 1982  

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Chaitra 11, 1904 (Saka)

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



## CHAPTER I

### A. ORGANISATIONAL SET-UP

The Southern Railway was formed on 14-4-1951 incorporating ex-Madras and Southern Maratha Railway, ex-South Indian Railway and ex-Mysore State Railway.

1.2 The Committee have been informed that there are six full-fledged Divisions and one Operating Division on the Southern Railway and the dates on which these Divisions were formed are indicated below:

Madurai	16-5-1956	} Regional set-up at Madras, Triruchchirappali and Mysore with three Regional Traffic Superintendents, Mechanical and Engineering Superintendents assisted by three Regional Personnel Officers was modified as Divisions under Divisional Superintendents. The Divisional Superintendents have been re-designated as Divisional Railway Managers with effect from January, 1979.
Triruchchirappali	1-6-1956	
Palghat	24-8-1956	
Madras	31-8-1956	
Mysore	31-10-1956	
Trivandrum	2-10-1979	
Bangalore (operating Division)	11-5-1981	

1.3 There are eight Workshops on the Southern Railway and their location and the dates on which these were set-up are indicated below:

Name of the Workshop	Location	Date on which originally set-up
1. Central Workshop (Loco, Diesel, Mechanical)	Golden Rock	4-10-1926
2. Carriage & wagon Repair Shop	Perambur (Madras)	1932
3. Locomotive Works	Do.	1932
4. Electrical Workshop	Do.	1930
5. Car Workshop (Electrical Multiple Units & Electric Locomotive Repairs)	Tambaram	11-5-1951
6. Carriage & Wagon and Loco Works	Ashokpura	1938
7. Engineering Workshop	Arkonam	1916
8. Signal & Tele-communication Workshop	Podanur	9-4-1958

1.4 During the course of evidence the representatives of the Ministry of Railways (Railway Board) stated, that Southern Railway comprised of seven divisions. Six were full-fledged divisions, the Seventh at Bangalore was newly formed and was an operating division, which is to be expanded into a complete Division. As far as Workshops were concerned, they were eight. They handled all rolling stock for repairs took care of track materials and bridges for construction and repairs. They dealt with signal repairs. It was a composite set up for rolling stock and other equipment maintenance.

1.5 The Committee have also been informed that the Divisions on the Southern Railway are under the control of Divisional Railway Managers posted in each division and Workshops are under the Dy./Additional Head of the department concerned.

At the Headquarters level, the Divisions are controlled by the Heads of Departments and the General Manager is overall incharge. Similarly, the Workshops are under the Administrative control of the respective Heads of Departments and the General Manager, Southern Railway, is their overall incharge.

## B. RESERVATION ORDERS AND EXEMPTIONS

1.6 In a note submitted by the Ministry of Railways (Railway Board) the Committee have been informed that the reservation orders for Scheduled Castes and Scheduled Tribes were first made applicable to Southern Railway and its workshops and Divisions on the following dates:—

1. Posts filled by direct recruitment—26-1-1950.

2. Posts filled by promotion:—

(a) By selection (within Group C) . . . . .	14-4-1957
(b) By competitive examination limited to departmental candidates in Groups B, C & D. . . . .	11-7-1968
(c) By seniority-cum-suitability (in Groups A, B, C & D) . . . . .	27-11-1972
(d) By selection (from Group C to Group B and to the lowest rung of Group A). . . . .	20-7-1974
3. Posts filled by temporary appointment for a duration of 45 days or more (ad-hoc promotion/leave vacancies). . . . .	10-12-1971
4. Engagement of casual labourers. . . . .	10-3-1979

1.7 In order to implement the reservation rules and to fill the quota provided for Scheduled Castes/Scheduled Tribes in recruitment and promotional grades, 40 points roster for recruitment on All India basis and promotional grades, and 100 points roster for recruitment on Regional/local basis are maintained for each grade, seniority-unit-wise.

1.8 When employees/candidates belonging to Scheduled Caste/Scheduled Tribe are not available to fill up the vacancies reserved for them in Groups C and D categories such vacancies are carried forward to the next 3 recruitment years and in the event of non-availability of Scheduled Tribe employees, the same are filled by Scheduled Caste employees during the third year of carry forward and *vice-versa*.

1.9 In reply to a question the Committee have been informed that the percentage of reservations in the Southern Railway in favour of Scheduled Castes and Scheduled Tribes in respect of:—

- (i) Posts filled by direct recruitment;
- (ii) Posts filled by promotion;
- (iii) Posts filled by temporary appointment; and
- (iv) Posts filled by deputation are as follows:—

(i) Posts filled by direct recruitment

All India basis :

Scheduled Caste		Scheduled Tribe
	15%	7.50%

Regional/Local basis :

14	5	Scheduled Caste (%)	Tribe
----	---	---------------------	-------

(ii) Posts filled by promotion :

By selection (within Group 'C')	}	15%	7.5%
By selection (From group 'C' to B and to the law string of Group 'A')			
By seniority-cum-suitability (In groups A, B, C and D)			
By competitive examination limited to departmental candidates in groups B, C and D			

**NOTE:** Reservation for Scheduled Castes and Scheduled Tribes is followed in Promotional categories in which the employment of direct recruitment, if any, does not exceed 66.2/3 per cent.

(iii) *Posts filled by temporary appointment:*

**Adhoc promotion pending selection/leave vacancies of 45 days more in Groups B, C and D:**

Scheduled	Scheduled
Caste	Tribe
15%	7.5%

NOTE: Reservation for Scheduled Castes and Scheduled Tribes is followed in Promotional categories in which the element of direct recruitment, if any, does not exceed 66.2/3 per cent.

(iv) *Posts filled by deputation:*

While no reservation is made when posts are filled by deputation, it is ensured that whenever it is proposed to depute a railway servant in the public interest to a post in or under another Ministry/Department etc., the Scheduled Caste/Scheduled Tribe employees who are eligible to be sent on deputation are given due consideration along with other eligible employees for such deputation.

1.10 Asked to state the precise reasons for exempting the category of "Vigilance Inspectors and all tenure posts" from the purview of the Reservation Orders, the Committee have been informed that the Reservation rules are not applicable to tenure posts. Since the posts of Vigilance Inspectors are filled on tenure basis, those posts do not come under purview of Reservation Rules. However, the interests of Scheduled Castes and Scheduled Tribes are kept in view while sending persons on deputation to man these posts.

1.11 This is as per the standing instructions of Department of Personnel and Administrative Reforms with regard to filling up of posts on deputation cum-tenure basis.

1.12 Asked about the number of tenure posts in Southern Railway, the representative of the Southern Railway informed the Committee during the course of evidence that in the security registration, there were 2 posts of which one was occupied by a Scheduled Caste candidate. As regards Vigilance Organisation, the information was not readily available.

1.13 The Committee are distressed to note that though they had recommended in para 1.13 of their 11th Report (7th Lok Sabha) for making reservation orders applicable to posts in Vigilance Organisation also, the Reservation rules have still not been made applicable

to the posts of Vigilance Inspectors and other tenure posts. The Committee see no reason why reservation orders should not apply to these posts and would like the Ministry of Railways (Railway Board) to review the whole policy of making reservation orders applicable in toto to all the posts in the Railways and its Workshops in consultation with the Department of Personnel and Administrative Reforms. While selecting persons for posts to be filled by deputation or transfer in the Railways, it should be assured that fair proportion of such posts are filled by employees belonging to Scheduled Castes and Scheduled Tribes in accordance with the instructions issued by the Department of Personnel and Administrative Reforms on the 21st January, 1978 in this regard.

### C. LIAISON OFFICER AND CELL

1.14 Ministry of Railways (Railway Board) have stated that Chief Personnel Officer is the Chief Liaison Officer on Southern Railway. He ensures due compliance by the subordinate appointing authorities with orders and instructions relating to the reservation for Scheduled Caste/Scheduled Tribe and other benefits admissible to them from time to time and also ensures submission of periodical returns to the Railway Board as per schedule.

1.15 A Senior Personnel Officer designated as Senior Personnel Officer (Reserved Post) has been posted in the Headquarters Office with effect from 17-9-1973 to exclusively deal with the work relating to reservation in Railway Services for Scheduled Castes and Scheduled Tribes. He carries out frequent inspections of all the offices of this Railway to ensure effective implementation of the Reservation orders and takes up irregularities with the officers concerned on behalf of the General Manager.

1.16 Apart from the above, one Officer has been nominated as Liaison Officer in each Division/Workshop/extra-Divisional office to ensure proper implementation of the instructions relating to reservation for Scheduled Caste/Scheduled Tribe issued from time to time and to follow them correctly. They are responsible for proper maintenance of the rosters and for taking necessary action on complaints.

1.17 Asked about the machinery devised in Ministry of Railways to ensure that reservation orders in favour of Scheduled Castes and Scheduled Tribes are implemented by the Zonal Railway, it has been stated that the Additional Director, Establishment (R), Ministry of Railways acts as the Liaison Officer for all the Zonal Railways for ensuring effective implementation of reservation orders. The Special Cell in the Ministry of Railways keeps a watch over the implemen-

tation of the Reservation orders for Scheduled Castes and Scheduled Tribes on the Railways, by means of inspections conducted by the two Joint Directors alongwith their Inspectors of the various Railway Establishments and also by means of periodical reports showing the statistics in regard to the progress made in the intake of Scheduled Castes and Scheduled Tribes in Railway Services. Besides, the Joint Director during his visits on Railway given necessary guidance/clarifications to the Reservation Cell on the Railway on the spot in the matter of implementation of the various reservation rules for the Scheduled Castes/Scheduled Tribes.

1.18 Asked to state the number of times such checks/Inspection are conducted during a year and whether the officers of the Railway Board submit any reports to the Railway Board, the Committee have been informed that the checks/inspections are conducted by the Joint Directors of the Railway Board as well as by the Inspectors, Reservation Cell, Railway Board. Normally they inspect each Railway once a year and submit reports to Railway Board. Recently it has been decided that each Zonal Railway may be inspected twice a year.

1.19 The Committee desired to know during the correspondence how many times the Joint Director of the Railway Board had visited the Southern Railway to carry out inspection during the last one year. The representative of the Railway Board stated that there were nine Zonal Railways and each Railway was being covered by an official of the Railway Board's Cell twice a year. There were two Joint Directors in the Cell of Railway Board. The inspections were carried out by the Joint Director of the Railway Board with the help of Inspectors.

1.20 The Committee were further informed that as far as these two Joint Directors were concerned their duties were confirmed to the implementation of reservations.

1.21 In reply to a further question the Committee were informed that in 1979 the Joint Director had visited Southern Railway only whereas in 1980 the Inspector had visited the Southern Railway twice. Recently it has been decided that each Zonal Railway may be inspected twice a year.

1.22 The existing strength of the Reservation Cell in the Railway Board has been stated to be as under:—

S.No.	Designation	Number of posts
1.	Additional Director, Establishment (R)	1
2.	Joint Director, Establishment (R)	2
3.	Deputy Director, Establishment (SCT)	1
4.	Officer on Special duty Establishment (R) at Bombay	1
5.	Section Officer	1
6.	Inspectors	2
7.	Assistants	5
8.	Upper Division Clerks	2
9.	Steno Grade D	1
10.	Lower Division Clerks	2

1.23 In a note submitted by the Ministry of Railways (Railway Board), the Committee have been informed that the various periodical returns which are sent to the Railway Board by the Zonal Railways/Production Units/attached Officers etc. are as under:—

S.No.	Subject	Frequency	Date by which to reach Board's office
1	2	3	4
1.	Special Return showing recruitment of Scheduled Castes/Scheduled Tribes in a calendar year.	Annual	15th February
2.	Statement of total strength as on 1st April and 1st October.	Half-yearly	7th May and 7th November
3.	Total number of posts filled by recruitment during the half-year in class I, II, III and IV (Other than Safaiwalas) and Class IV Safaiwalas. Classes I, II, III and IV have been modified now as Groups A, B, C and D.	Half-yearly	7th May and 7th November
4.	Number of promotion posts filled during the first and second half of the year on the basis of seniority-cum-suitability (First half is April to September and Second half is October to March every year).	Half-yearly	7th May and 7th November

S.No.	Subject	Frequency	Date by which to reach Board's office
5.	Number of selection posts filled during the two and a half-years class III and IV.	Half-yearly	7th May and 7th November
6.	Recruitment to non-technical and quasi-technical categories in class III and IV where appointment is made otherwise than by written examination during the half-year ending.	Half-yearly	7th May and 7th November
7.	Statement showing the supersession of Scheduled Castes/Scheduled Tribes in class III and IV during the quarters ending 31st March, 30th June, 30th September and 31st December.	Quarterly	First quarter 25th April, Second quarter 25th July, Third quarter 25th October, Fourth quarter 25th January
8.	Inspection Report by Liaison Officers alongwith the action taken by the General Manager thereon.	Annual	15th June
9.	Statement showing vacancies temporarily dereserved.	Quarterly	Last date of the month following the Quarter.

1.24 The Committee desired to know whether the Southern Railway held periodical meetings of the Liaison Officers at the Zonal Headquarters as well as, at the Divisional Headquarters to discuss problems relating to the maintenance and observance of rosters for the Scheduled Castes and Scheduled Tribes. Ministry of Railways (Railway Board) have stated that as per the instructions issued by them in March, 1981, the Southern Railway convened a conference at Madras with the liaison Officers of the Divisions/Extra Divisional Officers on 30-6-81 when matters relating to implementation of the Reservation Rules and to solve the problems arising at the time of implementation, were discussed in detail.

1.25 On 16-6-81, a meeting of the Reservation Inspectors from the divisions was convened, when a review was made in regard to the deficiencies in the intake of Scheduled Castes/Scheduled Tribes and the steps to be taken to make good the shortfall.

1.26 The Committee note that the Special Cell in the Ministry of Railways keeps a watch over the implementation of the Reservation Orders for Scheduled Castes and Scheduled Tribes on the Railways by means of inspections conducted by the two Joint Directors alongwith their inspectors of the various Railway establishments.

1.27 The Committee also note that the Southern Railway held periodical meetings of the Liaison Officers at the Zonal Headquarters



to discuss problems relating to the implementation of reservation orders in favour of Scheduled castes/Scheduled Tribes.

1.28 The Committee are not however, happy that during 1979 there was only one inspection of Southern Railway by the Joint Director while in 1980 there were two such inspections were made by the Inspector but not by the Joint Director. The Committee recommend that the Zonal Railways should be inspected minimum twice a year and atleast one inspection should be done by the Joint Director himself. The Committee need hardly stress that the importance of inspection by senior officers, (as they feel that an inspection can only have an impact if it is conducted by an officer by a sufficiently high level. Since the Special Cell of Railway Board is meant for reservation work it should not be difficult for the two Joint Directors to inspect the Zonal Railway at least once in a year personally.

1.29 The Committee are of the view that mere designating 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 Officers in Southern Railway 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. They should also to ensure that anomalies and discrepancies which creep in the maintenance of rosters etc. are not allowed to stay for long but are detected and rectified quickly.

1.30 As the Cell in the Railway Board has to look after a large number of Zonal Railways, the Committee recommend that the staff strength of the Cell should be augmented by (i) upgrading the post of Additional Director to Director; (ii) having 3 Section Officers instead of one Section Officer at present; and (iii) raising the number of Inspectors to 4.

The Committee also recommend that as stated by the representative of the Railway Board on 6-2-1981 during evidence on South Central Railway, the post of SOD, Calcutta, should be revived without any further delay.

## CHAPTER II

### A. RECRUITMENT

#### (i) *Recruitment Procedure*

2.1 Ministry of Railways (Railway Board) have stated that the following procedure is followed for recruitment of all categories of posts in Southern Railway:—

(i) Recruitment to Group A Service is done by the Union Public Service Commission.

(ii) No indirect recruitment is made to Group B service.

(iii) Recruitment to Group C service is generally done by the Railway Service Commission. Where the Railway Service Commission express their inability to recruit adequate number of Scheduled Caste/Scheduled Tribe candidates against the reserved quota, recruitment of such candidates is directly done by the Railway under the Special powers vested with the General Manager.

(iv) (a) Recruitment to Group D service is done by the respective Workshops.

(b) The Group D vacancies in the Divisions and other offices are filled by empanelment of existing Casual Labour. Where, adequate number of Scheduled Caste/Scheduled Tribe candidates are not available amongst the Casual Labour to be absorbed against the reserved quota, direct recruitment of Scheduled Caste/Scheduled Tribe candidates from the open market is resorted to. In the case of workshops, Group D staff are directly recruited from the open market giving full representation as prescribed to the Scheduled Castes/Scheduled Tribes.

(v) Posts carrying the minimum of the scale of pay of Rs. 425/- are advertised on All India basis and others on Regional/Local basis as the case may be. Copies of Employment Notices are sent to Employment Exchanges, various Scheduled Castes/Scheduled Tribes Associations

etc. Employment Notices are also displayed on the Notice Boards at all important stations/offices.

- (vi) Recruitment is also made against Sports quota, Physically Handicapped quota, Cultural quota, Scouts and Guides quota and on Compassionate Grounds. Representation is provided for Scheduled Castes and Scheduled Tribes to the extent candidates belonging to Scheduled Castes/Scheduled Tribes are available.

2.2 The following statement indicates the total number of candidates recruited by the Southern Railway to the various technical and non-technical posts in Groups 'C' and 'D' during each of the last three recruitment years through (i) Employment Exchanges; (ii) direct recruitment; (iii) promotions; (iv) Sports quota etc. (v) transfer or deputation from other Zonal Railways and the number of Scheduled Caste and Scheduled Tribe among them respectively and their percentage to total recruitment made and the extent of shortfall still existing:

2.3 In reply to a question, the Committee have been informed that no agreement has been entered into between the organise labour on Southern Railway in regard to recruitment/promotion except whenever changes are made in the avenues of promotion, then such consultations are held. In any case, these consultations have nothing to do with reservation policies already laid down.

Sl.No. Mode of recruitment	1978-79					
	Total No.	SC	%	ST	%	Short fall SC ST.
1. Through Employment Exchange (Physically handicapped)						..
2. Direct recruitment	91	25	27.4	5	5.4	
3. Promotion (Group 'D' to Group 'C')						
4. Sports						
5. Transfer	49	12	24	2		
6. Compassionate Grounds						
7. Cultural						
1. Through Employment Exchange (Physically handicapped)	16		..			3
2. Direct recruitment	1159	174	14.2	77	7	
*3. Promotion (Group 'C' and Group 'D')	93	22	23.6			7
4. Sports	33	2	6			3 2
5. Transfer	4					..
6. Compassionate grounds	894	125	14	4	5	6 41
7. Cultural						..

\*Particulars furnished against item 3 of non-technical categories relates to Madras Division only.

Total No.	SC	%	ST	%	Short fall		Total No.	SC	%	ST	%	Short fall	
					SQ	ST						SQ	ST

*TECHNICAL CATEGORIES*

..	..	..	..	..	..	..	..	..	..	..	..	..	..
943	68	19.7	18	5.2	..	..	678	122	18	24	3.5	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..	..
171	54	31.5	9	5.2	..	..	54	25	48.1	3	5.5	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..	..

*NON-TECHNICAL CATEGORIES*

86	6	6.9	..	..	7	4	84	1	1.1	..	..	11	4
863	138	15.9	67	7.7	..	..	717	120	16.7	57	7.9	..	..
53	6	11.3	2	3.7	2	2	90	13	14.4	..	..	1	7
49	..	..	..	..	7	3	94	..	..	..	..	5	2
12	1	8.3	..	..	..	..	25	..	..	..	..	..	..
1032	128	12.4	2	1	17	50	480	56	11.7	..	..	12	24
..	..	..	..	..	..	..	6	..	..	..	..	1	1

2.4 The Committee note that on the Southern Railway recruitment to Group A Service is made by UPSC and there is no direct recruitment for Group B posts. From the figures given in para 2.2 above relating to the recruitment made during 1978-79, 1979-80, 1980-81 in Group C and D, the Committee are surprised to find that there are shortfalls even in non-technical categories of posts. In technical categories, no data has been furnished in respect of vacancies filled either by promotion or under the sports quota. The Committee feel that there is bound to be shortfall in technical categories also for which the availability of suitable Scheduled Caste/Scheduled Tribe candidates is far less than in non-technical categories. The Committee therefore desire that special recruitment drive should be made to wipe out the shortfalls in Group C and D which are the feeder cadres for promotion to the higher posts in Group B. The Committee also suggest stress that if requisite number of Scheduled Caste and Scheduled Tribe candidates are not available for filling promotional vacancies then the best among the failures should be promoted against the quota reserved for them for six months on ad hoc basis and if during the six months their performance is found to be satisfactory their names should be considered for regular promotion.

(ii) *Departmental Recruitment*

2.5 The Committee have been informed that the direct recruitment to Group C services made through the Railway Service Commission. Where the Railway Service Commission expresses their inability to recruit adequate number of Scheduled Caste/Scheduled Tribe candidates against the reserved quota, recruitment of such candidates is directly done by the Railway under special powers vested in the General Manager. Asked to state how often during each of the last three years the special powers of the General Manager were invoked to recruit Scheduled Caste/Scheduled Tribe candidates in Group C, the Committee have been informed that an employment notice was issued during September, 1979 to which the response from Scheduled Castes and Scheduled Tribes was very poor and even those who applied did not fulfil the conditions prescribed for the posts

2.6. In January, 1981 an Employment Notice was issued and the number of applications received in response to the Employment Notice were:—

S.No.	Category	No. of vacancies		No. of applications received.	
		Scheduled			
		Caste/Tribe		Caste/Tribe	
1.	Prosecuting Inspector Gr. II Rs. 470—750.	..	1	..	Nil
2.	App. Telecommn. Inspector Gr. I Rs. 550—750..		1		Nil
3.	App. Head Draftsman/Civil Rs. 550—750.		2	..	1
4.	App. Signal Inspector Gr. I Rs. 550—750.	1		1	..
5.	App. Chargeman/Mechanical Rs. 550—750..	..	2	..	2
6.	App. Chargeman/Electrical Rs. 550—750.	2	1	1	Nil
7.	Teacher Gr. II Rs. 440—750.		2		Nil
8.	Physical Training Instructress Rs. 440—750..	1	..	Nil	..
9.	Hindi Teacher Rs. 350—560.	1	..	4	..
10.	Teacher Gr. IV English Rs. 350—560.	3	2	16	Nil
11.	Asst. Chemist Rs. 350—560.	..	2	..	Nil

2.7 Selection is in progress in respect of the categories where applications have been received.

2.8 A supplementary Employment Notice was issued in September 1981 in respect of categories where the response was very poor. Action is being taken to process the applications.

2.9 When asked how much time is normally taken by the General Manager to make appointments under his special powers after intimation is received from Railway Service Commission that suitable candidates are not available, it has been stated that the time normally taken to make appointments under the special powers of the General Manager is about five to six months as indicated below:—

- (1) Giving time limit of about one month for submitting applications from the date of issue of Employment Notice.

- (2) Sorting out the applications after the closing date.
- (3) Nomination of screening committee to screen the applications.
- (4) Nomination of Selection Committee to select the candidates
- (5) Fixing of date by the Selection Committee for selection allowing minimum time of 15 days for candidates to attend interview.
- (6) Drawal of selection proceedings and approval by the competent authority.
- (7) Publication of selected list and issue of offer of appointment to the selected candidates.
- (8) Acceptance of offer of appointments by the candidates and arranging Medical Examination in their favour.
- (9) Appointment of candidates after the Medical Examination is over.

2.10 The Committee note that against the employment notice issued in January 1981, the response from the Scheduled Caste/Scheduled Tribe applicants had been very poor. Consequently another supplementary employment notice had to be issued in September, 1981 to fill the reserved vacancies. The Committee desire that the Southern Railway should draw up a complete dossier on the relaxations/concessions available to Scheduled Caste and Scheduled Tribe candidates for purposes of recruitment and give wide publicity to them. While issuing advertisements in newspapers for vacancies or while sending requisitions to the employment exchanges particular mention should be made about the number of vacancies available for Scheduled Castes and Tribes the concessions/relaxations that are provided to Scheduled Caste/Scheduled Tribe candidates in order to attract more applications for the reserved posts.

#### (iii) Recruitment of Casual Labour

2.11 The Committee have been informed in a note that casual labour engaged on open line are granted temporary status on completion of 120 days service. The casual labour on Project are granted 1/30 of scale rate of pay plus Dearness Allowance on completion of 180 days service. Broken periods on account of non-availability of



job is also taken into account. All such casual labour who have attained temporary status and become entitled to scale rate of pay are eligible to be considered for empanelment for absorption against regular Group 'D' vacancies is the open line/project. They are, however, empanelled and absorbed against regular Group 'D' posts subject to availability of vacancies and no time has been prescribed for this. In accordance with the requirement the seniormost persons are screened for empanelment.

2.12. The figures of Scheduled Castes and Scheduled Tribes among the casual engaged in the various Divisions of Southern Railway as on 31-3-1981 are stated to be as under:—

Division	Total No. of Casual Labours	Scheduled Caste/Tribe	
Madras	10776	6130	73
Tiruchirappalli	2769	412	181
Madurai	2495	522	11
Mysore	2044	249	93
Palghat	3532	399	97
Trivandrum	1863	196	21
	22669	8043	416

Ministry of Railways (Railway Board) have stated that no Casual labour is engaged in the Workshops.

2.13 The Committee were informed during evidence that as regards recruitment of Casual Labour in Southern Railway the overall percentage was as high as 35. But the percentage varied from division to division.

2.14. As per extant orders reservation are not applicable to the vacancies, duration of which is less than 45 days and the casual labour is mostly employed for a period for less than 45 days.

2.15. In reply to a question the Committee have been informed that the number of Scheduled Caste and Scheduled Tribe casual

labourers and others who have been regularised by empanelment is as under:—

Division	No. of casual Labour regularised		
	OC	SC	ST
Madras . . . . .	943	313	68
Tiruchchirappalli . . . . .	756	264	81
Madurai . . . . .	276	68	45
Mysore . . . . .	444	74	15
Palghat . . . . .	355	99	43
Trivandrum . . . . .	245	56	1
Total . . . . .	3019	874	253

2.16 The Committee find that out of 4146 casual labourers who have been regularised on Southern Railway, 874 (21%) belong to Scheduled Castes and 253 (6%) are Scheduled Tribes. The Committee hope that the Southern Railway will make vigorous efforts to improve these percentages so that in course of time sufficient number of Scheduled Caste/Scheduled Tribe employees are available for promotion to Group 'C' posts.

## B. RAILWAY SERVICE COMMISSION

2.17 The Committee have been informed that the Railway Service Commission consists of a Chairman and a Member-Secretary. Asked whether a member of Scheduled Caste or Scheduled Tribe is appointed to the Commission it has been stated that no post is reserved for Scheduled Castes or Scheduled Tribes in the Recruitment Rules. However, Scheduled Caste/Scheduled Tribe and Minority candidates, whenever available, are also considered and their names are included in the panel sent to the U.P.S.C. who make the final selection.

2.18 In reply to a question, the Member Railway Service Commission informed the Committee during the course of evidence that the post of Member Secretary to the Railway Service Commission was filled in consultation with the U.P.S.C. and it was on the basis of selection.

2.19 The Committee have been further informed that there is only one post of Member designated as Member Secretary. This post was filled from 1976—80 by an Officer belonging to Scheduled Caste community. From March, 1980 to June, 1981 *ad hoc* arrangements were made. The post has now been filled on a regular basis by an officer selected by the UPSC. This officer does not belong to Scheduled Caste community.

2.20 There is one post of Assistant Secretary which is filled by an officer belonging to minority community.

In regard to office staff, all staff are taken on deputation from Southern Railway, Integral Coach Factory of Railway Boards' Office on tenure basis, the tenure being five years. On completion of tenure, they are returned to the parent office unless the tenure is extended. The sanctioned strength is 24. Four of these posts are treated as earmarked for and filled by persons belonging to Scheduled Caste/Scheduled Tribe (Out of these four, two have recently returned to their parent office where they were due for promotion and action has already been initiated to fill these two by staff belonging to Scheduled Caste/Scheduled Tribe community.)

2.21 As regards the functions and powers of the Railway Service Commission, the Committee have been informed that the recruitment for all Group C posts including those reserved for Scheduled Castes and Scheduled Tribes for which the indents are placed on the Railway Service Commission by the Southern Railway is made by the Commission. The vacancies earmarked for Scheduled Castes and Scheduled Tribes are clearly indicated in the indents. And these requirements are taken into consideration by the Commission.

2.23 Asked whether the Railway Service Commission are competent to give relaxation/concessions in the qualifying marks in the examinations and Interviews to the Scheduled Castes and Scheduled Tribe candidates or in the minimum qualifications laid down for various posts, it was stated that the Railway Service Commission were not delegated any powers of relaxation in the minimum qualifications.

However relaxation in qualifying marks obtained by Scheduled Caste and Scheduled Tribe candidates in examinations conducted by the Commission is well within the powers of the Commission.

2.24 Asked what is the time lag between the issue of an advertisement by the Railway Service Commission and the final recruitment, the Committee have been informed that as far as Railway Service

Commission, Madras is concerned recruitment process for all major categories are initiated one year in advance. Thus, for vacancies arising in 1981-82, recruitment was initiated in 1980 and completed by June, 1981. For vacancies expected to arise in 1982-83, recruitment processes have already been intimated. The average time taken for completing the recruitment is about 10 months for popular categories of posts such as Assistant Station Master, Commercial Clerks, Ticket Collectors, Guards, Office Clerks etc., for which one 'Mass' Examination is held. For other categories, an average time of about six months is taken.

2.25 The Committee note that recruitment for all Group 'C' posts including those reserved for Scheduled Castes and Scheduled Tribes, for the Southern Railway is made by the Railway Service Commission. They also note that no power regarding relaxation of minimum qualifications as delegated to the Railway Service Commission. However, the Commission is competent to give relaxation to Scheduled Caste and Scheduled Tribe candidates in qualifying marks fixed for examination. The Committee recommended that the Railway Service Commission should examine the feasibility of giving further relaxation to Scheduled Caste/Scheduled Tribe candidates in qualifying marks in order to improve their intake in Group 'C' posts. The Committee further note that the Railway Service Commission, Madras, is initiating recruitment processes for all major categories of posts one year in advance. The Committee feel that such advance planning is a step in the right direction. They suggested that the Ministry of Railways (Railway Board) should see that other Railway Service Commissions also fall in line so that there is not much time gap between the final recruitment and the date when the vacant posts are notified to the Commissions.

### C. CONCESSIONS AND RELAXATIONS

2.26. The Committee have been informed that the following concessions are given to the Scheduled Castes/Scheduled Tribes at the time of written test:—

- (1) The recruiting authorities have full discretion to recommend Scheduled Caste/Scheduled Tribe candidates who may obtain a low place in the examination subject to the consideration that the minimum standard necessary for maintenance of efficiency of the Administration is not lowered.
- (2) Written tests/interviews are held separately from that of the general candidates as far as practicable and answer

papers are also valued separately having regard to the extent orders for giving liberal consideration to Scheduled Castes/Scheduled Tribes. The standard applied at the time of moderation is not too rigid in the case of Scheduled Castes/Scheduled Tribes.

- (3) There is no qualifying (minimum) mark in the interviews/viva voce tests/oral tests. A simple question to ascertain whether the Scheduled Caste/Scheduled Tribe candidates will be capable of meeting the requirements of the job is set. In the mass examinations the application forms of Scheduled Castes/Scheduled Tribes are in distinct colour in order to sort out the application forms easily from that of other candidates and applications are not rejected for minor omissions or mistakes.
- (4) The cases of Scheduled Caste/Scheduled Tribe candidates who do not come out successfully on completion of apprenticeship even after they are given repeat courses, one with stipend and another without stipend, are reviewed personally by the Chief Personnel Officer for exploring the possibility of finding alternate Group C employment in categories where there may be shortfall in the quota reserved for Scheduled Castes and Scheduled Tribes. Candidates considered suitable are appointed by the Administration. In the case of appointment otherwise than by examination the appointing authorities have discretion to select candidates from the Scheduled Castes and Scheduled Tribes fulfilling the lower standard of suitability as compared to that of other community so long as the candidates have the prescribed minimum educational qualifications and the appointing authorities are satisfied that the lowering of standards will not unduly affect the maintenance of the efficiency of Administration.
- (5) In the case of following categories when the requisite number of Scheduled Caste/Tribe candidates fulfilling even the lower standards are not available the recruiting appointing authorities select for appointment the best among the Scheduled Caste and Scheduled Tribe candidates

who fulfil the minimum educational qualifications laid down in the notice for recruitment|advertisement:—

Group 'C' categories:

Group 'D' categories:

Receptionist

Pointsman

Puncher|Verifier

Goods Marker

Photostat Machine Operator

Sealmen or Seal Porter

Lady Telephone Operator

Cleaners in Sheds

Dark Room Attendant

Calculating Machine Operator

Janitor

- (6) In order to bring the candidates, so appointed upto the minimum standard necessary for the posts and for the maintenance of efficiency of administration, they are given in-service training. The in-service training is provided by the appointing authorities within their own Organisations. Such candidates on their appointment, are placed on probation and the rules|orders regarding probation are applied.
- (7) Where Railway Service Commission is unable to recommend adequate number of Scheduled Castes|Scheduled Tribes against the reserved quota, General Manager with special powers vested under him resorts to appointment of Scheduled Caste|Scheduled Tribe candidates to Group 'C' posts without making reference to Railway Service Commission in order to wipe out the deficiency in the reservation.
- (8) The practical experience specified in certain categories is reduced from five years to three years and three years to one year in the case of Scheduled Castes/Scheduled Tribes.
- (9) Scheduled Caste/Scheduled Tribe candidates for direct recruitments selected for a particular category when declared medically unfit for that category are considered for such other categories to which they are medically fit where there is short-fall against Scheduled Castes/Scheduled Tribes quota.

- (10) Promotions are made either by selection or on seniority-*cum*-suitability basis. For selections in Group C categories, in the case of Scheduled Caste/Scheduled Tribe employees three times the number of vacancies are called separately for the Reserved vacancies.
- (11) For selection from Group D to Group C and within Group C where safety aspect is not involved, Scheduled Caste/Scheduled Tribe candidates who secure 50 marks in professional ability and 50 per cent marks in the aggregate excluding seniority are selected for promotion while 'others' should get 60 per cent including seniority marks.
- (12) In the case of safety categories in Group 'C' Scheduled Caste/Scheduled Tribe employees who get 51 marks out of 85 in the aggregate excluding seniority marks are selected while others should get 60 including seniority marks.
- (13) As regards non-selection posts in Group 'C' and 'D' Scheduled Castes/Scheduled Tribes are allowed a concession of 10 per cent of marks in written/oral examinations where safety aspect is not involved. In the case of trade tests, Scheduled Caste/Scheduled Tribe candidates who secure 30 marks out of 60 (36 out of 60 for others) in the practical test and 11 marks out of 40 (15 out of 40 for others) in the oral test are selected.
- (14) When sufficient number of Scheduled Caste/Scheduled Tribe candidates have not qualified in the selection, the best among the failed Scheduled Caste/Scheduled Tribe employees are given *ad hoc* promotion in 'non-safety' categories and they are provided all facilities for improving their knowledge and coming up to the requisite standard. At the end of six months, their suitability or otherwise to be empanelled is decided. Till then, the panel containing the names of other employees selected is treated as provisional.
- (15) Scheduled Caste/Scheduled Tribe employees are given pre-selection/pre-promotion training.
- (16) In the case of supersession of any Scheduled Caste/Scheduled Tribe employees against Reserved vacancies in the selection the cases are put up to the General Manager

for review. In the case of promotion from Group C to Group B, cases of supersession are referred to the Railway Board.

- (17) In the Accounts Branch, promotions to the posts of Accountants, Inspector of Stores Accounts and Travelling Inspector of Accounts are made strictly according to the roster points irrespective of the year in which the Scheduled Caste/Scheduled Tribe employees have passed the examination.

The following Relaxations are given to Scheduled Castes/Scheduled Tribes at the time of interview.

- (1) Examined in a separate block.
- (2) Interviewed in separate sittings on a different day.
- (3) As far as possible interviewed ahead of others.
- (4) Age relaxation is given upto 5 years.
- (5) Minimum practical experience required is reduced from five years to 8 years and where it is 3 years, to one year.
- (6) Qualifying minimum mark is reduced by 10 per cent in non-safety categories.
- (7) Qualifying marks excluding seniority is 51 out of 85 in safety categories whereas 60 in the case of others including seniority.

2.27 The Committee note the various concessions and relaxations given to the Scheduled Caste and Scheduled Tribe candidates at the time of written tests, interview and selection for promotion in Group C&D. Presently, the zone of consideration in promotions for Scheduled Caste/Scheduled Tribe employees is three times the number of vacancies. The Committee recommend that the zone of consideration for Scheduled Caste/Scheduled Tribe candidates should be raised to five times the number of vacancies so that adequate number of employees belonging to these communities are available for consideration for promotion to the next grade. . .

#### D. MAINTENANCE OF ROSTER

2.28 In order to implement the reservation rules and to fill the quota provided for SC/ST in recruitment and promotional grades, 40 Points roster for recruitment on All India basis & promotional grades, and 100 points roster for recruitment in Regional/Local



basis are maintained for each grade, seniority-unit-wise. Before, filling up a vacancy, either in recruitment or promotional category, the appointing/promoting authority ascertains by consulting the roster register whether the vacancy is reserved or unreserved; and if it is reserved for either Scheduled Caste or Scheduled Tribe appointment/promotion order is issued accordingly and entered in the roster register in serial order without leaving any gap. These registers are checked periodically not only by the Liaison officers but also by the Inspectors Reservation at Headquarters, Divisions, Workshops etc. during their inspections to ensure not only that appointment/promotion is made according to the points of reservation but also that the various instructions issued from time to time in filling up the vacancies reserved for Scheduled Castes/Scheduled Tribes, both in direct recruitment and promotional categories, are scrupulously followed. Discrepancies, if any, noticed during the inspections are brought to the notice of the concerned officer for rectification on the spot itself and detailed inspection report is also sent for rectification and thereafter follow up action is ensured.

2.29 The Committee have been informed that checks/inspections are conducted by the Joint Directors of the Rly. Board as well as by the Inspectors, Reservation Cell, Railway Board. Normally they inspect each Railway once a year and submit reports to Railway Board. Recently, it has been decided that each Zonal Railway may be inspected twice a year.

2.30 In reply to a question, the Committee were informed during the course of evidence that due to lack of understanding of the roster system, the roster points had not been followed in some cases.

2.31 The representative of Southern Railway further stated:

"The staff at the lowest level are changing now and then. They are transferred. By and large, we are trying to educate them and when our officers go to the Divisions, they try to explain the principles of this. We only hope that with better education, these things will be rectified."

2.32 When the Committee suggested that the Personnel Branch should be manned by Scheduled Caste employees so that no irregularities were committed, the representative of Southern Rly. stated as follows:

"We are now following that as a policy. Of Course, with better representation for the two communities in the Personnel

Branch, it counts more than other Branches. We tried that in the Personnel Branch. Every Branch, should have Scheduled Caste/Scheduled Tribe employees. That policy is being extended even to minor Branches, to even very small sections with only two employees. We hope that with better representation, better knowledge and with awareness of this rule, the number of complaints may go down."

2.33 The Committee are distressed to note that due to lack of understanding of the Roster system, the roster points had not been followed in some cases. Rosters are the kingpins on which the whole system of implementation of reservation orders rests. The Rosters should therefore be properly maintained and their checking by the prescribed authorities at regular intervals should be ensured and certificates in token of checks made should also be recorded thereon.

Necessary guidelines should be issued in the form of written instructions for the benefit of those who are responsible for maintenance of rosters.

The Committee also recommend that the Personnel Branch where the rosters are maintained should have some SC/ST employees so that there is no apprehension among the SC/ST employees about the proper maintenance of rosters.

## E. PROMOTION

2.34 The Committee have been informed that the percentage of reservations made in Southern Rly. in respect of posts filled by promotions are as follows:—

	Scheduled Caste	Scheduled Tribe
By selection (with in group C)		
By selection (from Group C to B and to the lowest rung of Group A)	15%	7.5%
By seniority-cum-suitability (in groups A,B,C and D)		
By Competitive examination limited to departmental candidates in Groups B,C & D		

Note: Reservation for SC/Sts is followed in Promotional categories in which the element of direct recruitment, if any, does not exceed 66-2/3%.

2.35 In vacancies filled by promotion through selection, reservation for Scheduled Castes/Scheduled Tribes was introduced from 20-7-74 in Group B and in the lowest rung of Group A. Initially reservation was applicable only where the element of direct recruitment did not exceed 50 per cent. As direct recruitment to the organised services on the Railways was 66-2/3 per cent till 1978, the reservation rules were not applicable in vacancies in Group A (Junior scale) filled by promotion on the basis of selection. From 25-2-76, the rules underwent a change and reservations became applicable in promotion by selection to grades where the element of direct recruitment did not exceed 66-2/3 per cent as against the earlier limit of 50 per cent. Thus, reservation in promotion by selection to Group A (Jr. Scale) became applicable from 25-2-1976.

For promotion to Group A (Class I) Jr. Scale, Group B (Class II) Service constitutes the feeder category which is entirely a promotional category.

2.36 When the Committee suggested that in the case of promotional posts, the scheme of promotion through limited departmental examination might be adopted, the representative of Southern Railway stated during the course of evidence that one selection test in the Traffic Department for SC/ST people had been conducted. He assured the Committee that the suggestion would be taken up seriously and acted upon accordingly.

2.37 As regards *ad hoc* promotions, the Committee have been informed that in making *ad hoc* promotions, reservation rules are applied and senior-most employees belonging to SC/ST available locally are promoted on *ad hoc* basis against reserved vacancies.

2.38 Asked if adequate number of SC/ST employees are not available, then what procedure is adopted to fill the vacancies, the Committee have been informed that if sufficient number of candidates belonging to SC/STs are not available, the vacancies are filled up by other senior employees in the exigencies of service.

In reply to a question as to how many *ad hoc* promotions have been made during the last 3 years in the Southern Rly., the following data has been furnished to the Committee:—

	1978-79				1979-80				1980-81			
	OC	SC	ST	Total	OC	SC	ST	Total	OC	SC	ST	Total
Group A	25	2	..	27	51	11	2	64	73	12	1	86
" B	31	9	6	46	80	21	7	108	75	22	2	99
" C	602	164	28	794	1012	196	33	1241	1894	352	77	2263
" D	13	9	3	25	21	4	1	26	178	26	8	212

OC : Other Community; SC : Scheduled Caste; ST : Scheduled Tribe.

2.39 The Committee note that a large number of vacancies have been filled by promotion on ad hoc basis in the Southern Railway. During 1980-81, as many as 2263 posts were filled on ad hoc basis in Group C category. The Committee hope that the Southern Railway will go into the merits and demerits of ad hoc promotions and will resort to this practice in future only if it is not detrimental to the interests of employees and particularly to the SC/ST employees.

#### F. DE-RESERVATION

2.40 As regards de-reservation the Committee have been informed in a note that prior approval of the Department of Personnel and Administrative Reforms through the Railway Board is obtained for de-reserving the reserved vacancies in Groups 'A' and 'B' and in respect of non-technical and non-operating categories in Groups C and D. The sanction of the General Manager is obtained for de-reserving the reserved vacancies of technical and operating categories in non-gazetted cadre and an intimation is sent to the Railway Board in the prescribed pro forma.

Approval of the General Manager/Chief Personnel Officer for de-reserving purely temporary vacancies for duration exceeding 44 days but not more than 90 days in non-technical and non-operating categories is obtained.

Before applying for de-reservation, it is ensured that all possible steps are taken to fill the reserved vacancies by the reserved community candidates. Only after exhausting the procedure for giving wide publicity of the vacancies in the direct recruitment quota and ensuring that all concessions/relaxations admissible in favour of Scheduled Castes/Scheduled Tribes have been applied, de-reservation is resorted to.

While making reference to the Railway Board complete details including the steps taken by the Railway Administration to fill the reserved vacancy by Scheduled Caste/Scheduled Tribe candidates is furnished.

All de-reservation proposals are critically examined by the Senior Personnel Officer (Reserved Posts) who returns them to the proponents if he is not satisfied with the reasons advanced. Only cases where satisfactory reasons are put up are submitted to the General Manager and thence to the Railway Board where required.

For promotional categories in Groups 'A' and 'B' and non-technical and non-operating categories in Groups 'C' and 'D' where there is neither a Scheduled Caste nor a Scheduled Tribe candidate available or eligible for promotion, the Ministry of Railways (Railway Board) themselves accord approval for dereservation of the reserved vacancies as per the extant instructions of the Department of Personnel.

General Manager is authorised to dereserve the reserved vacancies in technical and operating categories in Group 'C' and 'D' after taking all possible steps to fill up the reserved vacancies. A report is submitted to the Railway Board by the General Manager in this regard.

2.41 Asked whether the procedure laid down in the Department of Personnel and Administrative Reforms O.M. No. 28/14/74-ESTT (SCT) dated 12-7-1976 is followed by the Railways, the Committee have been informed that the procedure laid down by the Department of Personnel and Administrative Reforms is followed. However, with the concurrence of that department, the General Manager have been empowered to de-reserve vacancies in non-gazetted technical and operating categories.

2.42 As regards powers exercised by the Railway Board in the matter of de-reservation of vacancies by the Railways, the Committee have been informed that Railway Board while screening the proposals submitted by the Railways/Production Units ensures that all concessions and relaxations permissible in favour of Scheduled Castes and Scheduled Tribes have been applied. If the proposals are defective, they are returned to the Zonal Railways/Production Units with suitable remarks pin-pointing the deficiencies for rectification and re-submission of the proposals. When the proposals are found in order, these are approved by the Ministry of Railways themselves or forwarded to the Department of Personnel and Administrative Reforms for approval in cases where that Department's approval is necessary.

2.43 Number of vacancies de-reserved during the last three years in promotional vacancies in Group C and D is given below:—

Year	Group 'C'		Group 'D'	
	Schedu- led Caste	Schedu- led Tribe	Schedu- led Caste	Schedu- led Tribe
1978-79 . . . . .	110	648	16	250
1979-80 . . . . .	86	403	7	104
1980-81 . . . . .	-	138	1	5

2.44 Ministry of Railways (Railway Board) have stated that de-reservation in the above mentioned cases has been mainly due to non-availability of Scheduled Caste/Scheduled Tribe candidates in the feeder categories. The following special efforts have been made to avoid de-reservation in future:—

- (i) Indents have been placed on the Railway Service Commissions at Madras and Bangalore for making recruitment to make good the shortfall against Scheduled Caste/Scheduled Tribe quota.
- (ii) The Divisions have been advised to pay special attention wiping out the shortfall at the time of empanelment of Casual Labour and in the cases of Workshops at the time of recruitment from open market.
- (iii) Railway Service Commission, Madras, was advised specially to resort to recruitment to 42 technical categories where there was shortfall among Scheduled Castes/Scheduled Tribes for which employment notices had already been issued and action is on hand to complete the recruitment.
- (iv) In the categories of Electric Signal Maintainer, Telecommunications Maintainer and Wireless Instrument Mechanic, sufficient number of Scheduled Castes has been recruited to wipe of the shortfall. There was no response from Scheduled Tribe candidates.

2.45 The Committee are unhappy to note that quite a large number of promotional vacancies in Group C and D have been dereserved by the Southern Railway during the years 1978-79, 1979-80 and 1980-81. During 1978-79, 648 Scheduled Tribe vacancies were dereserved in Group 'C' and 250 Scheduled Tribe vacancies were dereserved in Group 'D'. The Committee are surprised that even in Group 'D' which is the lowest cadre, suitable Scheduled Tribe candidates were not available for promotion. The Committee are as a principle, opposed to dereservations. They however, feel that dereservation should be resorted to only when it is absolutely necessary and all efforts including special recruitment to locate suitable Scheduled Caste/Scheduled Tribe candidates have failed after holding special recruitment, etc.

## G. EXCHANGE OF VACANCIES

2.46 The Committee have been informed in a note furnished by the Ministry of Railways (Railway Board) that Scheduled Castes have been appointed in the vacancies reserved for Scheduled Tribes and vice-versa.

The number of vacancies exchanged during the last three years is as under:—

	No. of Sch. Caste Candidates appointed against the vacancies reserved for Sch. Tribes in the third year of carry-forward.			No of Sch. Tribes candidates appointed against the vacancies reserved for Sch. Castes in the third year of carry-forward.		
	1978-79	1979-80	1980-81	1978-79	1979-80	1980-81
(i) Posts filled by direct recruitment						
Group A	..	..	..	..	..	..
Group B	..	..	..	..	..	..
Group C	..	3	5	..	..	..
Group D	..	..	2	..	..	..
(ii) Posts filled by promotion						
Group A	..	..	..	..	..	..
Group B	..	..	..	..	..	..
Group C	43	15	29	..	..	..
Group D	..	6	6	..	..	..

2.47 The Committee note that during the last three years 109 Scheduled Caste candidates were appointed against reserved Scheduled Tribe vacancies. They trust that all possible steps are taken to fill the vacancies by those candidates for whom they are reserved before deciding to exchange the vacancies between the Scheduled Castes and Scheduled Tribes.

## CHAPTER III

### A. STAFF STRENGTH & SHORTFALL

3.1 A statement showing the total number of employees in Class I, II, III and IV (category-wise) separately in the Southern Railway on the date the Reservation Orders were given effect to and as on 31-3-81, as furnished by the Ministry of Railways (Railway Board) is as under:—

Year	Category of posts	Total No. of employees	No. of		Percentage	
			SC	ST	SC	ST
1	2	3	4	5	6	
1950-51 ]		Not available	..	..	..	..
1955-56 ]	Class I	206	..		..	..
	Class II ]	191	..	..	..	..
	Class III	58982	158	25	} @	..
	Class IV	99014	995	48		..
Note: Figures for columns 4 and 5 in respect of Class I to IV are not available.						
@ These figures represent employees actually appointed during the year.						
1970-71 ]	Class I	296	7	..	2.36	..
	Class II ]	415	11	3	2.65	0.72
	Class III	62014	5663	163	9.13	0.26
	Class IV	70370	15673	365	22.18	0.51
1972-73	Class I	303	11	..	3.63	..
	Class II	476	22	3	4.62	0.63
	Class III	63207	5826	184	9.21	0.29
	Class IV	69705	16660	354	23.90	0.30



1	2	3	4	5	6	7
1973-74	Class I	946	11	..	3.17	..
	Class II	500	35	3	7.00	0.60
	Class III	65590	6522	193	9.94	0.29
	Class IV	68965	16598	351	24.27	0.51
Note: Separate figures for Safaiwala are not available.						
1980-81 (As on 31-3-81)	Group A	592	48	6	8.1	1
	Group B	439	90	28	20.5	6.4
	Group C	69152	9278	1067	13.4	1.5
	Group D	62089	12650	1349	20.4	2.1
	Group D (Safaiwala)	4336	2679	112	60.2	2.6

3.2 The Committee have been informed that on the Southern Railway the shortfall of SC/ST as on 31-3-81 in Groups C&D (taken together) is as under:—

	SC	ST
<i>Recruitment categories</i>	196	301
<i>Promotional categories:</i>		
(i) Posts filled by selection	176	816
(ii) Posts filled by seniority	440	2087
<b>TOTAL</b>	<b>810</b>	<b>3204</b>

3.3 Asked what are the categories of posts in Groups C&D in which there is generally shortage of SC/STs, the Committee have been informed that in Group C there is shortage of SC/ST candidates in categories like stenographers, nurses, Pmt. Way Inspectors, Inspectors of Works, chargemen (Electrical & Mechanical) etc. In Group D the shortfall exists in categories like gangment, khalasis porters etc. and it is more pronounced in the case of STs.

3.4 In reply to a question why there were heavy shortfalls even in non-technical categories like ticket collector, commercial clerk, office clerk etc., the Member Railway Board, stated during the course of evidence that the Southern Railway would go into the matter in detail.

3.5 Asked to state why not a single ST candidate had been recruited through employment exchange or promoted during 1980-81, the representative of the Southern Rly. observed as under:—

“It is nil because nobody offered to take the written examination. The promotion from Class IV to Class III is by voluntary applications. When they apply, we conduct a written examination. If they do not volunteer, we cannot examine them. Those who pass the examination are listed and promoted on the basis of seniority.”

3.6 The Committee have been informed subsequently through a note that reasons for shortfalls of the Scheduled Castes & Scheduled Tribes in the working strength of the various cadres are as under:—

- (i) Reservation is provided on the basis of vacancies available at a particular point of time and not on the basis of the number of posts in the cadre. Under this system although the entire reserved quote may be filled up at a particular time, it may not exhibit appropriate representation of the SCs/STs in the cadre strength.
- (ii) Normally, not more than 50 per cent of the available vacancies could be filled up by the SCs/STs under the orders of the Supreme Court even if the current quota plus the carried forward quota is more than 50 per cent of the available vacancies.
- (iii) Non-availability of eligible & suitable candidates for appointment, particularly against technical categories of posts.
- (iv) When reserved vacancies are dereserved due to non-availability of SCs/STs, those are carried forward for three recruitment years and if even then such vacancies cannot be filled up and exchange between SC/ST candidates also does not materialise during third recruitment year, such vacancies get lapsed.
- (v) Reservation in promotions from Group D to Group C and in Group C on the basis of seniority-cum-suitability came into force only w.e.f. 27-11-72.
- (vi) In Group C, the bulk of the requirements is met by recruitment on regional basis. Prior to 1965, the percentage of

reservation for STs to be recruited on regional basis on the S. Rly. was only 1(one) and it was raised to 5 only thereafter..

3.7 In a note furnished to the Committee, it has been stated that in order to remove shortfall in the intake of STs, the Director of Harijan/Tribal Welfare & Associations of SCs & STs and Social Organisations in the Tribal belt are being contacted by the Railway for obtaining applications of suitable ST candidates. Employment exchanges have also been separately addressed and Members of Parliament and Legislation belonging to the areas where STs are predominant are also being approached for assistance by the Railways.

3.8 Two crash programmes were launched in 1975-76 and 1977-78 respectively to wipe out the shortfalls. Another Crash Programme which has been launched on 1-4-81 for the recruitment & Promotion of reserved community candidates is in hand on the Rly. To the extent candidates are available in the feeder categories, the shortfalls are likely to be made good in the next 3 months.

3.9 In the recruitment categories, a total of 152 Scheduled Castes and 56 STs in Group C and D have been recruited during the 3 months of April, May and June. In the promotional categories a total of 183 SCs and 120 STs have been promoted after selections/suitability tests.

3.10 This exercise is still continuing on the Railway and the crash programme has been extended by another three months i.e. upto end of Dec. 81.

3.11 The Committee are distressed to note that as on 31st March, 1981 there was shortfall of 4014 SCs and STs for Groups C and D posts. They are all the more perturbed that the shortfall exists even in non-technical categories like Commercial clerk, office clerk and ticket collector etc. for which no technical skills are necessary. When this matter was raised during evidence the representative of Ministry of Railways (Railway Board) had merely said that the Southern Railway would go into the matter in detail. The Committee feel that the Southern Railway have not studied the problem in depth as to why there are shortfalls even in non-technical categories. The Committee also do not share the optimism of the Ministry of Railways that the shortfalls are likely to be made good during the next 3 months.

as the crash programme for recruitment of SCs and STs launched on 1-4-81 had been extended upto the end of December, 1981. The Committee feel that the matter should immediately be examined in depth and suitable remedial measures taken in the light of the conclusions arrived at. They suggest that a Committee of Senior Officers, drawn from the Railway Board and the Southern Railway should be asked to analyse the strategy and achievements of the Crash Recruitment Programmes launched in 1981 and earlier and to lay down guidelines for removing the shortfalls in a planned manner. The Committee have no doubt that if earnest efforts are made to locate suitable SC/ST candidates with the help of the State Welfare Department and Technical Institutes etc. it would not be difficult to wipe out the shortfalls at least in Groups C and D both in technical and/non-technical categories within a reasonable period of time.

## B. INSTITUTIONAL AND IN-SERVICE TRAINING

3.12 The Committee have been informed in a note furnished by the Ministry of Railways (Railway Board) that there is no separate training programme either in service or pre-selection/pre-promotion for SC/ST employees. Training of all employees, including SC/ST, is a regular feature and is prescribed for certain categories of non-gazetted posts. There are three types of training courses:—

- (1) Initial training course to be undergone immediately after recruitment either as an apprentice or as a trainee,
- (2) Refresher course, and
- (3) Promotional course.

3.13 The period and the details of the training schedule vary from category to category. Passing of the initial training course is obligatory in all the categories where this is prescribed. Similarly, in case of categories for which promotion courses are prescribed, passing of the examination at the end of a course is a pre-requisite condition for promotion. Operating staff, who are directly concerned with the safe working of trains, have to qualify in refresher courses as well.

3.14 The Committee regret to note that there are no separate in-service or pre-selection/pre-promotion Training Programmes for Scheduled Caste/Scheduled Tribe employees.

3.15 The Committee feel that a special-in-service training programme in the Southern Railway especially for those Scheduled Caste/Scheduled Tribe employees who have been promoted under

the scheme of "best among the failures" by lowering the standards should be initiated on a regular basis. This is essential to build confidence in them and also to bring them up to the required standard of efficiency.

### C. PERIODICAL RETURNS

3.16 In a note furnished by the Ministry of Rlys. (Rly. Board) the Committee have been informed that the various periodical returns which are sent to the Railway Board by the Zonal Railways/Production units/Attached officers are as under:—

Sl. No.	Subject	Frequency & Proforma	Date by which to reach Board's office
1	Special Return showing recruitment of SCs/STs in a calendar year	Annual (Proforma Annex I & II)	15th Feb.
2	Statement of total strength as on 1st April & 1st Oct.	Half-yearly (Proforma B Annex. I)	7th May & 7th Nov.]
3	Total No. of posts filled by recruitment during the half year in class I, II, III & IV (other than safaiwalas) and class IV safai walas.	Half-yearly	7th May & 7th Nov.
4	No. of promotion posts filled during the first & end half of the year on the basis of seniority-cum-suitability (First half is April to Sept. and end half is Oct. to March every year).	Half-yearly (Prof. C. Annexure V)	7th May & 7th Nov.
5	No. of selection posts filled during the two half years class III & IV.	Half yearly Proforma C Annex. I	7th May & 7th Nov.
6	Recruitment to non-technical & quasi-technical categories in Class III & IV where appointment is made otherwise than by written examination during the half year ending.	Half-yearly (Proforma D)	7th May & 7th Nov.
7	Statement showing the supression of SCs/STs in class III & IV during the quarters ending 31st March, 30th June, 30th Sept. and 31st Dec.	Quarterly (Prof. C. Annex. IV)	First quarter 25th April, 2nd quarter, 25th July, 3rd Quarter 25th Oct. Fourth Qtr. 25th January.
8	Inspection Report by Liaison Officers along with the action taken by the Gen. Manager thereon.	Annual	15th June.
9	Statement showing vacancies temporarily dereserved.	Quarterly	Last date of the month following the quarter.

3.18 During evidence when the Committee enquired as to what action was taken on the returns submitted by the Southern Rly. to the Rly. Board, the Member, Railway Board, explained that as and

when returns were received from the Zonal Railway, they were analysed to find out the progress made in regard to the intake of SC/ST candidates both in recruitment and promotional categories. The main objective was to see the progress made regarding the recruitment & promotion. Based on these returns, the matters were discussed in detail during the visits of officials to the Zonal Railway. The officers of the Rly. Board highlighted matters which deserved attention and also pointed out the shortfalls that might be there.

**3.19 The Committee note that a time schedule has been laid down for the submission of returns on recruitment etc. SCs/STs to the Railway Board by the Zonal Railway and that these returns are analysed to find out the progress made in regard to the intake of SC/ST both in recruitment and promotional categories. The Committee attach importance to the proper compilation of returns and their timely submission to the Ministry of Railways (Railway Board) as they think these returns are the only mechanism by which proper implementation of Reservation orders in favour of SC/ST can be watched. The Committee need hardly emphasise that there should be no laxity in the proper compilation and timely submission of returns by the Zonal Railways and scrutiny of same by the Ministry of Railways.**

## CHAPTER IV

### A. REDRESSAL OF COMPLAINTS

4.1 In regard to the maintenance of Complaint Registers, it has been stated that Complaint Registers are maintained in the Divisions/Units of Southern Railway where the complaints of Scheduled Caste/Scheduled Tribe employees are recorded and remedial action is taken wherever necessary.

4.2 In reply to a question whether complaints have been received that any adverse entry made in the confidential reports with regard to fitness for promotion etc. is not communicated to the officials/employees concerned with the result that they are superseded without getting any chance to know their shortcomings and thus losing the opportunity to make improvement in their working, it has been stated that all adverse entries in the Confidential Reports are conveyed to the employees concerned. However, there has been delay in some cases in communicating the adverse entries to the employees concerned due to transfer of officers and obtaining reports from them. No case has been reported to the Southern Railway administration so far about non-communication of the adverse entries whereby any SC/ST employee had lost his chance of promotion.

4.3 The Committee have also been informed that following are the nature of complaints that are received from the SC/ST employees:—

- (i) Non-promotions
- (ii) Supersession
- (iii) No-observance of rosters
- (iv) Transfer away from their present station/Home Town
- (v) Revision of Seniority
- (vi) Harassment by supervisors/colleagues
- (vii) Allotment of quarters
- (viii) Change of community as from others to Scheduled Caste/Scheduled Tribe.

4.4 Asked how many of these complaints were disposed of at the level of the (i) Divisional Headquarters (ii) Chief Personnel Officer (iii) General Manager, Southern Railway, the following information has been furnished to the Committee:—

	Group A & B	Group C & D
Number of complaints that were disposed of at the level of Divisional Headquarters	..	44
Number of complaints that were disposed of at the level of Chief Personnel Officer		49
Number of complaints that were disposed of at the level of General Manager	..	8

4.5 129 cases relating to Group C and D have been referred to the Divisions/Workshops for remarks and the replies are awaited.

4.6 The Committee are unhappy to note that in certain cases adverse entries in the confidential reports had not been conveyed in time to the concerned employees on the Southern Railway. The Committee hope that such lapses will not recur again and it will be ensured that Scheduled Caste and Scheduled Tribe employees do not get suspended at the time of promotion on the basis of any adverse remarks which could not be conveyed to them. The Committee need hardly stress that it is the duty of every organisation to watch that no injustice is done to their employee particularly to those belonging to weaker sections of the community.

4.7 The Committee would like the Railway Board/Southern Railway to ensure that the complaints registers are maintained properly in all Divisions/Units of Southern Railway. They are checked regularly and the disposal of each complaint is clearly indicated. To create a feeling among the Scheduled Caste/Scheduled Tribe employees that their interests are not being overlooked, the Committee suggest that their complaints should be processed and disposed of judiciously and expeditiously. The complaint register should also be checked by the Chief Liaison Officer of Southern Railway during the course of his periodical inspections.

## B. APPRENTICESHIP TRAINING SCHEME

4.8 The Committee have been informed in a note that there is no Apprenticeship Scheme under the Apprentices Act, 1961 at present since Trade Apprentices are not being recruited under the Act.



However, there are Apprentices in the following categories:—

<i>Engineering Branch</i>	<i>Mechanical Branch</i>
App. Inspector of Works	App. Train Examiner
App. Permanent Way Inspector	App. Draftsman
App. Bridge Inspector	App. Mechanic (Mechanical)
App. Draftsman	App. Mechanic/Diesel (Mechanical and Electrical)
<i>Signal and Telecommn. Branch</i>	<i>Electrical Branch</i>
App. Signal Inspector	App. Mechanic (Electrical)
App. Telecommn. Inspector	App. Chargeman (Elec.)
App. Draftsman	App. Draftsman
<i>Transportation Branch</i>	<i>Commercial Branch</i>
Traffic Apprentice	Commercial Apprentice

4.9 These apprentices are recruited against regular vacancies in the categories detailed above and are charged against trainee posts or available vacancies and they are absorbed against working posts after successful completion of the training. The period of training varies from category to category. Reservation rules are followed while recruiting such apprentices.

4.10 If the apprentices do not come out successful after the training, those belonging to Scheduled Castes and Scheduled Tribes are given a course with stipend. If they fail a second time, those belonging to Scheduled Caste/Scheduled Tribe are given a third chance without stipend while the services of others are terminated.

4.11 The Committee have been further informed that a candidate must possess a diploma or a degree in Civil Engineering Electrical Engineering and Electrical/Electronics/Telecommn. Engineering to be considered for recruitment as apprentice in Civil, Mechanical, Electrical and S & T Branches respectively and must not be above the age of 28 years in the case of diploma holder and 30 years in the case of degree holder. The period of training in Mechanical, Electrical and S&T Branches is two years in the case of diploma holders and one year for degree holders. In the Civil Engineering Branch, this period is one year for both diploma and degree holders.

4.12 The upper age limit for recruitment as Traffic or Commercial apprentices is 28 years and they must be graduates. The period

of training of Traffic Apprentices is 3 years and in the case of Commercial Apprentices it is 2 years.

4.13 Asked what is the duration of training in each branch, the Committee have been informed that the duration of training in each Branch is as under:

---

*Engineering Branch*

App. Inspector of Works	}	One year for both diploma and degree holders.
App. Permanent Way Inspector		
App. Bridge Inspector		
App. Draftsman		

*Mechanical Branch*

App. Train Examiner	}	2 years for diploma holder and one year for degree holders
App. Draftsman		
App. Mechanic (Mech).		
App. Mechanic/Diesel (Mech & Elec.)		

*Signal & Telecommunication Branch*

App. Signal Inspector Gr. II (Rs. 550—750)	1 yr.
App. Signal Inspector Gr. III (Rs. 425—700)	3 yrs.
App. Telecommn. Inspector Grade II (Rs. 550—750)	1 yr.
App. Telecommn. Inspector Gd. III (425—700)	2 yrs.
App. Draftsman	1 yr.

*Electrical Branch*

App. Mechanic (Elec)	}	2 yrs.
App. Chargeman (Elec)		
App. Draftsman		

*Transportation Branch*

Traffic Apprentice	2 yrs.
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*Commercial Branch*

Commercial Apprentice	2 yrs.
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4.14 The Committee have been informed that the percentage of reservation provided for Scheduled Castes/Scheduled Tribes under the Apprenticeship Training Scheme is 15 and 7½ per cent respectively. The number and percentage of Scheduled Caste and Sche-

duled Tribe Apprentices in each Branch during the last 2 years is as under:—

Sl. No.	Branch	1979-80				1980-81					
		Total	SC	%age	ST	%age	Total	SC	%age	ST	%age
1	Engineering	17	14	19.7	3	4.2	74	15	20.3	..	..
2	Mechanical	52	17	32.7	6	11.5	137	30	21.9	3	2.2
3	Signal & Telecomn.	..	..	..	..	..	44	10	23.7	..	..
4	Electrical	..	..	..	..	..	..	..	..	..	..
5	Transportation	28	5	18	2	7	..	..	Nil	..	..
6	Commercial	..	Nil	..	..	..	..	..	Nil	..	..

SC—Scheduled Caste      ST—Scheduled Tribe

4.15 All those apprentices recruited through Railway Service Commissions who have completed the training satisfactorily and passed the terminal examination are appointed on the Railways.

4.16 The Committee have also been informed that the number of trainees absorbed in the Railways during the last 3 years and the number of Scheduled Castes/Scheduled Tribes among them are as under:—

*Number of Candidates appointed in Apprentices Categories.*

S. No.	Category	1978-79			1979-80]			1980-81		
		OC	SC	ST	OC	SC	ST	OC	SC	ST
1	App. Inspector Works	..	2	..	23	5	..	20	7	..
2	App. Bridge Inspector	3	2	..	10	2	..	..	..	..
3	App. Pmt. way Inspector	..	..	..	21	7	3	39	8	..
4	App. Signal Inspector Grade III	..	3	1	..	..	..	18	3	..
5	App. Signal Inspector Grade II	..	..	..	..	..	..	4	..	..
6	App. Telecommn. Inspector Grade III	..	..	2	..	..	..	21	7	..
7	App. Telecommn Inspector Grade II	2	..	..	..	..	..	1	..	..
8	App. Mechanic Diesel (Mech)	..	..	..	..	..	..	..	15	1
9	App. Mech. Diesel (Elec).	..	..	..	..	3	1	50	15	1
10	App. Train Examiner	20	9	..	..	10	1	..	..	1
11	App. Mechanic/Mechanical	47	..	2	..	..	2	54	..	..
12	App. Mechanic/Elec.	38	6	..	31	4	..	..	..	..
13	App. Traffic Apprentices	..	..	..	21	5	2	..	..	..

App.—Apprentice      OC—Other Community      SC—Scheduled caste  
ST—Scheduled Tribe.

The Committee have been further informed that the recruitment of apprentices under the Apprentices Act, 1961 has since been revived.

4.17 The Committee note that apprentices are recruited for various technical posts in the Southern Railway against regular vacancies, through Railway Service Commission and they are absorbed after successful completion of the training. The Committee, however, feel surprised that no apprentices had been recruited under the Apprentices Act 1961 on the Southern Railway and the Railway administration have not given any cogent reasons why this statutory obligation has not been fulfilled and under what circumstances the apprenticeship scheme is now being revived. The Committee recommend that recruitment of apprentices under Apprentices Act should be a continuous process not only on the Southern Railway but also in all other zonal Railways. Even if these apprentices are not absorbed in the Railways, at least the country would benefit inasmuch as additional trained manpower would be available for utilisation in sectors other than the Railways.

#### C. PETTY CONTRACTS

4.18. Ministry of Railways (Railway Board) have stated that instructions were issued on 28-7-78 that petty contracts upto  $\frac{1}{2}$  units should be exclusively reserved for Scheduled Caste/Scheduled Tribe persons. The normal period of petty vending/catering contracts is 3 years.

4.19. As regards terms and conditions for award of petty contracts generally and facilities and concessions given to Scheduled Castes and Scheduled Tribes therein, the Committee have been informed that in accordance with the Board's instructions contained in their letter No. 78-EG III/670 of 6-11-80, the allotment of Catering/Vending contracts is made in the following order of preference:—

- (i) Scheduled Caste and Scheduled Tribe
- (ii) Cooperative Societies of actual workers
- (iii) Mahila Samithies
- (iv) Individual unemployed graduates within the age group of 18—30 years.
- (v) Freedom Fighters.
- (vi) Others.

4.20. Ministry of Railways (Railway Board) have stated that apart from giving first preference to Scheduled Caste/Scheduled Tribe applicants in the allotment of catering/vending contracts, the Board have now reserved the petty contracts upto half units to

Scheduled Caste/Scheduled Tribe candidates. Award of fresh contracts upto half units will be given to only Scheduled Caste/Scheduled Tribe candidates in accordance with the instructions contained in Board's letter dated 18-2-81. Incidentally it is pointed out that in accordance with the existing procedure all the existing catering/vending contracts are to be renewed for the normal period of 5 years/3 years subject to the performance of the existing contracts.

4.21. Instructions have also been issued *vide* Railway Board's Letter No. 78 TG III/870 dated 18-2-81 that the financial soundness of Scheduled Caste/Schedule Tribe applicants should not be insisted upon in the beginning while awarding petty catering/vending contracts to Scheduled Castes and Scheduled Tribes.

4.22. Asked whether the Ministry of Railways (Railway Board), have reserved any percentage of petty contracts for Scheduled Castes and Scheduled Tribes the Committee have been informed that in view of  $\frac{1}{2}$  unit catering/vending contracts exclusively reserved for Scheduled Caste/Scheduled Tribe candidates, there is no need for reserving any percentage to these categories.

4.23. The Committee wanted to know why out of 14 petty contracts awarded during 1978-79, only 4 petty contracts were given to Scheduled Caste/Scheduled Tribe persons. In a note furnished to the Committee Ministry of Railways (Railway Board) have stated that for the 14 petty contracts awarded during 1978-79, applicants for only 4 contracts were received from persons belonging to Scheduled Caste/Scheduled Tribe and all the four applicants were awarded contracts. During 1979-80 and 1980-81 no petty contracts were awarded.

4.24. In reply to a question, the Committee have been informed that petty contracts are not awarded by Departments other than Commercial Department of the Southern Railway.

4.25 The Committee note that a decision was taken by the Ministry of Railways (Railway Board) in July 1978 that the catering/vending contracts upto  $\frac{1}{2}$  units would be exclusively reserved for Scheduled Caste and Scheduled Tribe persons. The Committee further note that out of 14 petty contracts given on the Southern Railway during 1978-79 only 4 such contracts could be awarded to persons belonging to Scheduled Castes and Scheduled Tribes and the remaining 10 petty contracts were given to other community applicants. The Committee are not convinced that there were only

persons belonging to Scheduled Castes and Scheduled Tribes who were interested in the award of petty contracts during 1978-79. The Committee feel that the whole matter should be examined in depth by the Southern Railway with a view to find out whether adequate publicity had been given regarding the award of these petty contracts and in the advertisement it was clearly indicated that these contracts were exclusively meant for Scheduled Castes and Scheduled Tribes. "The Committee is of the opinion that in case of poor response from Scheduled Caste/Scheduled Tribe candidates to the first advertisement a second advertisement should also be issued before giving petty contracts to other community candidates. The Committee need hardly stress that it is no use having a scheme on paper only. To provide socio-economic benefit to the Scheduled Castes and Scheduled Tribes, the schemes meant for them should be implemented in letter and spirit.

NEW DELHI;

April 1, 1982

Chaitra 11 1904 (Saka)

R. R. BHOLE,

Chairman

Committee on the Welfare of  
Scheduled Castes and Scheduled Tribes

## APPENDIX

(Vide Para 4 of Introduction)

### SUMMARY OF CONCLUSIONS/RECOMMENDATIONS CONTAINED IN THE REPORT

Sl. No.	Reference to Para Number in the Report	Summary of conclusions/ Recommendations
1	2	3
1	1.13	The Committee are distressed to note that though they had recommended in para 1.13 of their 11th Report (7th Lok Sabha) for making reservation orders applicable to posts in Vigilance Organisation also, the Reservation rules have still not been made applicable to the posts of Vigilance Inspectors and other tenure posts. The Committee see no reason why reservation orders should not apply to these posts and would like the Ministry of Railways (Railway Board) to review the whole policy of making reservation orders applicable <i>in toto</i> all the post in the Railways and its Workshops in consultation with the Department of Personnel and Administrative Reforms. While selecting persons for posts to be filled by deputation or transfer in the Railways, it should be ensured that fair promotion of such posts are filled by employees belonging to Scheduled Castes and Scheduled Tribes in accordance with the instructions issued by the Department of Personnel and Administrative Reforms on the 21st January, 1978 in this regard.
2	1.26	The Committee note that the Special Cell in the Ministry of Railways keeps a watch over the implementation of the Reservation Orders for Scheduled Castes and Scheduled Tribes on the Railways by means of inspections conducted

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2

3

by the two Joint Directors alongwith their inspectors of the various Railway establishments.

3

1.27

The Committee also note that the Southern Railway hold periodical meetings of the Liaison Officers at the Zonal Headquarters to discuss problems relating to the implementation of reservation orders in favour of Scheduled castes/ Scheduled Tribes.

4

1.28

The Committee are not however, happy that during 1979 there was only one inspection of Southern Railway by the Joint Director while in 1980 there were two such inspections by the Inspector but non by the Joint Director. The Committee recommend that the Zonal Railways should be inspected minimum twice a year and at least one inspection should be done by the Joint Director himself. The Committee need hardly stress that the importance of inspection by senior officers, as they feel that as inspection can only have an impact if it is conducted by an officer by a sufficiently high level. Since the Special Cell of Railway Board is meant for reservation work it should not be difficult for the two Joint Directors to inspect the Zonal Railway at least once in a year personally.

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1.29

The Committee are of the view that mere designating of Liaison Officers and their periodically inspecting units and reporting the progress is not enough, what is needed is concerted action on the part of the Liaison Officers in Southern Railway 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 which creep in the maintenance of



rosters etc. are not allowed to stay for long but are deleted and rectified quickly.

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1.30

As the Cell in the Railway Board has to look after a large number of Zonal Railways, the Committee recommend that the staff strength of the Cell should be augmented by (i) upgrading the post of Additional Director to Director; (ii) having 3 Section Officers instead of one Section Officer at present; and (iii) raising the number of Inspectors to 4.

The Committee also recommend that as stated by the representative of the Railway Board on 6-2-1981 during evidence on South Central Railway, the post of OSD, Calcutta, should be reviewed without any further delay.

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2.4

The Committee note that on the Southern Railway recruitment to Group A Service is made by UPSC and there is no direct recruitment for Group B posts. From the figures given in para 2.2 above relating to the recruitment made during 1978-79, 1979-80, 1980-81 in Group C and D, the Committee are surprised to find that there are shortfalls even in non-technical categories of posts. In technical categories, no data has been furnished in respect of vacancies filled either by promotion or under the sports quota. The Committee feel that there is bound to be shortfall in technical categories also for which the availability of suitable Scheduled Caste/Scheduled Tribe candidates is far less than in non-technical categories. The Committee therefore desire that special recruitment should be made to wipe out the shortfalls in Group C and D which are the feeder cadres for promotion to the higher posts in Group B. The Committee need hardly stress that if requisite number of Scheduled Caste and Scheduled Tribe candidates are not available for filling promotional vacancies then the best among the failures

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should be promoted against the quota reserved for them for six months on *ad hoc* basis and if during the six months their performance is found to be satisfactory their names should be considered for regular promotion.

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2.10

The Committee note that against the employment notice issued in January 1981, the response from the Scheduled Caste/Scheduled Tribe applicants had been very poor. Consequently another supplementary employment notice had to be issued in September, 1981 to fill the reserved vacancies. The Committee desire that the Southern Railway should draw up a complete dossier on the relaxations/concessions available to Scheduled Caste and Scheduled Tribe candidates for purposes of recruitment and give wide publicity to them. While issuing advertisements in newspapers for vacancies or while sending requisitions to the employment exchanges particular mention should be made about the number of vacancies available for Scheduled Castes and Tribes, the concessions/relaxations that are provided to Scheduled Caste/Scheduled Tribe candidates in order to attract more applications for the reserved posts.

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2.16

The Committee find that out of 4146 casual labourers who have been regularised on Southern Railway, 874 (21 per cent) belong to Scheduled Castes and 253 (6 per cent) are Scheduled Tribes. The Committee hope that the Southern Railway will make vigorous efforts to improve these per centages so that in course of time sufficient number of Scheduled Caste/Scheduled Tribe employees are available for promotion to Group 'C' posts.

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2.25

The Committee note that recruitment for all Group 'C' posts including those reserved for Scheduled Castes and Scheduled Tribes, for the

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Southern Railway is made by the Railway Service Commission. They also note that no power regarding relaxation of minimum qualifications as delegated to the Railway Service Commission. However, the Commission is competent to give relaxation to Scheduled Caste and Scheduled Tribe candidates in qualifying marks fixed for examination. The Committee recommended that the Railway Service Commission should examine the feasibility of giving further relaxation to Scheduled Caste/Scheduled Tribe candidates in qualifying marks in order to improve their intake in Group 'C' posts. The Committee further note that Railway Service Commission, Madras, is initiating recruitment processes for all major categories of posts one year in advance. The Committee feel that such advance planning is a step in the right direction. They suggest that the Ministry of Railways (Railway Board) should see that other Railway Service Commissions also fall in line so that there is not much time gap between the final recruitment and the date when the vacant posts are notified to the Commissions.

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2.27

The Committee note the various concessions and relaxations given to the Scheduled Caste and Scheduled Tribe candidates at the time of written test, interview and selection for promotion in Groups C & D. Presently, the zone of consideration in promotions for Scheduled Caste/Scheduled Tribe employees is three times the number of vacancies. The Committee recommend that the zone of consideration for Scheduled Caste/Scheduled Tribe candidates should be raised to five times the number of vacancies so that adequate number of employees belonging to these communities are available for consideration for promotion to the next grade.

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2.30

The Committee note that a large number of vacancies have been filled by promotion on ad

*ad hoc* basis in the Southern Railway. During 1980-81, as many as 2263 posts were filled on *ad hoc* basis in Group C category. The Committee hope that the Southern Railway will go into the merits and demerits of *ad hoc* promotions and will resort to this practice in future only if it is not detrimental to the interests of employees and particularly to the SC/ST employees.

13 2.45

The Committee are unhappy to note that a large number of promotional vacancies in Group C and D have been dereserved by the Southern Railway during the years 1978-79, 1979-80 and 1980-81. During 1978-79, 648 Scheduled Tribe vacancies were dereserved in Group 'C' and 250 Scheduled Tribe vacancies were dereserved in Group 'D'. The Committee are surprised that even in Group 'D' which is the lowest cadre, suitable Scheduled Tribe candidates were not available for promotion. The Committee are as a principle, opposed to dereservations. They however, feel that dereservation should be resorted to only when it is absolutely necessary and all efforts including special recruitment to locate suitable Scheduled Caste/Scheduled Tribe candidates have failed after holding special recruitment etc.

14 2.47

The Committee note that during the last three years 109 Scheduled Caste candidates were appointed against reserved Scheduled Tribe vacancies. They trust that all possible steps are taken to fill the vacancies by those candidates for whom they are reserved before desiring to exchange the vacancies between the Scheduled Castes and Scheduled Tribes.

15 3.11

The Committee are distressed to note that as on 31st March, 1981 there was shortfall of 4014 SCs and STs for Groups C and D posts. They are all the more perturbed that the shortfall exists even in non-technical categories like

Commercial clerk, office clerk and ticket collector etc. for which no technical skills are necessary. When this matter was raised during evidence the representative of Ministry of Railways (Railway Board) had merely said that the Southern Railway would go into the matter in detail. The Committee feel that the Southern Railway have not studied the problem in depth as to why there are shortfalls even in non-technical categories. The Committee also do not share the optimism of the Ministry of Railways that the shortfalls are likely to be made good during the next 3 months as the crash programme for recruitment of SCs and STs launched on 1-4-81 had been extended up to the end of December, 1981. The Committee feel that the matter should immediately be examined in depth and suitable remedial measures taken in the light of the conclusions arrived at. They suggest that a Committee of Senior Officers, drawn from the Railway Board and the Southern Railway should be asked to analyse the strategy and achievements of the Crash Recruitment Programmes launched in 1981 and earlier and to lay down guidelines for removing the shortfalls in a planned manner. The Committee have no doubt that if earnest efforts are made to locate suitable SC/ST candidates with the help of the State Welfare Department and Technical Institutes etc. it would not be difficult to wipe out the shortfalls at least in Groups C and D both in technical and non-technical categories within a reasonable period of time.

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3.14

The Committee regret to note that there is no either in-service or pre-selection/pre-promotion Training Programme separately for Scheduled Caste/Scheduled Tribe employees.

The Committee feel that a special-in-service training programme in the Southern

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Railway especially for those Scheduled Caste/ Scheduled Tribe employees who have been promoted under the scheme of "best among the failures" by lowering the standards should be initiated on a regular basis. This is essential to build confidence in them and also to bring them up to the required standard of efficiency.

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3.19

The Committee note that time schedule has been laid down for the submission of returns on recruitment etc. of SCs/STs to the Railway Board by the Zonal Railway and that these returns are analysed to find out the progress made in regard to the intake of SC/ST both in recruitment and promotional categories. The Committee attach importance to the proper compilation of return and their timely submission to the Ministry of Railways (Railway Board) as they think these returns are the only mechanism by which proper implementation of Reservation orders in favour of SC/ST can be watched. The Committee need hardly emphasise that there should be no laxity in the proper compilation and timely submission of returns by the Zonal Railways and on scrutiny of same by the Ministry of Railways.

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4.6

The Committee are unhappy to note that in certain cases adverse entries in the confidential reports had not been conveyed in time to the employees concerned on the Southern Railway. The Committee hope that such lapses will not recur again and it will be ensured that Scheduled Castes and Scheduled Tribe employees do not get superseded at the time of promotion on the basis of any adverse remarks which could not be conveyed to them. The Committee need hardly stress that it is the duty of every organisation to watch that no injustice is done to their employees particularly to those belonging to weaker sections of the community.

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4.7

The Committee would like the Railway Board/Southern Railway to ensure that the complaints registers are maintained properly in all Divisions/Units of Southern Railway. They are checked regularly and the disposal of each complaint is clearly indicated. To create a feeling among the Scheduled Caste/Scheduled Tribe employees that their interests are not being overlooked, the Committee suggest that their complaints should be processed and disposed of judiciously and expeditiously. The Complaint register should also be checked by the Chief Liaison Officer of Southern Railway during the course of his periodical inspections.

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4.17

The Committee note that apprentices are recruited for various technical posts in the Southern Railway against regular vacancies, through Railway Service Commission and they are absorbed after successful completion of the training. The Committee, however, feel surprised that no apprentices had been recruited under the Apprentices Act 1961 on the Southern Railway and the Railway administration have not given any cogent reasons why this statutory obligation has not been fulfilled and under what circumstances the apprenticeship scheme is now being revived. The Committee recommend that recruitment of apprentices under Apprentices Act should be a continuous process not only on the Southern Railway but also in all other Zonal Railways. Even if these apprentices are not absorbed in the Railways, atleast the country would benefit inasmuch as additional trained manpower would be available for utilisation in sectors other than the Railways.

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4.25

The Committee note that a decision was taken by the Ministry of Railways (Railway Board) in July 1978 that the catering/vending contracts up to ½ units would be exclusively

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reserved for Scheduled Caste and Scheduled Tribe persons. The Committee further note that out of 14 petty contracts given on the Southern Railway during 1978-79 only 4 such contracts could be awarded to persons belonging to Scheduled Castes and Scheduled Tribes and the remaining 10 petty contracts were given to other community applicants. The Committee are not convinced that there were only 4 person belonging to Scheduled Castes and Scheduled Tribes who were interested in the award of petty contracts during 1978-79. The Committee feel that the whole matter should be examined in depth by the Southern Railway with a view to find out whether adequate publicity had been given regarding the award of these petty contracts and in the advertisement it was clearly indicated that these contracts were exclusively meant for Scheduled Castes and Scheduled Tribes. The Committee is of the opinion that in case of poor response from Scheduled Caste/Scheduled Tribe candidates of the first advertisement a second advertisement should also be issued before giving petty contracts to other community candidates. The Committee need hardly stress that it is no use having a scheme on paper only. To provide socio-economic benefit to the Scheduled Castes and Scheduled Tribes, the schemes meant for them should be implemented in letter and spirit.



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Published under Rule 382 of the Rules of Procedure and Conduct of Business in Lok Sabha (Sixth Edition) and printed by the General Manager, Government of India Press, Minto Road, New Delhi