

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1987-88)**

(EIGHTH LOK SABHA)

THIRTY-THIRD REPORT

**MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

Action taken on the recommendations contained in the Twenty-third Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (8th Lok Sabha) on the Ministry of Railways (Railway Board)—Reservations for, and employment of Scheduled Castes and Scheduled Tribes in Western Railway.

Presented to Lok Sabha on _____

Laid in Rajya Sabha on _____



**LOK SABHA SECRETARIAT
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CORRIGENDA

to the
 33rd report of the Committee on the Welfare of SC/STs
 (1987-88) (6th L.S.) on Reservations for, and employment
 of SCs/STs in Western Railway.

| <u>Page</u> | <u>Para No.</u> | <u>Line</u> | <u>Corrigenda</u> |
|-------------|-----------------|------------------|---|
| 1 | - | 6 | For <u>Reservation Read Reservations</u> |
| 5 | 1.13&1.14 | 17 | <u>Add</u> 'Reply of Government' <u>after</u> the word 'spirit' |
| 6 | 1.26&1.30 | 3 | <u>For</u> on <u>read</u> in |
| 7 | 2.24 | 3 from bottom | <u>Delete</u> the word 'a' <u>after</u> the word 'been' |
| 10 | 2.78 | 3 from bottom | <u>Add</u> the word 'that' <u>after</u> the word 'feel' |
| 14 | 4.8 | 3 | <u>For</u> in <u>read</u> on |
| 17 | 2.36 | 2 | <u>For</u> <u>Schedule</u> <u>read</u> <u>Scheduled</u> |
| 19 | 2.87 | 2 from bottom | <u>For</u> <u>frought</u> <u>read</u> <u>fraught</u> |
| 22 | 1.11&1.12 | 3 | <u>For</u> <u>drafting</u> <u>read</u> <u>drawing</u> |
| 22 | 1.11&1.12 | 10 | <u>For</u> <u>post</u> <u>read</u> <u>posts</u> |
| 28 | 2.67 | 4 | <u>For</u> <u>ono-popular</u> <u>read</u> <u>non-</u> <u>popular</u> |

CONTENTS

| | AGE |
|---|-------|
| COMPOSITION OF THE COMMITTEE | (iii) |
| INTRODUCTION | (v) |
| CHAPTER I Report | 1 |
| CHAPTER II Recommendations/observations which have been accepted by the Government | 5 |
| CHAPTER III Recommendations/observations which the Committee do not desire to pursue in view of the Government's replies | 17 |
| CHAPTER IV Recommendations/observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration | 22 |
| CHAPTER V Recommendations/observations in respect of which final replies of Government have not been received | 27 |
| ANNEXURE Analysis of the action taken by Government on the recommendations contained in the Twenty-third Report of the Committee | 32 |

COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES

(1987-88)

Shri Ram Ratan Ram—*Chairman*

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1. Shri N. N. Mehra—*Joint Secretary*
2. Shri D. M. Chanan—*Chief 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 in their behalf, present this Thirty-third Report (Eighth Lok Sabha) on Action Taken by Government on the recommendations contained in the Twenty-third Report (Eighth Lok Sabha) on the Ministry of Railways, Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Western Railways.

2. The Draft Report was considered and adopted by the Committee on the 30th October, 1987.

3. The Report has been divided into the following Chapters:—

I. Report.

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

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

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

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

4. An Analysis of the action taken by Government on the recommendations contained in the 23rd Report of the Committee is given in Annexure. It would be observed therefrom that out of 39 recommendations made in the Report 22 recommendations i.e. 56.40 per cent

have been accepted by the Government; the Committee do not desire to pursue 6 recommendations i.e. 15.40 per cent of their recommendations in view of the Government's reply; 4 recommendations i.e. 10.25 per cent, in respect of which replies of Government have not been accepted by the Committee, require reiteration and for 7 recommendations i.e. 17.95 per cent, final replies of Government have not been received.

New Delhi;
 November 23, 1987
 2 Agrahayana, 1909 (Saka)

RAM RATAN RAM,
 Chairman,
 Committee on the Welfare of Scheduled
 Castes and Scheduled Tribes.

CHAPTER I

REPORT

This Report of the Committee deals with the Action Taken by Government on the recommendations contained in the Twenty-third Report (Eighth Lok Sabha) on the Ministry of Railways (Railway Board)—Reservation for, and employment of, Scheduled Castes and Scheduled Tribes in Western Railways.

1.2 In para 1.11 of their Twenty-third Report, the Committee had recommended that "the Committee see no reason why reservation orders should not apply to these 28 categories of posts which are filled up by drafting employees from different departments and cadres. The Committee 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 consultation with the Department of Personnel and Administrative Reforms."

1.3 In their reply dated 7 September, 1987, the Ministry of Railways (Railway Board) have stated that "the matter was referred to Department of Personnel and Administrative Reforms who have advised that certain posts have been excluded from the purview of reservations due to functional requirements of the posts. No change in the existing policy is, therefore, called for."

1.4 The Committee are not convinced with the views of the Department of Personnel and Administrative Reforms that certain posts have been excluded from the purview of reservations due to functional requirements of the posts. They will like to reiterate their earlier recommendations.

In para 1.12 of the Report, the Committee had recommended that "The Committee are distressed to note that the reservation rules have not been made applicable to as many as 28 categories of posts in Western Railway including Instructors, lecturers and Vigilance Inspectors, being tenure posts." The Committee have been informed that according to instructions issued by the Department of Personnel, reservations do not apply to vacancies filled by transfer or deputation.

The Committee see no reason why reservation orders should not apply to these posts. The Committee would like the Ministry of Rail-

ways (Railway Board) to review the whole policy of making reservation orders applicable in toto to all the posts in consultation with the Department of Personnel and Administrative Reforms.

1.5 In para 2.23 of the Report, the Committee had recommended that "the service of Doordarshan should also be utilised for giving wider publicity to vacancies for technical posts as per the assurance given by the Secretary, Ministry of Railways (Railway Board) during evidence."

1.6 In their reply dated 7 September, 1987, the Ministry of Railways (Railway Board) have stated that "the above recommendation was sent to Director General, Doordarshan for necessary action. Doordarshan has, however, advised that it is not possible for them to advertise vacancies on television."

1.7 The Committee would like to reiterate their earlier recommendation that the services of Doordarshan should be utilised for giving wider publicity to vacancies for technical posts as per the assurance given by the representative of the Ministry of Railways (Railway Board) during evidence and recommend that the matter should be taken up at the highest level with the Ministry of Information and Broadcasting.

1.8 In para 2.37 of the Report, the Committee had noted that "a large proportion of SCs|STs recommended for appointment under special powers of General Manager did not join Western Railway. The Committee would like the Western Railway authorities to find out the precise reasons therefor and inform the Committee accordingly. If the time taken in completing the recruitment process is too long due to which the candidates who apply for the posts in Railways get employment in the meantime elsewhere, the Railway Ministry should look into this aspect in depth and take suitable remedial measures immediately and inform the Committee of the action taken."

1.9 In their reply dated 7 September, 1987, the Ministry of Railways (Railway Board) have stated that "the SC|ST candidates were recruited under General Manager's power twice and the selections were finalised within a period of 14 months which cannot be said too long a period particularly when all procedures of selection have to be gone through. It appears that SCs|STs who applied for employment in Western Railway had also applied elsewhere. They did not

join Railways presumably they have got better employment elsewhere and not because of any delay in finalising the Selection."

1.10 The Committee are not satisfied by the assertion of the Ministry that "selections were finalised within a period of 14 months which cannot be said too long a period particularly when all the procedures of selection have to be gone through." They feel that the period for finalisation of selections can be curtailed to a great extent and urge the Ministry of Railways to take suitable steps to minimise the period of final selection.

1.11 In para 2.66 of the Report, the Committee had recommended that "the Committee are distressed to note that at present none of the members of the Railways Recruitment Board, Bombay Central, belongs to the reserved community. The Committee recommend that atleast one SC/ST member should be appointed in each of the Railway Recruitment Boards of the Western Railway."

1.12 In their reply dated 7 September, 1987, Ministry of Railways (Railway Board) have stated that "each Railway Recruitment Board consists of a Chairman and Member Secretary. These posts are filled up on tenure basis by the candidates who are selected by Union Public Service Commission.

The Ministry of Railways (Railway Board) are, therefore, not in a position to accept this recommendation. However, one Scheduled Caste or Scheduled Tribe Member is invariably included in all Selection/Recruitment Committees which are constituted by the Railway Recruitment Boards for finalising the panel."

1.13 In the opinion of the Committee the reply of the Government that the post of Chairman and Member Secretary in the Railway Recruitment Boards are filled up on tenure basis by the candidates who are selected by UPSC and therefore the Ministry is not in a position to accept this recommendation is not satisfactory. The Committee reiterate their earlier recommendation and desire that when sending names for selection to UPSC every effort should be made to include names of SC/ST candidates also.

1.14 In para 2.67 (iii) the Committee had recommended that "Railway Recruitment Board should (i) make recruitment to non-technical categories annually on a programme basis without waiting for actual indents from the Railway (ii) computerise recruitment work and (iii) augment the staff strength of the Railway Recruitment Boards with a view to reducing such time lag."

1.15 In their reply dated 7 September, 1987, the Ministry of Railways (Railway Board) have stated that "the recommendation of Committee regarding augmentation of staff strength, however, has not been accepted in view of extreme need for economy.

1.16 The Committee are not impressed by the argument of the Railway Ministry that the staff strength of Railway Recruitment Boards cannot be strengthened in view of extreme need of economy. In their opinion the economy should not be at the cost of efficiency. The Committee reiterate their earlier recommendation that the staff strength of Railway Recruitment Board should be suitably augmented to expedite the final selection of persons for employment.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation No. 2, Para No. 1.13 and 1.14

The Committee are shocked to learn that there are only six per cent posts for Scheduled Castes among Instructors, four per cent posts among Lecturers and nine per cent posts among Vigilance Inspectors in Western Railway. The picture is still gloomier in case of Scheduled Tribes who have no representation at all in any of these posts. The Committee cannot but conclude from this that the instructions issued by the Deptt. of Personnel and Administrative Reforms in their O.M. No. 36012/7/77 Est(SCT) dated 21st January, 1978 which lay stress on the fair proportion of such posts being filled by employees belonging to Scheduled Castes and Scheduled Tribes have not been implemented by the Western Railway in the spirit behind them.

The Committee, therefore, recommend that while requesting other Departments to sponsor candidates and selecting persons therefrom for posts to be filled by deputation or transfer in the Railways, the instructions issued by the Department of Personnel and Administrative Reforms in this regard should be strictly followed in letter and spirit.

Accepted. The recommendation has been specifically brought to the notice of Western Railway.

[Min. of Railways OM No. 86-E (SCT)I/80/1 dated 7-9-87]

Recommendation No. 3, Para No. 1.15 and 1.16

The Committee are constrained to note that in 1986, out of a total of 121 officers recommended for deputation from Western Railway to other Departments including Foreign Assignment, only 6 belong to Scheduled Caste and one to Scheduled Tribe. Similarly, in 1985 out of 111 officers recommended, 6 belong to Scheduled Caste and

2 to Scheduled Tribe. The Committee cannot but reach inescapable conclusion from these figures that the instructions on the subject, which lay stress that whenever a Ministry/Department etc. proposes to depute the officers serving in or under them to posts in or under Ministry/Department etc., the adequate number of SC/ST employees should be considered alongwith other employees for such deputation, have not been implemented in letter and spirit.

The Committee need hardly stress the necessity of implementation of these instructions meticulously. The Committee recommend that the Western Railway should implement these instructions scrupulously and recommend more and more SC/ST for deputation to other Departments including Foreign Assignment.

Reply of the Government

Accepted and this recommendation has specifically been brought to the notice of Western Railway.

[Min. of Railways OM No. 86-E (SCT)I/80/1 dated 7-9-87.]

Recommendation No. 4, Para No. 1.26 and 1.30

The Committee note that Special Cell in the Ministry of Railways keeps a watch over the implementation of the Reservation Orders for SCs/STs on the Railways by means of inspections conducted by the two Joint Directors alongwith the Inspectors of the various Railway Establishments.

The Committee also note that the Western Railway hold periodical meetings of the Liaison Officers at the Zonal Headquarters to discuss the problems relating to maintenance and observance of rosters for the Scheduled Castes/Scheduled Tribes.

The Committee are of the view that while designating Liaison Officers and their periodically inspecting the units and reporting the progress is a step in the right direction, what in fact is needed is concerted action on the part of the Liaison Officers in Western Railway to ensure due compliance by the 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 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.

The Committee further desire that there should be frequent meetings of the Liaison Officers at the Zonal Headquarters as well as Divisional Headquarters to exchange notes and sort out various problems relating to upkeep of rosters and matters pertaining to the welfare of Scheduled Castes/Scheduled Tribes.

Reply of the Government

These have been accepted and necessary instructions have been issued.

[Min. of Railways OM No. 86-E (SCT)I/80/1 dated 7-9-87.]

Recommendation No. 6, Para No. 2.22

The Committee trust that as per assurance given to them the Western Railway would send their officers to the tribal areas and the campus of the IITs and ITIs more frequently to get the required personnel for various workshops and thus wipe out the backlog of SC/ST employees.

Reply of the Government

This has been accepted and necessary instructions have been issued.

[Min. of Railways OM No. 86-E (SCT)I/80/1 dated 7-9-87.]

Recommendation No. 8, Para No. 2.24

The Committee are distressed to note that during the financial year ending 1985-86, the number of Scheduled Castes and Scheduled Tribe candidates selected in recruitment and in the selection posts filled were too short of the prescribed quota both in Group 'C' and Group 'D' posts. The Committee recommend that concerted efforts should be made to fill up the prescribed quota of Scheduled Castes and Scheduled Tribes by taking necessary steps immediately.

Reply of the Government

A special drive has been a launched by Western Railway to fill up the prescribed quota of SCs/STs.

[Min. of Railways OM No. 86-E (SCT)I/80/1 dated 7-9-87.]

Comments of the Committee

The Committee would like to be apprised of the net results of special drive launched by Western Railway to fill up the prescribed quota of SCs/STs in Group 'C' & 'D' posts.

Recommendation No. 10, Para No. 2.34 and 2.35

The Committee note that in case the Railway Recruitment Board is unable to recruit and recommend requisite number of Scheduled Castes and Scheduled Tribes against the indent placed by Western Railway for reserved vacancies for Class III posts, the General Manager, Western Railway can exercise his special powers to make recruitment of Scheduled Castes/Scheduled Tribes from the open market to wipe out the shortfalls. The Committee are, however, concerned to note that the time taken for such recruitment varies from 12 months to 15 months which is too much.

The Committee recommend that the General Manager, Western Railway should exercise his special powers for recruitment and set the process for selection of SC/ST candidates in motion immediately after receipt of intimation from the Railway Recruitment Board about their inability to sponsor or recommend the requisite number of Scheduled Caste/Scheduled Tribe candidates to fill up the reserved vacancies so as to minimise the time lag in recruitment and safeguard the interests of SC/ST persons as far as possible.

Reply of the Government

This has been accepted and necessary instructions have been issued.

[Min. of Railways OM No. 86-E (SCT)I/80/1 dated 7-9-87.]

Recommendation No. 11-B, Para 2.36

The Committee recommend that in future the General Manager should exercise his special powers liberally to make recruitment of Scheduled Caste/Scheduled Tribes from open market to wipe out the shortfalls.

Reply of the Government

Accepted. Necessary instructions have been issued to other Zonal Railways also.

[Min. of Railways OM No. 86-E (SCT)I/80/1 dated 7-9-87.]

Recommendation No. 13, Para No. 2.48 to 2.50

The Committee note that in the matter of engagement of casual labour no roster is required to be maintained but at the time of making recruitment the concerned authorities are required to ensure adequate intake of Scheduled Castes and Scheduled Tribes as per percentage prescribed i.e. 11 per cent and 14 per cent respectively so that there is no difficulty at the time of their regular employment according to the quota reserved for them.

The Committee also note that recruitment to Class IV service is made by screening available casual labourers/substitutes in the Western Railway and if requisite number of Scheduled Caste and Scheduled Tribe casual labourers/substitutes is not available to fill the vacancies reserved for them, recruitment is made from the open market.

The Committee have been informed that as on 1-3-1986 on the Western Railway out of 21750 casual labourers, 1804 are Scheduled Castes i.e. 8.29 per cent and 1439 are Scheduled Tribes i.e. 6.61 per cent. It shows that at the time of engagement of casual labour proper care has not been taken to ensure adequate intake of Scheduled Castes and Scheduled Tribes as per percentage prescribed. The Committee, therefore, recommend that in future earnest efforts should be made by Western Railway to engage at least 11 per cent Scheduled Caste and 14 per cent Scheduled Tribe casual labourers so that at the time of screening the casual labourers for filling Class IV posts against regular vacancies there is no dearth of SC/ST candidates from amongst the casual labourers. The Committee also recommend that while regularising the casual labourers as Class IV staff, the shortfall in their intake should be made good by recruiting SC/ST candidates from the open market.

Reply of the Government

Accepted. Instructions have been issued to all Zonal Railways to maintain the reservation for SCs/STs in future engagements of Casual labours.

[Min. of Railways OM No. 86-B (SCT)I/80/1 dated 7-9-87.]

Recommendation No. 14, Para No. 2.51

The Committee recommend that the authorities concerned should induct one Scheduled Caste/Scheduled Tribe officer of equivalent rank in the screening Committee to safeguard the interests of Scheduled Castes and Scheduled Tribes.

Reply of the Government

This is being followed scrupulously.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87].

Recommendation No. 17, Para No. 2.67

The Committee have been informed that the time lag between the issue of advertisement by the Railway Recruitment Board and the final recruitment varies from about six months to one year and in non-popular technical categories like Clerks and Stenographers etc. where the number of candidates involved is large, time lag is more than a year.

The Committee, therefore, recommend that Railway Recruitment Boards should..... (ii) computerise Recruitment work.

Reply of the Government

Regarding computerisation of recruitment work a decision has already been taken by the Ministry of Railways to introduce computer based system in all the Railway Recruitment Boards in a phased manner.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87].

Recommendation No. 20, Para No. 2.78

The Committee note that the Western Railway authorities while inspecting Roster Registers maintained at various levels in that Railway had detected various discrepancies such as that they did not indicate the category of post and its scale of pay, the year of recruitment, summary of vacancies filled up during the year and the shortfalls of the year etc., the Personnel Officer did not sign the Register at appropriate place in the Roster Register.

The Committee need hardly stress that 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. Discrepancies noticed during the inspection of rosters should be rectified immediately and brought to the notice of the Head of Department. The Committee feel necessary guidelines/instructions should be issued for the benefit of those who are responsible for maintenance of rosters.

Reply of the Government

Accepted. Necessary instruction have been issued to the Railways.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87].

Recommendation No. 21, Para No. 2.79

The Committee also recommend that the Liaison Officers and the staff working under him should be trained regarding the maintenance and inspection of rosters. If discrepancies are found during the inspection of rosters, action should be taken against the officers responsible therefor.

Reply of the Government

Accepted. Necessary instructions have been issued to Zonal Railways.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87].

Recommendation No. 24, Para No. 2.94

The Committee are unhappy to note that in Western Railway a large number of vacancies have been dereserved during the last three years depriving employment to a large number of SC/ST. In safety posts (Class III) in the year 1983-84, 79 vacancies of Scheduled Caste and 62 of Scheduled Tribe, in 1984-85, 68 vacancies of Scheduled Caste and 72 of Scheduled Tribe and in 1985-86, 116 vacancies of Scheduled Caste and 87 of Scheduled Tribe have been dereserved. In the case of non-safety posts (Class III) also in 1983-84, 56 vacancies of Scheduled Caste and 70 of Scheduled Tribes, in 1984-85, 30 vacancies of Scheduled Castes and 37 of Scheduled Tribes and in 1985-86, 29 vacancies of Scheduled Castes and 45 of Scheduled Tribes were dereserved.

The Committee are surprised to note that even in the case of non-safety (Class IV) posts in 1983-84, 2 vacancies of Scheduled Castes and 2 of Scheduled Tribes; and in 1984-85, 7 vacancies of Scheduled Castes and 4 vacancies of Scheduled Tribes were dereserved. Thus, the Committee observe that quite a large number of vacancies have been dereserved in various grades during the last three years depriving employment to many a Scheduled Caste/Scheduled Tribe candidates.

The Committee are as a principle, opposed to dereservations. They, however, feel that dereservation should be resorted to only

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when it becomes absolutely necessary and all efforts including special recruitment to locate suitable SC/ST candidates have failed.

Reply of the Government

Accepted and necessary instructions have been issued.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87].

Recommendation No. 27, Para No. 3.14

The Committee note with unpleasant surprise that no special recruitment of SC/ST was made by any of the Western Railway Recruitment Boards during the last three years. The Committee would like that the Railway Recruitment Boards of Western Railway should also make special recruitment of Scheduled Castes/Scheduled Tribes candidates to wipe out the shortfall briskly.

Reply of the Government

The Railway Recruitment Board Ajmer has made special recruitment of ST candidates in 1987-88 and 7 ST candidates were selected against the shortfall of SC in technical categories in recruitment grades like App. Asstt. Chageman, Laboratory Asstt. Health Inspector etc. Similarly, the Railway Recruitment Board, Ahmedabad had issued employment notices for recruitment of ST candidates for the post of Stenographers and Pharmacist Grade III but there was no response from ST candidates.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87].

Recommendation No. 29, Para No. 3.17

The Committee suggest that in the Personnel Department, there should be at least one or two Scheduled Caste/Scheduled Tribe higher level officers to instil greater confidence amongst SC/ST employees in Western Railway.

Reply of the Government

At present, the following SC/ST Officers are working in the Personnel Department:

| | |
|-----------------------------------|-----------------|
| Senior Division Personnel Officer | —1x |
| Divisional Personnel Officers | |
| and | —7(SC—4 ST—3) |
| Senior Personnel Officers | |
| Assistant Personnel Officers | —10 (SC—8 ST—2) |

[Min. of Railways OM No. 86-E (SCT)I/80/1/ dated 7-9-87]

Recommendation No. 31, Para No. 3.27

The Committee note that in 1983, out of 214 officers only 19 SCs and 4 STs; in 1984 out of 235 officers only 19 SCs and 4 STs and in 1985 out of 284 officers only 18 SCs and 6 STs were given opportunities for attending Institutional training/seminar/symposia/conferences etc. The Committee feel that SC/ST officers have not been given due representation to avail of these opportunities. The Committee would like to emphasise and recommend that in future at least ten per cent Scheduled Caste and five per cent Scheduled Tribe out of the total number of officers selected should be allowed to avail of such opportunities for attending institutional training/seminar/symposia etc. It will go a long way to instil a feeling of self-confidence among them and also to broaden their outlook.

Reply of the Government

Accepted, and necessary instructions have been issued.

[Ministry of Railways O.M. No. 86-E (SCT) I/80/1 dated 7-9-87].

Recommendation No. 32, Para No. 3.30

The Committee note that the Ministry of Railways (Railway Board) analyse on receipt from the Western Railway yearly statements showing the progress made in the intake of Scheduled Castes and Scheduled Tribes and against vacancies reserved for them in recruitment and promotional categories and half yearly statement of Receipt and Disposal of Complaints from Scheduled Caste/Scheduled Tribe employees, quarterly statement of supersession of Scheduled Castes and Scheduled Tribes to promotion and non-selection posts. The Committee have further been informed that as a result of analysis Ministry of Railways (Railway Board) has ordered only recently a special drive to clear the back-log within six months. The Committee do hope that within six months all the backlog would be cleared. The Committee consider the proper compilation of returns and their timely submission to the Ministry of Railways (Railway Board) very important as these returns are the only mechanism by which the proper implementation of the Reservation Orders in favour of Scheduled Castes and Scheduled Tribes can be watched. The Committee, therefore, emphasise that there should be no laxity in the proper compilation and timely submission of the returns by the Western Railway. The Committee also hope that the Ministry of Railways (Railway Board) will continue to make a thorough and analytical study of these statements and take prompt and effective measures to remove the deficiencies noticed for proper implementation of reservation orders.

Reply of the Government

This is only in the nature of observations which have been accepted.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Recommendation No. 33, Para No. 4.7

The Committee are concerned to note that out of 1184 complaints received from SC|ST employees during a year (1-4-80 to 31-3-86) only 972 were disposed of. Further, out of these 972 cases only 388 i.e. 39.9 per cent complaints were decided in favour of SC|ST employees and 584 i.e. 60.1 per cent complaints were decided against SC|ST employees. This is a disturbing factor and needs to be looked into.

In the opinion of the Committee 212 cases pending disposal at the end of the year 1985-86 is on a high side and calls for gearing up of the whole machinery responsible for looking after the interests of SC|ST. The Committee further note that out of 212 cases, 150 relate to promotions and 23 about seniority. The Committee feel that since these cases have a bearing on the career and future prospects of the persons concerned, they should be decided without further delay as justice delayed is justice denied.

Reply of the Government

Accepted and necessary instructions have been issued.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Recommendation No. 34, Para No. 4.8

The Committee have been informed that 'during 1984-85, the Senior Personnel Officer and Chief Reservation Officer inspected 21 offices and the officer in Special Duty, Bombay inspected 37 offices and found some complaints|irregularities regarding promotion, seniority and harassment but no major or serious complaint came to notice.

The Committee are perturbed to note that Western Railway do not consider complaints regarding promotion and seniority as serious complaints and treat them as of minor importance.

The Committee need hardly stress that all such complaints from Scheduled Caste and Scheduled Tribe employees particularly those having bearing on promotion and service prospect should be given

due care and attention and should be processed and disposed of sympathetically within the shortest possible time to create confidence among SC|ST employees and to instil in them the feeling that their interests are looked after well.

Reply of the Government

Accepted. Necessary instructions have been issued to the Railways.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Recommendation No. 35, Para No. 4.5

The Committee further recommend that grievances Register should at least be checked quarterly by the Liaison Officer|Senior Personnel Officer and also by the Head of Division concerned during the course of their inspection to ensure prompt disposal of complaints|representations received from SC|ST employees and quarterly reports submitted to the Headquarters of Western Railway and also the Ministry of Railways (Railway Board) for their information.

Reply of the Government

Accepted. Necessary instructions have been issued to the Railways.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Recommendation No. 38, Para No. 4.20

From the data furnished to the Committee, the Committee note that out of 26727 Type II quarters, only 755 quarters have been allotted to SCs and 580 to STs; and out of a total 46745 Type I quarters only 2052 have been allotted to SCs and 1941 to STs which come approximately to 5 per cent and 8 per cent respectively. Thus, the prescribed reservation quota of 10 per cent for SC|ST in case of Type I and Type II quarters has not been fulfilled. The Committee desire that the shortfall in the allotment of type I and II quarters should be made up and in future the prescribed percentage of reservation for SCs|STs in allotment of quarters should be strictly adhered to.

Reply of the Government

Accepted and necessary instructions have been issued.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Recommendation No. 39, Para No. 4.25

The Committee note that the number of Catering|Vending contracts for stall|trolleys on the Western Railway is 1543 out of which 133 catering|vending contracts are held by persons belonging to Scheduled Caste|Scheduled Tribes. The Committee feel that this cannot be considered a satisfactory position particularly when it is claimed that Contract of Stalls|Trolleys of $\frac{1}{2}$ unit each are reserved for Scheduled Caste|Scheduled Tribe persons and applications in such cases are called for exclusively from candidates belonging to Scheduled Caste|Scheduled Tribe only.

The Committee note that it has been provided in the 'Brochure on Reservations for Scheduled Castes and Scheduled Tribes in Railway Services' that atleast 10 per cent of employees of vending and catering contractors should belong to Scheduled Castes and Scheduled Tribes.

From the statistics furnished to the Committee, they have an apprehension that even 10 per cent quota is not being observed. The Committee recommend that Western Railway authorities should implement the aforesaid orders meticulously in letter and spirit on the Western Railway.

Reply of the Government

Accepted and necessary instructions have been issued.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

CHAPTER III

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

Recommendation No. 5, Para No. 1.31

As the Cell in the Railway Board has to look after a large number of Zonal Railways, the Committee desire that the present staff strength may be reviewed to ensure that the Cell is able to do justice to the enormous work involved in various Zonal Railways. The Committee have a feeling that the staff strength of the Cell needs augmentation at various levels and the Cell should be headed by a Director instead of an Additional Director to give it more responsibility.

Reply of the Government

The Cell in the Railway Board is at present headed by an Executive Director in S.A. Grade. The staff strength of the Cell, however, is considered adequate for the present.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Recommendation No. 11-A, Para No. 2.36

The Committee are surprised to note that in 1983 not a single Schedule Tribe candidate was appointed in any of the five categories of posts of Apprentice, Mechanic, Pharmacist, Stenographer, Staff Nurse and Midwife and in 1984 not a single Sch. Tribe was appointed in any of the six categories of posts viz. Apprentice, Pharmacist, Stenographer, Tracer, Midwife and Typist under the special powers of General Manager, Western Railway in spite of a large shortfall of 1620 Sch. Tribes in Category 'C' posts under which all aforementioned posts fall. The Committee would like to be informed of the precise reasons for not appointing Sch. Tribes for these posts under the Special powers of General Manager.

Reply of the Government

In spite of wide publicity given through special notifications, personal contracts in tribal areas, Employment Exchanges and various SC|ST Organisations, no candidate belonging to Sch. Tribe communities had responded.

Recommendation No. 19, Para No. 2.72

The Committee are happy to note the various concessions|relaxations granted to Scheduled Castes and Scheduled Tribes while making recruitments to Class III services in the Western Railway. The Committee have no doubt that if the Western Railway authorities implement these concessions|relaxations both in letter and spirit, a good number of Scheduled Caste and Scheduled Tribe candidates would be available for recruitment against the reserved vacancies in various categories. However, the Committee do not see any reason as to why no relaxation of marks is allowed for Scheduled Caste and Scheduled Tribe employees for being empanelled for posts in safety categories.

The Committee recommend that relaxation of marks should be allowed to SC|ST employees for being empanelled for the posts in safety categories also.

Reply of the Government

Keeping in view the safety aspects in train operation, some posts in open line (operating and Maintenance), Loco|Diesel|Electrical sheds and workshops have been categorised as 'Safety posts'. No relaxation in standards is allowed for promotion to these posts. In all other posts in the remaining departments, relaxations including promotion of the best amongst the failed candidates are allowed to SC|ST candidates. In safety categories employees belonging to SC|ST communities are imparted pre-selection coaching before selection to the safety posts to enable them to improve their standards so that they are better equipped to compete with others.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Recommendation No. 22, Para No. 2.86

From the figures furnished to them, the Committee are perturbed to note that in 1984 and 1985 the percentage of Scheduled Caste employees promoted has decreased considerably as compared to

year 1983, both in Class III and Class IV categories i.e. as against the percentage of 15.85 for Class III and 17.40 for Class IV in 1983, it has come down to 12.81 and 11.6 in 1984 and 11.99 and 13.8 in 1985 respectively. Similarly among Scheduled Tribes the percentages have come down to 5.41 in Class III and 5.65 in Class IV in 1984 and 5.8 in Class III and 6.55 in Class IV in 1985 as against 8.56 and 7.85 respectively in 1983. Thus, there is staggering shortfall both in Class III and IV categories in Western Railway.

The Committee, therefore, recommend that the policy for promotion should be reviewed and made liberal so that more promotional avenues are open for SC/ST employees in Western Railway particularly in Class III and IV categories. Special efforts like pre-promotion coaching classes for SC/ST should also be made to wipe out the shortfall in Class III and IV categories as early as possible.

Reply of the Government

Special efforts like launching a Crash Programme for SC/ST candidates, pre-promotional coaching to SC/ST candidates before selection to safety category posts and promotion to the best among the failures on trial basis for a period of 6 months are already in vogue in Railways. Despite this the shortfall cannot be wiped out in promotional categories as only 50 per cent of the vacancies can be filled up by SC/ST in a promotion year as per DOP's instructions which are based on the judgment of Supreme Court.

[Min. of Railways OM No. 86-E (SCT)I/89/1 dated 7-9-87.]

Recommendation No. 23, Para No. 2.87

The Committee recommend that if requisite number of Sch. Caste and Sch. Tribe candidates are not available for promotional vacancies, then the best among the failures should be promoted against the quota reserved for them, both in safety and non-safety categories for a period of six months on ad hoc basis. If during this period their performance is found to be satisfactory, they may be regularised. Otherwise their services may be extended for a further period of six months to enable them to improve upon their performance.

Reply of the Government

Any relaxation allowed in the standards of staff manning safety posts will be fraught with serious consequences and potential dangers to the lives and properties of thousands of our customers. The

recommendation of the Committee that the best amongst the failures should be promoted in safety categories is, therefore, not acceptable. In respect of non safety categories this scheme is in vogue & the period of trial is extended wherever considered necessary.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Recommendation No. 25, Para No. 2.97

The Committee note that in 1983, 21 Scheduled Castes were appointed against the carry forward reserved vacancies for Scheduled Tribes while during the last three years in 1983, 1984 and 1985, no Scheduled Tribe was appointed against the carried forward reserved vacancies for Scheduled Castes. The Committee also note that in 1984 and 1985 there was no exchange of carried forward reserved vacancies for Scheduled Castes and vice-versa.

The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes by Scheduled Tribes and vice-versa at the end of third year of the carry forward of vacancies is obviated. The Committee would, therefore, request that all possible efforts should be made by the Western Railway authorities to find Scheduled Caste and Scheduled Tribe candidates for the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year or in the second year so that in the eventuality of not getting a suitable SC/ST candidate in the third year, the reserved vacancy may not lapse.

Reply of the Government

This recommendation was referred to Department of Personnel and Training who have not agreed to the exchange of reservation for SC|ST in the first or in the second year of carry forward as it would be detrimental to the interests of specific reserved community for whom the vacancy is reserved.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Recommendation No. 28, Para Nos. 3.15 and 3.16

The Committee regret to note that due to various court decisions, reservation for Scheduled Castes and Scheduled Tribes in Western

Railway were restricted to 15 per cent and 7½ per cent respectively and no crash programme could be launched for recruitment of SC|ST against the shortfall quota.

The Committee feel that SC|ST candidates have been subjected to great injustice and have been deprived of employment opportunities by such restriction as according to a Supreme Court's decision fifty percent posts can be filled up in any recruitment by SC|ST candidates against the reservation quota.

The Committee, therefore, recommend that if a number of reserved vacancies are not filled for a period of two years, special drive for recruitment, particularly in 'C' and 'D' categories, which are feeder cadres, should invariably be launched to fill up the backlog of reserved vacancies.

Reply of the Government

The recommendation of the Committee is within the accepted policy of the Ministry of Railways. Special drives are launched from time to time whenever it is noticed that large number of reserved vacancies are lying unfilled.

[Min. of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

CHAPTER IV

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

Recommendation No. 1, Para Nos. 1.11 and 1.12

The Committee have been informed that there are twenty-eight categories of posts in the Western Railway to which reservation orders do not apply as these are tenure posts and are filled up by drafting employees from different departments and cadres. The Committee have further been informed that out of 68 posts of Instructors there are 4 posts for Scheduled Caste which is 6 per cent of the total posts. Out of 23 posts of Lecturers, there is only one post for Scheduled Caste which comes to 4 per cent. Similarly, out of 33 posts of Vigilance and Enquiry Inspectors only 22 have actually been filled and out of them, only 2 post are for Scheduled Castes which comes to 9 per cent. As regards the share of Scheduled Tribes, it is nil in all these categories of posts.

The Committee are distressed to note that the Reservation Rules have not been made applicable to as many as 28 categories of posts in Western Railway including Instructors, lecturers and Vigilance Inspectors, being tenure posts. The Committee have been informed that according to instructions issued by Department of Personnel, reservations do not apply to vacancies filled by transfer or deputation. The Committee see no reason why reservation orders should not apply to these posts. The Committee 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 consultation with the Deptt. of Personnel and Administrative Reforms.

Reply of the Government

The matter was referred to Department of Personnel & Administrative Reforms who have advised that certain posts have been ex-

cluded from the purview of reservations due to functional requirements of the posts. No change in the existing policy is, therefore, called for.

[Min. of Railways OM No. 86-E(SCT)I/80/1|R dated 7-9-87.]

Comments of the Committee

The Committee are not convinced with the views of the Department of Personnel and Administrative Reforms that certain posts have been excluded from the purview of reservations due to functional requirements of the posts. They will like to reiterate their earlier recommendation.

The Committee are distressed to note that the Reservation Rules have not been made applicable to as many as 28 categories of posts in Western Railway including Instructors, Lecturers and Vigilance Inspectors, being tenure posts. The Committee have been informed that according to instructions issued by Department of Personnel, reservations do not apply to vacancies filled by transfer or deputation. The Committee see no reason why reservation orders should not apply to these posts. The Committee 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 consultation with the Department of Personnel and Administrative Reforms.

Recommendation No. 7, Para No. 2.23

The Committee note that the vacancies in Western Railway were not notified over Television for giving wide publicity. The Committee recommend that the service of Doordarshan should also be utilised for giving wider publicity to vacancies for technical posts as per the assurance given by the Secretary, Ministry of Railways (Railway Board) during evidence.

Reply of the Government

The above recommendation was sent to Director General/Doordarshan for necessary action. Doordarshan has, however, advised that it is not possible for them to advertise vacancies on television.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87.]

Comments of the Committee

The Committee would like to reiterate their earlier recommendation that the services of Doordarshan should be utilised for

giving wider publicity to vacancies for technical posts as per the assurance given by the representative, Ministry of Railways (Railway Board) during evidence and recommend that the matter should be taken up at the highest level with the Ministry of Information and Broadcasting.

Recommendation No. 12, Para No. 2.37

The Committee also note that a large proportion of SCs/STs recommended for appointment under special powers of General Manager did not join Western Railway. The Committee would like the Western Railway authorities to find out the precise reasons therefor and inform the Committee accordingly. If the time taken in completing the recruitment process is too long due to which the candidates who apply for the posts in Railways get employment in the meantime elsewhere, the Railway Ministry should look into this aspect in depth and take suitable remedial measures immediately and inform the Committee of the action taken.

Reply of the Government

The SC/ST candidates were recruited under General Manager's powers twice and the Selections were finalised within a period of 14 months which cannot be said too long a period particularly when all procedures of selection have to be gone through. It appears that SC/ST who applied for employment in Western Railway had also applied elsewhere. They did not join Railways presumably they have got better employment elsewhere and not because of any delay in finalising the Selection.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87.]

Comments of the Committee

The Committee are not satisfied by the assertion of the Ministry that 'selections were finalised within a period of 14 months which cannot be said too long a period particularly when all the procedures of selection have to be gone through'. They feel that the period for finalisation of selections can be curtailed to a great extent and urge the Ministry of Railways to take suitable steps to minimise the period of final selection.

Recommendation No. 16, Para No. 2.66

The Committee are distressed to note that at present none of the members of the Railway Recruitment Board, Bombay Central, belongs to the reserved community. The Committee recommend

that atleast one SC/ST member should be appointed in each of the Railway Recruitment Boards of the Western Railway.

Reply of the Government

Each Railway Recruitment Board consists of a Chairman and Member Secretary. These posts are filled up on tenure basis by the candidates who are selected by Union Public Service Commission.

The Ministry of Railways are, therefore, not in a position to accept this recommendation. However, one SC or ST Member is invariably included in all Selection/Recruitment Committees which are constituted by the Railway Recruitment Boards for finalising the panel.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87.]

Comments of the Committee

The reply of the Government that the post of Chairman and Member Secretary in the Railway Recruitment Boards are filled up on tenure basis by the candidates who are selected by UPSC and therefore the Ministry is not in a position to accept this recommendation is not satisfactory. The Committee reiterate their earlier recommendation and desire that when sending names for selection to UPSC every effort should be made to include names of SC/ST candidates also.

Recommendation No. 17, Para No. 2.67

The Committee have been informed that the time lag between the issue of advertisement by the Railway Recruitment Board and the final recruitment varies from about six months to one year and in non-popular technical categories like Clerks and Stenographers etc. where the number of candidates involved is large, time lag is more than a year.

The Committee, therefore, recommend that Railway Recruitment Boards should..... (iii) augment the staff strength of the Railway Recruitment Boards with a view to reduce such time lag.

Reply of the Government

The recommendation of the Committee regarding augmentation of staff strength, however, has not been accepted in view of extreme need for economy.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87.]

Comments of the Committee

The Committee are not impressed by the argument of the Railway Ministry that the staff strength of Railway Recruitment Boards cannot be strengthened in view of extreme need of economy. In their opinion the economy should not be at the cost of efficiency. The Committee reiterate their earlier recommendation that the staff strength of Railway Recruitment should be suitably augmented to expedite the final selection of persons for employment.

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS ON WHICH FINAL REPLY OF GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation No. 9, Para Nos. 2.25 and 2.26

The Committee are unhappy to note that during the three recruitment years i.e. 1983, 1984 and 1985, no SC/ST candidate was appointed through the sports quota in Class III and IV posts. The Committee cannot but express their surprise and dismay that even in Class IV posts which are mainly filled by Scheduled Caste/Scheduled Tribe candidates, not a single SC/ST could qualify for appointment through the sports quota.

The Committee desire that the policy for recruitment through Sports quota should be reviewed forthwith and ways and means devised for inducting at least ten to fifteen percent Scheduled Castes/Scheduled Tribes employees in the Western Railway through sports quota.

Reply of the Government

There is no reservation in favour of Scheduled Castes/Scheduled Tribes against recruitment in Sports quota. Recruitment against sports quota is made out of the sportsmen with requisite standard in a particular sport and their achievements in the recently held Championships of appropriate level. The recommendation has, however, been sent to Department of Personnel and Training for their comments which are awaited.

[Ministry of Railways O.M. No. 86-E(SCT)1/80/1 dated 7-9-87.]

Comments of the Committee

The Committee would like to be informed of the final decision taken in the matter.

Recommendation No. 15, Para No. 2.65

The Committee note that recruitment for Class III posts including those reserved for Scheduled Castes and Scheduled Tribes for the Western Railway is made by the Railway Recruitment Board

(RRB). They also note that although RRB have no power to relax minimum qualifications prescribed for such posts, they have full discretion to recommend SC/ST candidates who may obtain lower place in the merit list without detriment to the minimum standards of efficiency in the Administration. The Committee recommend that the Railway Recruitment Boards should exercise their discretion more often though judiciously to improve the intake of SC/ST candidates in Class III posts, to the maximum extent possible.

Reply of the Government

The recommendation is under examination.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87.]

Comments of the Committee

The Committee may be informed of the final outcome of the examination of the matter.

Recommendation No. 17, Para No. 2.67

The Committee have been informed that the time lag between the issue of advertisement by the Railway Recruitment Board and the final recruitment varies from about six months to one year and in non-popular technical categories like Clerks and Stenographers etc. where the number of candidates involved is large, time lag is more than a year.

The Committee, therefore, recommend that Railway Recruitment Boards should (i) make recruitment to non-technical categories annually on a programme basis without waiting for actual indents from the Railway.

Reply of the Government

A Committee was constituted to review the entire selection process of Railway Recruitment Boards with a view to eliminate delays in finalising the selection. The Committee's report in this regard is at present under scrutiny of the Ministry of Railways.

[Ministry of Railways O.M. No. 86-E(SCT)I/80/1 dated 7-9-87.]

Comments of the Committee

The Committee may be apprised of the final decision taken in the matter.

Recommendation No. 18, Para Nos. 2.68 and 2.69

The Committee desire that the Railway Recruitment Board and other recruitment authorities in the Western Railway should inform the Employment Exchanges, the reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by them to fill up the reserved posts so as to enable them to gear up their own machinery to sponsor the right type of candidates in future.

The Committee further recommend that Railway Recruitment Boards, Western Railway should devise some suitable method to inform the SC/ST candidates the reasons for their rejection in interview so as to enable them to improve upon their performance and qualify in subsequent interviews.

Reply of the Government

The recommendation is under examination.

[Ministry of Railways OM No. 86-E (SCT)1/80]1 dated 7-9-87]

Comments of the Committee

The Committee may be informed of the final decision taken in the matter.

Recommendation No. 26, Para No. 3.14

The Committee note that the reservation quotas have not been fulfilled in the Western Railway and there is shortfall in almost all the categories of posts. In category 'B' shortfall is 0.5 per cent in the case of SCs and 3.7 per cent in the case of STs. In category 'C' shortfall is 1.6 per cent for SCs and 1.7 per cent for STs.

The Western Railway have assured the Committee during evidence that they have started a special drive to complete the shortages within six months. The Committee need hardly emphasise that there is imperative need to strictly follow the reservation orders so that all the reserved vacancies for SCs/STs are actually filled in by them. The Committee hope that the Western Railway would wipe out the shortfalls within six months as per their assurance given to the Committee. The Committee would like to be apprised of the results achieved as a result of special drive launched by the Western Railway to wipe out the shortfalls.

Reply of the Government

Special drive has been launched by Western Railway to wipe out the shortfall of SCs/STs. The figures are at present under compilation and the same will be furnished to the Committee also.

[Min. of Railways OM No. 86-E (SCT)I/80/1 dated 7-9-87.]

Comments of the Committee

The Committee will await the net result of the special drive launched by Western Railway to wipe out the shortfall in each category of posts.

Recommendation No. 30, Para No. 3.26

The Committee regret to note that there are no special training centres for giving in-service training to SC/ST employees. The Committee feel that special training centres for giving in-service training especially for those SC/ST employees who have been promoted under the scheme of 'best among the failures' by lowering the standards should be initiated on a regular basis. The Committee believe that it will instil confidence among them and bring them upto the required standard of efficiency.

Reply of the Government

The recommendation is under consideration.

[Ministry of Railways OM No. 86-E (SCT)1/80/1 dated 7-9-87]

Comments of the Committee

The Committee will await the final decision taken in the matter.

Recommendation No. 36, Para No. 4.16

The Committee are distressed to note that out of 16, 8 and 20 Scheduled Caste apprentices trained during 1983, 1984 and 1985 respectively, only 1 each was absorbed in 1985. The position in case of Scheduled Tribe apprentices is all the more disappointing as out of 17, 15 and 9 Scheduled Tribes trained during 1983, 1984 and 1985 not a single Scheduled Tribe trainee was absorbed in Western Railway. The Committee desire that notifications for employment should be given wide publicity so that more and more Scheduled Caste/Scheduled Tribe apprentices may apply for employment under the Apprentices Act. The Committee hope that

in future more Scheduled Castes/Scheduled Tribes would be taken and trained under the Apprenticeship Scheme. The Committee also recommend that all SC/ST trainees after their successful training should be absorbed in Western Railway. They should also be given preference over other candidates while making selection for the posts for which they apply.

Reply of the Government

The recommendation is under examination.

[Ministry of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Comments of the Committee

The Committee may be informed of the final decision taken in the matter.

Recommendation No. 37, Para No. 4.19

The Committee note that in respect of quarters in essential categories, no reservation in the matter of allotment has been provided for SC/ST candidates. The Committee desire that in the allotment of quarters in essential categories, SC/ST employees of this category should be given preference.

Reply of the Government

The recommendation is under examination.

[Ministry of Railways OM No. 86-E(SCT)I|80|1 dated 7-9-87.]

Reply of the Government

The Committee may be apprised of the final decision taken in the matter.

ANNEXURE

Analysis of the Action Taken by the Government recommendations contained in the twenty-third Report of the Committee

(Vide Para 4 of the Introduction)

| | | |
|-------------|--|--------------|
| I. | Total Number of Recommendations | 39 |
| II. | Recommendations which have been accepted by the Government (Vide Recommendations Sl. Nos. 2 to 4, 6, 8, 10, 13, 14, 20, 21, 24, 27, 29, 31 to 35, 38, 39, 11, 17.) | |
| | Number | 22 |
| | Percentage of the total | 56.40 |
| III. | Recommendations which the Committee do not desire to pursue in view of Government's replies (Vide Recommendations at Sl. No. 5, 19, 22, 23, 25, 28.) | |
| | Number | 6 |
| | Percentage of the total | 15.40 |
| IV. | Recommendations in respect of which reply of Government has not been accepted and which require reiteration (Vide Recommendations Sl. Nos. 1, 7, 12, 16.) | |
| | Number | 4 |
| | Percentage of the total | 10.25 |
| V. | Recommendations in respect of which final replies of Government have not been received (Vide Recommendations at Sl. Nos. 9, 15, 18, 26, 30, 36, 37.) | |
| | Number | 7 |
| | Percentage of the total | 17.95 |