

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1990-91)**

(NINTH LOK SABHA)

THIRD REPORT

**MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

**Action Taken by Government on the recommendations contained in the
Forty-seventh Report of the Committee on the Welfare of Scheduled Castes
and Scheduled Tribes (Eighth Lok Sabha) on the Ministry of Railways
(Railway Board)—Reservations for and employment of Scheduled Castes
and Scheduled Tribes in Eastern Railway**



*Presented to Lok Sabha on 9.1.1991
Laid in Rajya Sabha on 9.1.1991*

**LOK SABHA SECRETARIAT
NEW DELHI**

*January, 1991/Pausa, 1912 (S).
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TO

**THE THIRD REPORT OF THE COMMITTEE ON THE
WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES
ON EASTERN RAILWAY.**

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**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1990-91)**

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2. Shri R.K. Chatterjee—*Under Secretary*

*Ceased to be a member of the Committee consequent upon his appointment as Parliamentary Secretary w.e.f. 24.11.1990

**Ceased to be a member of the Committee on his resignation from the Committee w.e.f. 13 September, 1990

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 Third Report (Ninth Lok Sabha) on Action Taken by Government on the recommendations contained in the Forty-seventh Report (Eighth Lok Sabha) on the Ministry of Railways (Railway Board)—Reservations for and employment of Scheduled Castes and Scheduled Tribes in Eastern Railway.

2. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1990-91) considered the Action Taken replies on 9 July, 1990 and decided to take oral evidence of the Ministry of Railways (Railway Board) with a view to obtaining clarification on certain recommendations. The Committee took evidence of the representatives of the Ministry of Railways (Railway Board) on 20.9.90 and 15.10.90. The Committee wish to express their thanks to the officers of the Ministry of Railways (Railway Board) and Eastern Railway for placing before the Committee material and information the Committee desired in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 28 November, 1990.

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

I. Report.

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

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

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

5. An analysis of the Action Taken by Government on the recommendations contained in the 47th Report of the Committee is given in Appendix. It would be observed therefrom that out of 47 recommendations made in

(v)

the Report 29 recommendations, i.e. 61.71 per cent have been accepted by the Government; the Committee do not desire to pursue 6 recommendations, i.e. 12.76 per cent of their recommendations in view of Government's replies; 12 recommendations, i.e. 25.53 per cent in respect of which replies of Government have not been accepted by the Committee, require reiteration.

NEW DELHI;
January 2, 1991

Pausa 19, 1912 (S)

ANADI CHARAN DAS,
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 and observations contained in the 47th Report of the Committee on reservations for and employment of Scheduled Castes and Scheduled Tribes in Eastern Railway.

1.2 The 47th Report was presented to Lok Sabha on 25 April, 1989. It contained 47 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under:—

(i) Recommendations and observations which have been accepted by Government— Sl. Nos. 6, 7, 8, 9, 10, 11, 12, 13, 16, 17, 18, 19, 21, 22, 23, 24, 26, 29,30, 32, 33, 37, 38, 39, 40, 44, 45, 46 & 47.

(ii) Recommendations and observations which the Committee do not desire to pursue in the light of the replies received from Government— Sl. Nos. 20, 27, 35, 36, 41 & 42.

(iii) Recommendations and observations replies to which have not been accepted by the Committee and which require reiteration— Sl. Nos. 1, 2, 3, 4, 5, 14, 15, 25, 28, 31, 34 & 43.

(iv) Recommendations and observations in respect of which final reply has not been received— NIL.

1.3 Action Taken notes containing replies of Government to the recommendation contained in the 47th Report were considered by the Committee at their sitting held on 9.7.1990. After consideration of the Action Taken Notes, the Committee found that some of the replies were vague and not satisfactory and they decided to take further evidence of the Ministry of Railways (Railway Board) to get further clarification on these points. Accordingly, further evidence of the Ministry of Railways (Railway Board) was taken on 20.9.90 and 15.10.90 and conclusion arrived at are narrated in the following paragraphs.

Representation of Scheduled Castes / Scheduled Tribes in the post of Vigilance Inspectors: (Para 1.15-1.17; 47th Report)

1.4 A probe by the Committee had revealed that out of 28 posts of Inspectors in Vigilance Organisation in the Railways, not a single post was held by a Scheduled Caste employee and only one Scheduled Tribe candidate officiated against the post of Vigilance Inspector during 1985-86 and 1986-87.

1.5 The Committee did not agree with the representatives of the Railway

Board that the reasons for making the posts of Vigilance Inspectors as ex-cadre posts was that they had not only to investigate discreetly but had also to make out elaborate reports. In their opinion, there was no dearth of Scheduled Caste / Scheduled Tribe employees in the Railways for being posted as Vigilance Inspectors.

1.6 Keeping in view the importance of Vigilance Inspectors who *inter-alia* were also looking into the cases of harassment of SC/ST employees in Railways, the Committee recommended that the posts of Vigilance Inspectors should be converted into regular cadre posts and should not be allowed to continue as ex-cadre posts.

1.7 In their Action Taken note, dated 8.9.1989, the Ministry replied as under:—

“The matter has been reviewed. The matter was also referred to Department of Personnel and Training who have advised that there is no change in the existing policy. As regards temporary promotions for less than 45 days duration, such posts are filled by locally available senior-most persons because employees on transfer from other places do not like to be posted for such a short duration. In regard to the upgradation scheme where all posts in a particular category / grade are upgraded, no reservation is considered necessary because all the reserved community employees in the lower grade also get promotion to the higher grade.

Vigilance work is of a very exacting and unpopular nature. Most of the staff are unwilling to join the organisation because it alienates them from their parent departments. They stand to lose the experience they would have gained in the parent department, they lose their friends about whom they have to investigate and also expose themselves to vendetta at the hands of the seniors whom they investigate. Vigilance work is extremely trying and there are not many takers.

It is neither practicable nor desirable to create cadre posts in the Vigilance Department, the reasons for which are as follows:—

(i) Though there may be 20 to 40 posts of Vigilance Inspectors on each Railway, it has to be remembered that they are drawn from separate disciplines such as Civil Engineering, Mechanical Engineering, Signal & Telecommunication Department, Traffic, Accounts, Store, Personnel, Security, Medical etc. Some are drafted from the Police/CBI Departments. It would be necessary to have a sub-cadre under each discipline and there would not be more than 2 to 4 Inspectors under each discipline. Formation of a separate cadre for each such small cadre would not be possible and staff would get frustrated.

(ii) Before an Inspector joins Vigilance, he has to have a grounding for about 15 to 20 years in his own parent department. He is required to investigate cases pertaining to his own department. Under the circum-

stances, at the initial stage, we cannot recruit Inspectors in the Vigilance Department and keep them permanently by forming a separate cadre.

(iii) It is the policy of the Government to transfer persons working on sensitive posts. Vigilance is the most sensitive Department on the Indian Railways. It is absolutely necessary that Inspector and Officers working in the Vigilance Department are sent back to their parent Department after the completion of their tenure. Otherwise they will also get out of touch of the latest development / changes taking place in their department. This is also the view of the Central Vigilance Commission.

In view of the foregoing, we have to continue with the ex-cadre system in which only volunteers are drawn from various Departments who, on completion of tenure, go back to their parent departments in the Railways. It is of course true that SC / ST should have enough representation in the services. Instructions will be issued that amongst the volunteers, due consideration should be given to SC / ST candidates while selecting for the Vigilance Department / Organisation."

1.8 Asked to explain whether efforts were being made to give due representation to SC / ST candidates in Vigilance Organisation, the Ministry of Railways (Railway Board) informed in a written note that this was being done and they have forwarded a copy of the instructions issued in this direction (*vide*-Annexure I).

1.9 Being not satisfied with the reply of the Govt. the Committee desired to know during further evidence as to when the rules relating to exemptions from Reservation Orders the ex-cadre posts were framed by the Department of Personnel, whether the rules were reviewed at any time and whether the circumstances under which these rules were framed has since been changed. In reply the representative of the Ministry of Railways (Railway Board) stated that the rules for exemption of ex-cadre tenure posts were framed by the Ministry of Home Affairs in 1965 and they came into force immediately after the issue of the O.M. on 29.9.65. The necessity for the change was examined in 1986-87 with a view to reviewing the policy. But the Department of Personnel and Training did not agree to make any changes in the rules.

1.10 Explaining the justification of retaining posts like those of Vigilance Inspectors as ex-cadre posts, the representative submitted:

"the ex-cadre posts are generally small cadres which cannot be self-supporting in the sense that when we have a cadre, it means various other things like prospects of promotion etc. In a small cadre, these prospects of promotion get vitiated. The ex-cadre posts are manned by incumbents drawn from other bigger cadres according to the functional needs of the ex-cadre posts. For example, in Vigilance, we have several disciplines, Civil Engineering, Mechanical Engineering and Electrical Engineering, Accounts, Stores, Personnel, Signals etc. The Vigilance Department is relatively a small group of incumbents and further sub-

dividing into several discipline, areas of each discipline will be very small. Now, if we have a permanent cadre in the Vigilance, then the promotional prospects of the staff who are deployed in that Department will be very adversely affected.

Secondly, the people for the Vigilance work have to be experienced in their disciplines, otherwise they will not be able to find out what wrong has been done. Therefore, that is also a reason why incumbents in the Vigilance Department are drawn from other disciplines on a tenure basis and returned to those disciplines so that they renew their acquaintance with their own disciplines."

1.11 Asked to clarify why eligible and qualified SC / ST employees were not willing to join Vigilance Organisation, the Advisor (Vigilance) submitted:

"the Vigilance Organisation is manned on voluntary basis. It is a very unpleasant and difficult job, so we would not like to force the employees to take that job."

The witness added that people not only from SC / ST category but also from other categories were unwilling to go there.

1.12 When the Committee wanted to know whether the authorities were in favour of reserving some posts in Vigilance for SC / ST, the Vigilance Director replied:

"I am in favour of maximum representation. I would be happy if there are 100% of them there on the Vigilance Organisation".

1.13 In reply to another question as to what action the Ministry of Railways (Railway Board) have taken since the last two years to remove the imbalance in the representation of SC / ST in the Vigilance Organisation, the witness stated:

"We have issued instructions that SCs and STs should be encouraged to join the Vigilance Organisation and they should also be given certain amount of preference. Since then, we have got 15 SC/ST candidates who have offered themselves for the post of Vigilance Inspector, out of which we have already taken three. The fourth is on the panel. He is also likely to join. In the Eastern Railway, there is nobody, because nobody has volunteered. We will go deeper into the causes."

1.14 The witness apprised the Committee that with a view to giving encouragement to Scheduled Castes/Scheduled Tribes people to join Vigilance Organisation following instructions have been issued:

- (1) Individual notices should be sent to all the eligible employees that such a vacancy is coming up or has already come up and it is required to be filled up;
- (2) Such applications given by the SC/ST employees for joining the Vigilance should be promptly forwarded. And none of the applica-

tions should be kept in the Department. As soon as any SC/ST employee is selected for the Vigilance, then he should be promptly relieved to join there. He should not be held back in his parent department”.

1.15 As regards selection procedure for the posts of Vigilance Inspectors, the representative stated that initially a panel of names were being prepared and for that purpose existing vacancies and the vacancies likely to occur were taken into account. Appointments were made from the panel of names whenever a vacancy came out.

1.16 The Committee appreciate the difficulties experienced by the Ministry of Railways (Railway Board) in selecting persons to join Vigilance Organisations. Although posts of Vigilance Inspectors are maintained as ex-cadre posts and reservation rules are not applicable, there, non-representation in the cadre by SC/ST people in sufficient numbers may give cause for suspicion that SC/ST people are deliberately being kept out of these posts to deny them access to important cases of investigations. This is more so when there were instances of harassment and atrocities being committed against the people of these communities even today. It is, therefore, of paramount interest that SC/ST people are adequately represented in the sensitive cadres like those of Vigilance Inspectors. The Committee recommend that all out efforts should be made to appoint sufficient number of SCs/STs in the cadre of Vigilance Inspector and the Committee may be informed of the outcome.

*Representation of SCs/STs in the category of Instructors:
(Para 1.18; 47th Report)*

1.17 The Committee noted that in the category of Instructors in training schools under Eastern Railways during the year 1985-86 out of 49 Instructors, the number of Scheduled Caste Instructors was two only. During the years 1986-87 and 1987-88 out of 47 Instructors, the number of Instructors belonging to Scheduled Castes continued to be two only. During these years none of the Instructors belonged to Scheduled Tribes. The Railway Board authority's assertion that “due consideration is given to the deserving SC/ST candidates while filling up such posts” was not borne out by such a meagre representation of SCs/STs among the Instructors in the Training Schools. The Committee did not find any justification for continuing the posts of Instructors in the Training Schools as ex-cadre posts. Keeping in view the fact that a large number of Scheduled Castes/ Scheduled Tribes people were coming out of technical colleges and schools year after year, they felt that it should not be difficult for the Eastern Railway to recruit from the open market persons belonging to SC/ST communities for appointment as Instructors in Training Schools in regular cadre instead of continuing such posts as ex-cadre ones.

1.18 In their Action Taken Note, dated 8.9.1989 the Ministry stated:

“the instruction given in the training institutions/schools is intended to closely familiarise the trainee with various aspects of work,

relating to his area of function. The refresher courses are also designed to update the knowledge and skills of the trainees, with specific reference to recent developments in technology in their relevant fields. As this is 'applied training' meant for preparing trainees to equip themselves to work on the Railways and give "refresher courses" for serving employees, and open-market candidate who has no background knowledge of Railway working will be of no use and may be found seriously wanting, even if he is academically brilliant. An instructor in a Training School should have special skills in his particular area acquired only by long experience on the job, supplemented by teaching abilities, besides ability to communicate effectively. This is the reason why only experienced serving staff are carefully chosen for posting as Instructors in Training Schools on a tenure basis. The purpose of prescribing a tenure is to ensure that the Instructor himself updates his own knowledge and skills by reverting back to his cadre, besides replacing him with someone else who may have gained experience and skills in the technological changes that may have taken place in the meanwhile. A directly recruited instructor will be unable to achieve any of these objectives. Further, since the number of posts of Instructors in each discipline on each Zonal Railway is very small, the concerned persons would get frustrated. Since their promotional prospects will be very little, if these posts are treated as a separate cadre instead of as "ex-cadre posts" as at present. In addition, when an existing employee, whether he is SC/ST or other castes candidate, is selected for such ex-cadre post, the resultant vacancy is filled by promotion as per 40 point roster of the grade in the cadre to ensure along with representation of SC/ST in the parent cadre. The parent cadre strength is so big compared to the number of ex-cadre posts, the selection/non-selection of SC/ST candidate to this post does not affect the overall SC/ST representation. It may also be added that in no case of promotion, the qualification of having worked as Instructor in training school is specified and hence this will not affect the promotional prospects of SC/ST, who have not worked as Instructor. To the extent direct recruitment is permitted or may be needed in very rare cases in the training institutions, qualified candidates from reserved communities will also be eligible to apply, since the rules and orders governing the reservation of posts in direct recruitment grades/categories will also be applicable to posts of Instructors in Training Schools, if filled by direct recruitment.

1.19 The Indian Railways are going through a phase of rapid modernisation as well as introduction of state-of-the art technology in all disciplines. As these have vital safety implications, Instructors appointed in Training Institutions to impart the relevant skills to the trainees should be sufficiently qualified and experienced in their respective disciplines in the Railway itself so that they will be in a position to pass on these skills to the trainees. A directly recruited candidate who has had

no exposure to the complexities of the Railway working will not be in a position to discharge his duties satisfactorily and adequately”.

1.20 During further evidence by the Committee attention of the Ministry was drawn to the contradictory statement given in the Action Taken Notes where it had been stated that the posts of Instructors in training were ex-cadre posts and there was no reservation to such posts and to the extent direct recruitment was permitted or might be needed in very rare cases in the Training Institutions, qualified candidate from the reserved communities would also be eligible to apply, since the rules and orders governing the reservations of posts in Direct recruitment grades/categories would also be applicable to posts of Instructors in Training Schools, if filled by direct recruitment.

1.21 Asked to clarify the position, the witness stated:

“Generally, most of the instructors are drawn from the main cadres. Professional training is to be imparted to the trainees with whatever discipline that happens to be theirs. In some very few instances where academic training is to be imparted that used to be managed in the class-room. For instance, certain categories who are matriculates are given the necessary training for the academic field. For the academic training we have certain persons teaching all these cadres. We used to recruit directly people for that particular subject. But professional training which is by far the most important, is imparted to the people drawn from the main cadre”.

1.22 He added that majority of the people who come to the training school as Instructors were drawn from the various Departments of the Railways. These instructors were mainly on the supervisory grade. After a fixed tenure of two to three years they were sent back to their parent Department.

1.23 In the direct recruitment reservation was being provided. These direct recruitee of teaching profession, were put to undergo training during office hours in batches. Certain seminars and workshops were also arranged for that purpose.

1.24 The Committee do not consider the reply of the Ministry of Railways (Railway Board) very convincing. They feel that it should not be difficult for the Railways to find out suitable SC/ST candidates for appointment as Instructors and all out efforts should be made in that direction including necessary training to give them representation in this cadre. The Committee also suggest that copies of Circulars containing information regarding vacancies of Instructors in Training Schools may be sent to all the SC/ST Employees' Welfare Associations of Railways with a view to enabling them to suggest the names of suitable SC/ST candidates for appointment to the posts of Instructors.

Production Control Organisation (Para 1.19; 47th Report)

1.25 Being not convinced by the argument advanced by the representative of the Ministry of Railways that only a few volunteers offered to work in the Production Control Organisation attached to each workshop/Production Unit because it was not financially as lucrative as to work in places like Shop Floor where workers got incentive bonus etc., the Committee in para 1.19 of their Report opined that the Ministry of Railways should make the appointments in the Production Control Organisations more attractive by increasing the quantum of special pay sufficiently to attract a large number of volunteers including those from the SCs/STs to opt for working in the Production Control Unit. They desired to watch the action taken by the Ministry of Railways in this regard.

1.26 The Ministry of Railways (Railway Board) in their action taken notes replied, "Revision in the quantum of special pay to Production Control Organisation staff, at this stage will not serve the intended purpose of making Production Control Organisation posting attractive as the incentive scheme as such is under revision. Under the revised incentive scheme, the incentive bonus for shop floor staff is likely to be substantially higher. It is, thus, necessary to wait for the formulation of revised incentive scheme. Only when the new incentive bonus structure for shop floor staff is known, it will be possible to work out the revised quantum of special pay for Production Control Organisation Staff. The Committee's recommendation will, therefore, be considered after revision of this existing incentive scheme".

1.27 When the Committee wanted to know whether the revised incentive scheme had since been formulated and if so what steps had been taken to revise the quantum of special pay for Production Control Organisation, the Ministry of Railways (Railway Board) clarified the position on 6.4.90 stating, "revised incentive scheme has not been formulated as yet. The study for reviewing the existing scheme and suggesting new scheme has been given to RITES. In any case, the special pay for Production Control Organisation staff has been increased from 12.5 per cent to 15 per cent."

1.28 During evidence the Committee desired to know the present position relating to incentive schemes and how these would be more attractive. In reply the witness stated, "Various proposals have been submitted and the Board has set up an Expert Committee to just go through the details of these proposals and give their consolidated recommendations. There is a proposal to cover the incentive schemes. So, that work is going on at this moment. The existing incentive scheme is in vogue for the last 30 years. This has been made very attractive by way of revision of incentives. There is the incentive bonus of 150 per cent effective from September, 1989. This has substantially enhanced the incentive package. The enhancement is really sufficient to attract a large number of workers. That would certainly go a long way to make it attractive enough. We have

enhanced it from 100 per cent to 250 per cent. There is an enhancement of 150 per cent.”

1.29 Asked to specify the period by which the new scheme of incentive would be finalised, the witness stated, “It will take about six months. The Boards has to take a view on the incentive scheme and it has to be adopted. Then only it will be implemented.”

1.30 The Committee found that the principal reason for unwillingness on the part of Railway employees, including Scheduled Caste/Scheduled Tribe employees, to join Production Control Organisation is lack of attractive incentives for working in Production Control Organisation. The Committee were informed that incentive schemes have been formulated for shop floor wherein existing incentives have been enhanced by 150 per cent and this will be made effective within a period of six months or so. The Committee trust that steps would be taken soon for attractive incentives in Production Control Organisation also so that adequate number of Scheduled Caste/Scheduled Tribe employees come forward to join Production Control Organisation and their representation requirement is fully met. The Committee will await improvement in this regard.

Augmentation of Staff Strength (Para 1.24; 47th Report)

1.31 In para 1.24 of this Report, the Committee noted that a Cell existed in the Ministry of Railways (Railway Board) to look after the interest of SC/ST employees whose number was roughly about 2.5 to 3 lakhs as also to ensure proper implementation of the policy in regard to recruitment and promotions of officers belonging to Scheduled Castes and Scheduled Tribes, looking into individual grievances of SC/ST employees, conducting of inspection to monitor the implementation of the reservation policy etc. Existing staff strength of the Cell was stated to be two Section Officers, four Assistants, two Inspectors and three UDCs and LDCs. Keeping in view the large number of the SC/ST employees in the Railways, the Committee recommended that the staff strength might be suitably augmented as assured by the Chairman of the Railway Board during evidence.

1.32 In their Action Taken Note, dated 8.9.1989, the Ministry stated that a fresh work study of E(SCT) I & II Branches in Railway Board was being undertaken and based on the results of the study the needs of the Cell would be adequately met.

1.33 Asked further to state whether work study had since been completed and what precise steps had been taken in the light of the findings, the Ministry of Railways (Railway Board) stated in a written reply, in April, 1990, “the study of E(SCT) Branch has been completed but no increase in staff strength have been found justified.”

1.34 Being not satisfied with the reply of the Government, the Committee desired to know during further evidence held on 15.10.1990

whether work assessment was made by the Experts Committee taking into consideration Parliamentary work and other work load of peak period required to be handled by the Cell, the witness stated, "Based on the studies conducted, we feel that we are able to handle the work because there is sufficient margin available to meet the extra requirements. At this stage, there is nothing which needs to be done."

1.35 To a suggestion of the Committee for making a fresh indepth study of work assessment with a view to augmenting the staff strength of the Cell, the witness stated that they would undertake a fresh study and would intimate the Committee.

1.36 The Committee note that the Ministry feel that there was no need to enhance the staff strength of SC/ST Cell. The Committee would, however, like the Ministry to undertake another comprehensive study of the staff requirements of the Cell as assured during evidence with a view to ensure that interests of SC/ST employees are not allowed to suffer for want of adequate staff in the Cell.

Selection of Scheduled Tribe Candidates (Paras 2.23 & 2.24; 47th Report)

1.37 In para 2.23 the Committee were informed that the Calcutta, Patna and Malda Railway Recruitment Boards of the Eastern Railway had been able to recommend adequate number of candidates belonging to Scheduled Caste for appointment in the Eastern Railway. However, the Ranchi Railway Recruitment Board which was responsible for recommending the candidates belonging to Scheduled Tribe for appointment in the Railways has not been able to meet the requirement of the Eastern Railway so far as the filling of the vacancies reserved for Scheduled Tribes was concerned. Consequently, Eastern Railway requested the Calcutta, Patna, and Malda Railway Recruitment Boards also to select and recommend the candidates from the Scheduled Tribes also to fill up the vacancies reserved for the Scheduled Tribes. The Committee desired to await the outcome of the efforts made by the Eastern Railway in this regard.

1.38 In para 2.24 the Committee noted that the Headquarters of the Ranchi Railway Recruitment Board was nearly 300 kilometres away from the areas inhabited by Santhals which was pre-dominantly inhabited by the Scheduled Tribes. They recommended that Railway Recruitment Board should set up Recruitment Centres at places like Sahibganj and Dumka which were in the heart of the areas inhabited by the Scheduled Tribes.

1.39 The Government in their Action Taken Note, dated 8.9.89 have stated as under:—

"During the period from 1.4.88 to 30.6.89, Railway Recruitment Boards at Calcutta, Patna and Malda have given 120 ST candidates to Eastern Railway against only 43 such candidates given during 1987-88.

Railway Recruitment Boards have been established at various places with a view to expediting the selection process and to rationalise the work load.

Accordingly at present 19 Railway Recruitment Boards including one at Ranchi, serve the various regions. Railway Recruitment Board at Ranchi makes exclusive recruitment of Scheduled Tribe candidates.

Ranchi is centrally located and it is close to tribal districts of Bihar, Orissa, Madhya Pradesh and West Bengal. Ranchi is also the hearland of tribal land area of Chhottanagpur-Santhalpargana. The location of Railway Recruitment Board at Ranchi, is, therefore considered to be quite appropriate.

It may however be mentioned that Railway Recruitment Boards open examination centres at various places taking into account *inter-alia* factors such as number of candidates offering themselves for examination. This equally applies while opening examination centres at Sahibganj and Dumka.

The existing Railway Recruitment Boards are adequately meeting the recruitment requirements of the Railways. Keeping in view this position and the need for economy it is not considered feasible to open any additional Railway Recruitment on the Railways."

1.40 Being not satisfied with the aforesaid reply of the Ministry of Railways, the Committee during further evidence desired to know whether the existing recruitment machinery and methods for recruitment of SC/ST candidates was inadequate and whether the authorities considered any change in the recruitment method to avoid accumulation of ST vacancies. In reply the representative of the Railway Board stated:

"I am happy to inform the Committee that the Ranchi Recruitment Board has done excellent work in the last one year. It caters to the selection of ST candidates for NEF Railway, Eastern Railway and sometimes other zonal railways also for their requirements of ST candidates. It is centrally located; it is close to the tribal districts of Bihar, MP and West Bengal. During the year 1989-90, Railway Recruitment Board, Ranchi supplied a panel of 491 Scheduled Tribe candidates against an indent of 499 candidates of the Eastern Railway, and 213 candidates against an indent of the South Eastern Railway. In addition, Ranchi also supplied a panel of 375 candidates to other railways and RRB, Ahmedabad. In all, it made available a list of 1079 candidates in the year. We feel that it is now fully geared to meet the requirements of the concerned railways."

1.41 When asked in addition to Ranchi Railway Recruitment Board which other RRBs dealt with the ST candidates, the representatives stated that there were eighteen more RRBs which dealt with the ST candidates. In reply to a query the Committee were informed that although the written examination was being conducted in various districts of Bihar, the interview was being held in one place, i.e. Ranchi only due to non-availability of time. When asked by the Committee whether any arrangement was being made towards accommodation, etc. of the Scheduled Tribe candidates in Ranchi or other big cities when they come there for viva-

voce, the representative replied that for written examinations centres were opened at places where the concentration of ST population was more. So far as the interview was concerned, it was not possible on their part to make either arrangements for accommodation or open up nearby interview centers because opening up of too many centres for interview would delay declaration of the final result.

1.42 While explaining about the Railway Recruitment Boards in Scheduled Tribe populated areas, the witness informed that Railway Recruitment Boards were located at Ranchi, Bhubaneswar in Orissa and Bhopal in Madhya Pradesh for the convenience of the Scheduled Tribe candidates.

1.43 When the Committee wanted to know what efforts were made by the Railway authorities to ensure recruitment of requisite number of Scheduled Tribe candidates, the representative replied:

“In the last selection, that we held in 1989-90, we had resorted to the practice of campus recruitment. RRB members had gone to some of the IITs other than in their own headquarters and had done some campus recruitment. For instance Malda RRB had gone to Sahabganj, Ranchi RRB had gone to Dhanbad and Calcutta RRB had gone to five outside location in technical categories where there were perhaps some difficulties in getting suitable candidates.”

1.44 In the opinion of the Committee, concentration of ST people is found generally in hilly areas or inaccessible forest areas situated far away from the cities and big towns. Tribal people are generally poor and there is no well-knit communication from tribal belts to cities or towns. There is an urgent need to bring the tribal people in the main stream of the national activities. Railways have a vast net work of communication throughout the length and breadth of the country. The Committee recommend that Railways should open up more recruitment centres for written test as well as for oral interview for the benefit of tribal people in and around the places of their inhabitation.

*Engagement of Casual Labourers Belonging to SC/ST
(Paras 2.68 and 2.69; 47th Report)*

1.45 In paras 2.68 and 2.69 the Committee noted that while no roster was maintained at the time of engagement of casual labour or substitutes, instructions were issued by the Railway Board to the Zonal Railways to ensure that adequate number of SC/ST casual labour was recruited so that there was no shortfall in their availability for ensuring their adequate representation at the time of screening for regularising against Class IV vacancies. The clarification in this regard was issued by the Railway Board in 1974 making it abundantly clear that out of 100 casual labourers recruited, 17 persons should be from Scheduled Castes and 7 persons should belong to scheduled Tribes. Immediately thereafter a ban was

imposed on the recruitment of casual labour which continued for about 7 to 8 years with the result that the representation of Scheduled Castes and Scheduled Tribes remained poor among the casual labour force and the resultant imbalance could not be done away with.

1.46 As on 1 April, 1988 there were 19,000 casual labourers on roll and out of them 2413 (12.68 per cent) belonged to Scheduled Castes and 428 (2.25 per cent) belonged to Scheduled Tribes against the percentage of 17 and 7 respectively as suggested by the Railway Board during the year 1974. The shrinkage of the percentages of Scheduled Castes and Scheduled Tribes in the casual labour force was attributed firstly to their regularisation at the prescribed quota and secondly to the non-recruitment of the casual labour for a pretty long time. Even at present recruitment to the casual labour force was scanty and that too had to be done with the personal approval of the General Manager of the Zonal Railway. However, the Committee observed with regret that while recruiting 185 persons as casual labourers in 1987, the number of casual labourers belonging to Scheduled Castes was only four and none of them belonged to Scheduled Tribes despite the instructions of the Railway Board. They recommended that the Railway Board should look into it and analyse the reasons for not adhering to the instructions issued by it to the Eastern Railway and if need be to fix the responsibility in the matter.

1.47 The Government in their Action Taken Note dated 8.9.1989 stated that the matter was under investigation. Asked to state the finding of the investigation and action taken thereon, the Committee were informed in a written note as follows:

“The investigations made in the matter have revealed that 185 casual labourers were engaged in 1987 by Microwave Organisation of Eastern Railway for manning the new Microwave Stations. Since these stations are mostly located in remote areas and engagement of casual labourers was urgently required to make these new Stations operational, the percentage of SC/ST casual labourers could not be maintained. However, 17 SCs have been engaged in that organisation. The Railway administration have further advised that in future whenever there will be necessity for intake of casual labourers in Microwave Organisations, the vacancies will be filled up, by the SC/ST candidates to make good the shortfall to the extent possible. Besides at the time of screening for regular appointment to Group D posts it will be ensured that in case sufficient number of SC/ST candidates are not available amongst the casual labour, the deficiency will be made good by resorting to direct recruitment of Scheduled Caste and Scheduled Tribe candidates to make good the shortfall. Moreover, the Board has viewed the matter seriously and strict instructions have been issued

to all the Zonal Railways and Production Units, reiterating the directions in this regard and also enclosing the observations of the Committee to strictly follow the instructions and to ensure that at the time of engagement of fresh faces as casual labours, SC/ST candidates must also be engaged as per prescribed percentage."

1.48 During further evidence, the representative of the Ministry of Railways (Railway Board) admitted the lapse on the part of Railway Administration and explained the reasons for shortfall in the following manner:

"This was a very very urgent work being taken up by the Eastern Railway, for commissioning of microwave communication between Mughalsarai and Dhanbad. The work was to be done very urgently. So in order to get enough men to execute this construction work the men taken were those recommended by various gram panchayats along the line. It was not possible because of the urgent nature to get 100% representation of SCs/STs. The work had to be done with the cooperation of local villages."

He assured the Committee that:

"Henceforth whatever casual labour we will take, we will meet this shortfall."

1.49 The Committee are not convinced by the plea taken by the Railway Board that the Eastern Railway could not get the required number of SCs and STs Casual Labourers while recruiting 185 casual labours in 1987 for urgent construction of a microwave communication work between Mughalsarai and Dhanbad. They recommend that henceforth at the time of recruitment of casual labourers prescribed quota of SC/ST representation should be strictly adhere to.

Filling up of reserved posts through promotions
(Paras 2.77 and 3.16; 47th Report)

1.50 In para 2.77 the Committee noted with surprise that "Safety consideration" had been stated to be one of the consideration for not filling the reserved posts through promotions. The Committee failed to understand as how it could be that there were not sufficient number of SC/ST employees working in technical Departments having a bearing on safety in the Railways when the reservations had been in force for nearly two decades. The Committee recommended that Railways should start imparting training to more and more employees belonging to Scheduled Castes and Scheduled Tribes in the discipline where safety was one of the important factors so that there would be no dearth in the availability of Scheduled Caste and Scheduled Tribe employees at the time of effecting the promotions.

1.51 The Government in their Action Taken Note dated 8.9.1989 stated

that the recommendation was accepted and necessary instructions have been issued to Zonal Railways/Production Units etc.

1.52 The Committee further observed in Para 3.16 that a scientific analysis of the efficacy of pre-promotion training given to SC/ST employees be made and if need be its content and duration might be suitably improved so that the desired benefit reached the SC/ST employees to improve their chances in promotions in the real sense.

1.53 The Government in their Action Taken Report dated 8.9.89 replied:

“The matter has been reviewed. The existing practice of imparting preselection coaching to SC/ST employees for promotion in safety categories in Eastern Railway is considered satisfactory. However, a study on the efficacy of pre-selection coaching has already been undertaken and if found necessary the scheme will be suitably modified.”

1.54 When the Committee desired to know whether this study had since been completed and what actions had been taken to modify the scheme, the Government further replied on 14.9.90:

“The Study has not yet been completed. The information is awaited from some of the Zonal Railways. The Study will be expedited shortly and necessary measures will be adopted to make the pre-selection coaching more effective.

A strict control is being exercised while granting the de-reservation in safety category posts also. Instructions have also been issued to the Zonal Railways that unless pre-selection coaching has been given, no proposal for de-reservation should be considered.”

1.55 To a further query of the Committee to furnish a list of posts included in the safety categories, the Ministry of Railways have furnished a statement showing the list of posts included in the safety category (*vide* Annexure II)

1.56 During further evidence when the Committee wanted to know when were the instructions issued and what was the outcome, the representative replied:—

“Instructions have been issued a year back on 16 of June, 1989. Copies of that have been furnished to the Committee. In this it has been laid down that all the eligible candidates of SC/ST must be given pre-selection coaching prior to the selection. It has also been laid down that no reserved post should be de-reserved unless pre-selection coaching is imparted.”

1.57 The General Manager, Eastern Railway added that during 1988-89, for selection/promotion in safety category number of SC and ST employees available for consideration were 709 and 211 respectively. He stated:

“Out of 709, 633 were trained and promoted by selection. That comes to about 90% in the case of SCs and in the case of STs 171 out of 211

were selected *i.e.* about 83%. The number of people who are being promoted by virtue of this prior training is quite high. In fact, if we check up the unreserved categories, the number of people being failed is more or less the same. Therefore, we feel that this kind of training has brought these people on par."

1.58 The Committee reiterate that the pre-selection/pre-promotion training to eligible SC/ST candidates should be made "more effective" and a regular practice to bring these employees at par with other employees in the matter of acquiring professional skill. The study undertaken in this regard should be completed expeditiously.

The Committee also desire the Railway Board to review and revise the list of safety category posts restricting them to the bare minimum.

*Deficiencies in maintenance of Rosters
(Para 2.86, 47th Report)*

1.59 In para 2.86 the Committee observed that inspite of the reservation orders being in force for nearly two decades, a lot of deficiencies were detected by the inspecting officers during their inspections of rosters maintained at Divisional Headquarters/Workshops of the Eastern Railway which in their opinion was the result of not imparting proper training to the staff responsible for the maintenance of the rosters. The Committee recommended that regular training should be arranged by the Eastern Railway authorities to train the staff responsible for the maintenance of rosters to check the creeping in of various deficiencies in their maintenance.

1.60 The Government accepted the recommendation and stated in their Action Taken Note dated 8.9.1989 that:

"Necessary instructions have been issued by the Eastern Railway to the concerned authorities for imparting regular training to the staff who were maintaining Roster Registers."

1.61 As regards details of training programmes the Committee were informed in a written note:

"Training to the staff for proper maintenance of roster is given concurrently on-the-job. The field units in the divisions, workshops, etc. have got Reservation Cell. The staff attached to these cells are given initial thorough training at the time of posting by the Personnel Officers supervising the work of the Reservation Cell. The staff of various other sections, who deal with reservation roster, are trained by the staff of the Reservation Cell before being posted to the relevant sections and this training is supervised by the Personnel Officer incharge of the Cell. Further, the Personnel Officer himself carries out routine periodical check of rosters in various sections and in the process he explains defects/deficiencies if any. Officers and supervisors directly incharge of the Reservation Cell at the Zonal Headquarters, at the time of periodical

inspection of various field units, supercheck the working of the roster clerks to test their knowledge and necessary directives given for improvement.

A special seminar was organised in this railway in June, 1990 when all the Liaison Officers of the field units were briefed on the latest rules regarding reservation and *inter alia* they were explained once again the details for proper maintenance of reservation rosters."

1.62 During further evidence, the Committee desired to know the details regarding date of commencement of the programme, number of staff trained so far and whether it helped in checking deficiencies in the maintenance of rosters. In reply the General Manager, Eastern Railway informed as follows:

"The training programme has already been started and 167 men participated in a special seminar conducted in 1989-90 and apart from this a Seminar for giving instructions to these class of people, who are maintaining the Roster Registers, was organised. I am not relying on periodical seminars. But what is more important is on the job training." Explaining the position he added:—

"It is a continuous exercise. It requires continuous monitoring. People do change. It is not that we have trained two hundred people in Railways and everything is all right. Special Seminars we conduct and 167 people came in the seminar. We are trying to update the roster register. I had personally checked up in my Headquarters Office recently and I am quite satisfied with the Roster Register maintenance. We are trying to rectify the deficiencies and the training programme is a continuous exercise."

1.63 The Committee note with satisfaction that a system of imparting training to persons responsible for maintaining rosters has been introduced in Eastern Railway. They would emphasise that the system of giving such training should be made a regular feature to obviate any aberration in the maintenance of rosters. They would also like the Eastern Railway to send periodical returns to the Railway Board regarding maintenance of rosters together with the shortcomings, if any, noticed by them in this regard. Besides, the rosters should be made accessible to the employees.

Vending Contracts
(Para 3.56, 47th Report)

1.64 In Para 3.56 the Committee noted that according to the orders issued by the Railway Board in February, 1981 all vending contracts of stalls/trolleys of half unit falling vacant were being kept reserved for SC/ST persons.

1.65 The Committee further noted that out of 457 vending contracts in the Eastern Railway, 54 vending contracts were held by people belonging to SC/ST communities, out of 13 catering contracts two were held by persons belonging to SCs/STs and out of six petty contracts awarded by Eastern Railway during the last three years only two were held by the

persons belonging to these communities. They were informed during evidence that bigger contracts of refreshment rooms etc. were renewed after every five years and contracts of small units were renewed after every three years. However, in case the services rendered by the serving contractors were up to the mark and there were no complaints against them, then their contracts were renewed as a matter of routine. It was only when a contract was not renewed that the possibility of its being awarded to persons belonging to SCs/STs arose. The Committee expressed the view that this practice automatically defeated the purpose of the Railway Board's orders of 1981 which provided that small units falling vacant were reserved for SC/ST persons. The Committee desired the Eastern Railway authorities to go deep into the matter and devise some ways and means so that at the time of renewal some percentage of the petty vending/catering contracts were awarded to persons belonging to SCs/STs.

1.66 The Government in their Action Taken replies dated 8.9.1989 have stated:

"As per Board's policy all future vacancies of catering/vending contracts equivalent to 1/2 units whether arising out of new creation or out of termination/non-renewal contracts, have been reserved for SC/ST candidates. However, it is also Board's policy that catering/vending contracts should be renewed if the performance of the contractors was satisfactory during the contractual period. It is not considered desirable to change this policy."

1.67 The Committee consider the reply of the Government unsatisfactory. They are of the view that the Board's policy that catering/vending contract should be renewed if the performance of the contractors was satisfactory during the contractual periods needs to be revised by limiting the number of times such contracts could be renewed as otherwise the existing policy would effectively block the entry of SC/ST in this field. The Eastern Railway should take measures to ensure that at least 15% and 7-1/2% of the petty/vending Contracts are awarded to SCs and STs respectively.

CHAPTER II
RECOMMENDATIONS/ OBSERVATIONS WHICH HAVE BEEN
ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 6, Para 1.25)

The Committee have been informed that the Railway Board is sending its officers dealing with the implementation of the reservation policy to the Department of personnel and Training to make them conversant with the reservation orders issued by Government from time to time and the mode of their implementation. The Committee recommend that in addition to the courses conducted by the Department of Personnel and Training the Railway Ministry should also start refresher courses for the staff working in the Cell to keep them abreast with the latest instructions issued by Government in regard to the Reservation Policy for the benefit of Scheduled Castes and Scheduled Tribes.

Reply of Government

Recommendation of the Committee has been noted. A training programme has been organised by the Third World Development Centre, Delhi exclusively for Railways on "the Implementation of Reservation Policy for SCs/STs on the Railways" and two Senior personnel Officers, including one dealing with the Reservation policy, are being deputed from each Zonal Railways. Instructions have also been issued to all the Zonal Railways to conduct Seminars on Reservation Policy for the staff working in reservation cell to educate them so that they not only ensure that the reservation policies are correctly implemented but also educate SC/ST staff about the concessions and privileges given to them by the Government.

[Ministry of Railways QM NO. 88-E (SCT) 1/80/2 dated 8.9.1989.]

Recommendation (Sl. No. 7, Para 1.32)

The Committee have been informed that Liaison Officers have been appointed at the Headquarters of the Eastern Railway as also at the Divisional and Workshops Headquarters. These Liaison Officers have been provided with separate SC/ST Cells to monitor the proper implementation of the reservation orders in favour of the SCs/STs in recruitments and promotions and also the percolation of other benefits provided by Government for the employees belonging to these communities. The Liaison Officers *inter alia* hold meetings with the Scheduled Castes/ Scheduled Tribe Employee's Welfare Associations once a month to solve their problems. Keeping in view the nature of the duties of the Liaison Officers at the Headquarter and the Divisional and Unit Headquarters of the Eastern Railway, the Committee recommend that meetings or con-

ferences of the Liaison Officers should be held at regular intervals to find solutions to the problems faced by them on the basis of the experience gained by each.

Reply of the Government

Accepted. The Recommendation has been specifically brought to the notice of the Eastern Railway.

[Ministry of Railways OM No. 88-E(SCT)I/80/2 dated 8.9.1989.]

Further information called for by the Committee

While accepting the recommendations of the Committee the Ministry of Railways (Railway Board) vide their reply dated 8.9.1989, have stated, "The recommendation has been specifically brought to the notice of the Eastern Railway".

Please state:

- (a) When the recommendation of the Committee was brought to the notice of Eastern Railway?
- (b) How many times meetings/conferences of Liaison Officers were held during the last one year?
- (c) What were the subjects of common interest that were discussed and how the problems were sorted out?
- (d) To what extent it has been found to be useful?

Further reply of the Government

- (a) Recommendation of the Committee was brought to the notice of E. Rly. by the Railway Board through their letter No. 88E(SCT)I/80/2 dated 03.05.89.
- (b) During the last one year 13 meetings of Liaison Officers were held in the E. Rly.
- (c) In these meetings some of the subjects of common interest were discussed and problems sorted out were as follows:
 - (i) Requirement of group 'C' staff of various branches of the various units of the railway for recruitment were clubbed, and after discussion with the field Liaison Officers and the Chairmen of the RRBs, were suitably distributed to the various RRBs fixing branch-wise priorities.
 - (ii) Through exchange of information of local availability of group 'D' SC/ST candidates, decision was taken to do station recruitment for certain categories in certain divisions and campus recruitment at others.
 - (iii) During the meetings, through exchange of information, availability of surplus men in group 'D' panel of SC/ST of certain divisions, was found out and re-distributed to other divisions to make good the shortfall.
 - (iv) In case of non-availability of SC/ST candidates in the zone of

consideration for promotion in certain categories in some of the divisions, decision was taken after discussion to down grade the posts to the extent necessary so that required number of SC/ST men could be accommodated, if necessary, even by direct recruitment.

- (v) Through discussion with the field Liaison Officers problem of medical examination of selected candidates for speedy appointment were sorted out in consultation with the Chief Medical Officer.
- (vi) For certain categories, special arrangement was made to appoint SC/ST candidates without prior Police verification, on the basis of certificates from the Gazetted Officers/Heads of the Educational Institutions, etc. In such cases Police verification was done immediately afterwards but the appointment were not delayed.
- (d) By taking the above mentioned steps through the meetings/conferences, it was possible to recruit 983 group 'C' and 2467 group 'D' SC/ST candidates and give promotion to 1639 group 'C' and 195 group 'D' SC/ST railway staff during the last special drive between May and October, 1989. It is expected that the drive undertaken this year will produce equally useful result.

[Ministry of Railways OM No-90E(SCT)I/80/3 dated 14.9.1990.]

Recommendation (Sl. No. 8, Para 1.33)

One of the functions of the SC/ST Cell at the Headquarters of the Eastern Railway is stated to be to furnish two annual reports - one for the calendar year and the other for the financial year to the Railway Board indicating the progress made in the implementation of the reservation policy. The Committee have been informed that the report for the calendar year 1987-88 was submitted to the Railway Board in August 1988 and for the financial year 1987-88, the report was submitted in September, 1988. The Committee regret that Eastern Railway has been taking too long a period in submission of the annual reports to the Railway Board with the result that it becomes almost impossible for the Railway Board to suggest remedial measures to be taken during that calendar year or financial year to check the aberrations in the implementation of the reservation orders. The Committee recommend that the annual reports may be submitted by the Eastern Railway to the Railway Board within a period of three months from the closure of the year, may it be a calendar year or a financial year. In case the need arises to augment the staff strength of the Cell to stick to the target dates as recommended by the Committee, it may be done by the Eastern Railway authorities at the earliest.

Reply of Government

Accepted and noted by the Railway Administration for compliance.

[Ministry of Railways OM No.88-E(SCT)I/80/2 dated 8.9.1989.]

Recommendation (Sl. No. 9, Para 2.10)

The Committee regret that at present the Eastern Railway authorities do not communicate the reasons for rejection of SC/ST candidates to the Sponsoring Employment Exchanges as per the instructions issued by the Ministry of Home Affairs. The genesis of the instructions issued by the Ministry of Home Affairs appears to the Committee to be that the names of the SC/ST candidates should not be struck off the rolls of the Employment Exchanges as soon as their names are sponsored as also to help the Employment Exchanges to sponsor the right type of candidates as per the requirements of the employers. The Committee recommend that reasons of rejection of SC/ST candidates may be communicated invariably to the Employment Exchanges as assured by the representative of the Eastern Railway during the evidence.

Reply of Government

Accepted. Necessary instructions have been issued.

[Ministry of Railways OM No.88-E(SCT)I/80/2 dated 8.9.1989.]

Further information called for by the Committee

While accepting the recommendation of the Committee regarding the communication of reasons for the rejection of the Scheduled Caste/ Scheduled Tribe candidates to the sponsoring Employment Exchanges, the Ministry of Railways (Railway Board) have stated, "Necessary instructions have been issued".

Please supply a copy of instructions issued and also state how it is ensured that these instructions are now being invariably followed.

Further Reply of the Government

A Copy of instructions issued is enclosed. Zonal Railways are supposed to follow all instructions issued by the Railway Board.

[Ministry of Railways OM No.90-E(SCT)I/80/3 dated 14.9.1990.]

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No.88-E(SCT)I/22/54

New Delhi, Dt: 2.2.1989.

**The General Managers,
All Indian Railways including CLW/DLW/ICF etc.
The Director General, RDSO, Lucknow.**

**Sub: Vacancies reserved for the Scheduled Castes-Scheduled Tribes -
Publicity - Reasons for rejection of SCs/STs candidates -
intimation to Employment Exchanges.**

During the evidence before the Parliamentary Committee on the Welfare of SC/ST employees of Eastern Railway on 29th and 30th September, 1988, a point was raised by the Parliamentary Committee that reasons for rejection of SC/ST candidates should be intimated to Employment Exchanges.

In this connection attention is invited to Ministry of Home Affairs O.M. No.14/12/67/Estt.(D) dated 10.4.1968 (copy enclosed) and instructions contained in Board's letter No.79-E(SCT)15/55 dated 16th August 1979 wherein *inter-alia* instructions were issued that if any of the vacancies reserved for SCs/STs etc. is not filled by candidates of respective category sponsored by the Employment Exchanges, specific reasons should be indicated to the concerned Employment Exchanges.

It appears that these instructions are not being followed by the Railways/Production Units. It is desired that the instructions in question should be followed scrupulously.

Receipt of this letter may please be acknowledged.

Sd/-
(RAM SINGH)

Jt. Director, Estt. (R)-II
Railway Board.

Encl: As above.

Recommendation (Sl. No. 10, Para 2.11)

The Committee have been informed that at present adjoining/Regional Employment Exchanges are not approached by the Eastern Railway authorities in case the local Employment Exchanges are not in a position to sponsor the requisite number of SC/ST candidates required by them. The Committee recommend that in such cases the Eastern Railway

authorities should contact the contiguous Employment Exchanges/Regional Employment Exchanges so that no shortfall accumulates in the posts reserved for persons belonging to SCs/STs.

Reply of Government

Accepted and noted by the Railway Administration for compliance.

[Ministry of Railways OM No. 88-E(SCT)I/80/2 dated 8.9.1989.]

Further information called for by the Committee

While accepting the recommendation of the Committee regarding approaching of adjoining/regional Employment Exchanges the Ministry of Railway (Railway Board) have stated that it was noted by the Railway Administration for compliance.

Please state:

Whether during the last one year the Eastern Railway had approached the adjoining/regional Employment Exchanges to locate the Scheduled Caste/Scheduled Tribe candidates to wipe out any shortfall in the posts reserved for them.

If so, please furnish details of procedure followed in this regard.

Further reply to the Government

1. Yes, at the time of recruitment made during the last one year by the divisions/workshops/units in the Eastern Railway, the adjoining/regional Employment Exchanges had been approached to locate SC/ST candidates to wipe out shortfall in the posts reserved for them.

2. A copy of the notification for recruitment is sent to the Employment Exchanges with the request to forward the applications of SC/ST candidates fulfilling the eligibility conditions in stipulated proforma for consideration. Thereafter, these applications are duly screened and processed for selection.

[Ministry of Railways, OM No. 90-E(SCT)I/80/3 dated 14.9.1990]

Recommendation (Sl. No. 11, Para 2.16)

The Committee have been informed that the posts of Chairman and Secretary of the Railway Recruitment Board are in the selection grade and junior administrative grade and there are no reservations for Scheduled Castes and Scheduled Tribes therein and that it is a mere coincidence that out of ten officers manning the four Railway Recruitment Boards in the Eastern Railway, one Chairman and Assistant Secretary belong to Scheduled Castes and one Secretary belongs to Scheduled Tribes. According to the representative of the Ministry of Railways, the applications to fill these posts are called for from within the officers working in the Ministry and are screened and sent to the UPSC for final selection. The Committee recommend that even without any statutory reservations in these posts it would be a healthy convention if one of the officers of the

Railway Recruitment Board belonged to a SC/ST. In their opinion this can easily be achieved by the Railway authorities while screening the applications from the officers and forwarding these to the UPSC for final selection by laying special emphasis on the forwarding of applications received from SC/ST employees in a substantial number.

Reply of Government

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

The posts of Chairman and Member Secretary being tenure posts, there is no reservation for SC or ST communities. However, whenever names of candidates belonging to these communities are available, they are invariably considered for being included in the panel to be sent to the UPSC.

[Ministry of Railways OM No. 88-E (SCT) I/80/2 dated 8.9.1989.]

Recommendation (Sl. No. 12, Para 2.17)

The Committee have been informed that the Finance Ministry had not agreed to the proposal of the Railway Ministry to create regular post for the Railway Recruitment Boards of the Eastern Railways on grounds of the economy and the postings to these Boards have been made through internal arrangements by the Ministry of Railways. This in opinion of the Committee is not a healthy position. They recommend that the matter may again be taken up with the Finance Ministry for the creation of regular posts for the Railway Recruitment Boards lest their work suffers.

Reply of Government

Accepted. Ministry of Finance is again being approached in the matter.

It may, however, be clarified that the reference made to Ministry of Finance in 1984, covered creation of regular posts for Railway Recruitment Boards at Malda (Eastern Railway), Ranchi (South Eastern Railway) and Gorakhpur (North Eastern Railway).

[Ministry of Railways OM No. 88-E (SCT) I/80/2 dated 8.9.1989.]

Further information called for by the Committee

While accepting the recommendations of the Committee regarding creation of regular posts for the Railway Recruitment Boards, the Ministry of Railways (Railway Board) have stated that the Ministry of Finance was again being approached in the matter.

When was the Ministry of Finance approached for the creation of regular posts for the Railway Recruitment Boards and what was their reply?

Further reply of the Government

As mentioned in the earlier reply furnished in September, 1989 against this recommendation, Ministry of Finance were approached in 1984 for creation of posts in the Railway Recruitment Boards at Malda, Gorakhpur and Ranchi. However, that Ministry did not agree to the proposal. With a view to prepare justification for creation of posts, detailed data was required to be collected. In the mean time, Ministry of Railways undertook a review on the need for continuance of the existing number of Railway Recruitment Boards, totalling 19. It was finally decided that the *Status quo* should be maintained. The work of these Railway Recruitment Boards, however, is being managed from existing resources.

Ministry of Finance are now being approached for their concurrence to the creation of posts in Railway Recruitment Boards at Malda, Gorakhpur and Ranchi.

[Ministry of Railways OM No. 90-E (SCT) 1/80/3 dated 14.9.1990.]

Recommendation (Sl. No. 13, Para 2.22)

The Committee note that the Railway Recruitment Boards have been given powers to relax the standards and recommend SC/ST candidates on such relaxed standards to fill reserved category 'C' Posts. The Committee recommend that the Recruitment Boards should exercise this power to the maximum judiciously without diluting the efficiency standards to fill all the posts reserved for SCs/STs.

Reply of Government

In terms of the instructions issued in January, 1985, candidates belonging to general communities are called for interview in case they have obtained 30% marks in the written test. While earlier, no minimum percentage was fixed for calling SC/ST candidates for the interview, it has since been decided in May, 1989 to prescribe a minimum of 20% marks in the written test as a pre-condition for calling SC/ST candidates for interview. This represents an adequate relaxation for SC/ST candidates and should normally enable the Chairman/Railway Recruitment Boards to fill the posts reserved for SC/ST candidates.

[Ministry of Railways OM No. 88-E (SCT) 1/80/2 dated 8.9.1989.]

Recommendation (Sl. No. 16, Para 2.25)

The Committee have been informed that so far as the filling of category 'D' posts reserved for Scheduled Castes and Scheduled Tribes are concerned, Campus Recruitment is resorted to and the teams of the officers of the Eastern Railway visit various ITIs. The Committee recommend that stress should be laid on visits to the ITIs located in tribal areas which will improve availability of Scheduled Tribe candidates to fill all the posts reserved for them.

Reply of Government

Accepted. In fact this practice is already being followed by the Eastern Railway.

[Ministry of Railways OM No. 88-E (SCT) 1/80/2 dated 8.9.1989.]

Further information called for by the Committee

While accepting the recommendation of the Committee that stress should be laid on visits to the ITIs located in tribal areas to find out more Scheduled Tribe candidates, the Ministry of Railways (Railway Board) have stated that this practice was already being followed by the Eastern Railway.

- (a) Please state since when this practice is being followed by the Eastern Railway.
- (b) The extent to which it has proved fruitful?

Further reply of the Government

- (a) This practice is being followed by the E. Rly. Since 1976.
- (b) From the middle of 1989, 149 number of ST candidates have been inducted through campus recruitment by visiting ITIs located in tribal areas.

[Ministry of Railways OM No. 90-E (SCT) 1/80/3 dated 14.9.1990.]

Recommendation (Sl. No. 17, Para 2.30)

The Committee have been informed that the General Manager, Eastern Railway has been empowered to recruit directly under special circumstances such as inability of Railway Recruitment Boards to recommend adequate number of Scheduled Castes and Scheduled Tribes for employment against the reserved quota. However, these powers of the General Manager have not been invoked so far in the Eastern Railway as maximum percentage of intake has already been reached. However, the Eastern Railway authorities have identified certain areas where special recruitments under the powers enjoyed by the General Manager will have to be made to make up the shortfall in filling the reserved vacancies. The Committee recommend that special recruitments may be made by the Eastern Railway authorities without any further loss of time to improve the representation of Scheduled Castes and Scheduled Tribes in the services of the Railway.

Reply of the Government

Accepted and noted by the Railway Administration for compliance.

[Ministry of Railways OM No. 88-E (SCT) 1/80/2 dated 8.9.1989.]

Further information called for by the Committee

While accepting the Recommendation of the Committee regarding the Special Recruitments to be made by the Eastern Railway authorities to improve the representation of the Scheduled Castes/Scheduled Tribes, the Ministry of Railways (Railway Board) have stated that it had been noted for compliance.

Please state what definite steps have been taken by the Eastern Railway authorities in implementing the recommendations of the Committee for improving the representation of SCs/STs in the services of the Railways.

Further reply of the Government

A special recruitment drive was undertaken in 1989 to improve the representation of SCs/STs and as a result, it was possible to make good about 95% of shortfall of SC/ST community. Again a similar drive has been launched in this year for further improvement in the representation of SCs/STs.

[Ministry of Railways OM No. 90-E (SCT) I/80/3 dated 14.9.1990.]

Recommendation (Sl. No. 18, Para 2.35)

The committee recommend that the authorities of the Eastern Railways have a tie up with the Doordarshan authorities to telecast reserved vacancies in the local programmes of the Doordarshan as assured by the representative of the Ministry of Railways during evidence.

Reply of Government

Accepted. Necessary instructions have been issued.

[Ministry of Railways OM No. 88-E (SCT) I/80/2 dated 8.9.1989.]

Further information called for by the Committee

While accepting the recommendations of the Committee relating to tie up with the Doordarshan Authorities to telecast reserved vacancies in the local programmes of the Doordarshan, the Ministry of Railways (Railway Board) have stated, "Necessary instructions have been issued".

Please furnish a copy of the instructions issued to the Doordarshan.

Further reply of the Government

A copy of instructions issued to the Zonal Railways/Production Units etc. is attached.

[Ministry of Railways OM No. 90-E (SCT) I/80/3 dated 14.9.1990.]

(COPY)
RBE No. 13/1989

**Government of India
Ministry of Railways
(Railway Board)**

No. 86-E (SCT) I/80/1.

New Delhi, dt. 6-1-89.

The General Managers,

All Indian Railways including CLW, DLW, ICF.
MTP(Railways), Calcutta.

Wheel & Axle Plant, Bangalore.

The Director General, RDSO, Lucknow.

The CAO, DCW, Patiala.

The Chairman, R.R.B., Allahabad/Bombay/Calcutta/Madras/Muzafarpur/Guwahati/Secunderabad/Bangalore/Patna/Gorakhpur/Jammu & Kashmir/Ranchi/Malda/Trivendrum/Bhopal/Bhubaneswar/Chandigarh/Ajmer/Ahmedabad.

The Principal, Railway Staff College, Vadodara.

The Principal, IRISSET, Secunderabad.

The Principal, IRIATT, Pune.

The Principal, IRIMEE, Jamalpur.

The Chief Admn. Officer, MTP (Rlys), New Delhi, Bombay, Madras.

The Secretary, Railway Rates Tribunal, MTP (Rlys) Building, P.H. Road, Madras—.

The Railway Liasion Officer, New Delhi.

The General Secretary, IRCA, New Delhi.

The Addl. G.M., Railway Electrification, Allahabad.

The Managing Director, IRCON, Palika Bhawan, R.K. Puram, New Delhi—110066.

The Chief Admn. Officer, COFMOW, Railway Officer Complex, Tilak Bridge, New Delhi-110022.

The Managing Director, RITES, 27, Barakhamba Road, New Delhi House, New Delhi-110001.

Sub: Telecasting of SC/STs vacancies through Doordarshan Kendras.

The Director General, Doordarshan vide his letter No. 1/37/88-PI dated 2-1-89 (copy enclosed) has informed that all Programme Produc-

ing Centres are telecasting employment news every week and the vacancies of Railways can easily find a place in employment news every week.

It is, therefore, desired that vacancies reserved for SC/STs may be advised to Doordarshan Kendras situated in the capitals of the States coming under the respective Zonal Railways for telecasting in the Employment News.

Please, acknowledge receipt.

DA: As above.

Sd/-
(Felix Kullu)
Jt. Director, Estt. (R) I,
Railway Board.

(COPY)
Immediate
DIRECTORATE GENERAL, DOORDARSHAN

No. 1/37/88-PI.

New Delhi, dt: 2-1-89.

Sub: Recommendations of the Parliamentary Committee on the Welfare of SCs & STs.

Reference Ministry of Railways (Railway Board) O.M. No. 86-E (SCT) I/80/1 dated 11th August, 1988 regarding the recommendations of the Parliamentary Committee on the Welfare of SCs and STs in its 23rd Report.

2. In this connection, it may be mentioned that all Programme Producing Centres are telecasting Employment News every week. The vacancies of Railways can find a place there easily. The necessary vacancies particulars may be forwarded to by the Zonal Railways to the Doordarshan Kendras situated in the capitals of the States coming under the respective Zonal Railways.

Sd/-
(D. Balakrishna)
Controller of Programmes.

Shri Felix Kullu,
Jt. Director, Estt. (R) I,
Railway Board,
New Delhi.

Copy to the Directors of Doordarshan Kendras at Delhi, Bombay, Madras, Calcutta, Hyderabad, Bangalore, Jaipur, Srinagar, Trivendrum, Cuttack, Guwahati, Lucknow, Jalandhar, Ahmedabad. Details of vacancies pertaining to Railways particularly relating to Scheduled Castes/Tribes may please be included in the Employment News, telecast from the Kendras every week.

Copy to the Ministry of Railways (Railway Board), Shri Felix Kullu,

Jt. Director, Estt. (R) I, Railway Board, New Delhi, with reference to his letter No. 86-E (SCT) 1/80/1 dated 11-8-88 for kind information.

Recommendation (Sl. No. 19, Para 2.38)

The Committee note that in the recruitment of Engineers in Category 'A' through the U.P.S.C., no campus recruitment is resorted to because these recruitments are made on All India basis through competitive examinations.

The Committee have been informed that however, Eastern Railway recruits engineers in the grade of Rs. 2000-3200 through Railway Recruitment Board for which also the Recruitment Board does not go in for campus recruitment. The Committee recommend that the Railway Recruitment Board while recruiting engineers in the scale of Rs. 2000-3200 should resort to campus recruitments in case the posts reserved for SC/ST candidates are not likely to be filled in full in such recruitments.

Reply of Government

The existing instructions for wide publicity and contacting Tribal people in Tribal areas and educational institutions through ITIs for recruitment in Group 'C' posts do not exclude any grade or category of posts. The posts in Engineering and Technical Departments in direct recruitment categories in scale Rs. 2000-3200 being in Group 'C' are also covered by these instructions.

[Ministry of Railways OM No. 88-E (SCT) 1/80/2 dated 8.9.1989]

Recommendation (Sl. No. 21, Para 2.44)

The Committee note that at the end of year 1987-88, 70 posts reserved for Scheduled Castes and 464 posts reserved for Scheduled Tribes in category 'C' posts remained unfilled. They recommend that the Eastern Railway authorities should chalk out a time bound programme through special recruitments and other suitable measures to wipe out this backlog at the earliest.

Reply of Government

Accepted. A special drive has already been launched by the Eastern Railway to wipe out the shortfall of SC / ST vacancies in Group 'C' in recruitment categories.

[Ministry of Railways OM No. 88-E (SCT) 1 / 80 / 2 dated 8.9.1989]

Recommendation (Sl.No. 22, Para 2.45)

The Committee note that at the end of the recruitment during the years 1985-86 to 1987-88 there has been a shortfall in the posts reserved for Scheduled Castes and Scheduled Tribes to the tune of 191 and 428 posts respectively in category 'D' posts. The Committee are unable to fathom the reasons for category 'D' posts reserved for Scheduled Castes and Scheduled Tribes remaining unfilled. The Committee recommend that the

Eastern Railway authorities fill these posts at the earliest and also ensure that such shortfalls do not accumulate in future.

Reply of Government

Accepted. A special drive has already been launched by the Eastern Railway to wipe out the shortfall of SC / ST vacancies in Group 'D' in recruitment categories.

[Ministry of Railways OM No. 88-E (SCT) I / 80 / 2 dated 8.9.1989]

Further Information Called for by the Committee

While accepting the recommendations of the Committee to fill up category 'D' posts reserved for the Scheduled Castes and Scheduled Tribes, "A special drive has already been launched by the Eastern Railway to wipe out the shortfall of Scheduled Caste / Scheduled Tribe vacancies in Group 'D' in recruitment categories".

Please state whether these category 'D' posts have already been filled up by now, or are there any shortfalls still existing? If so, how these vacancies are going to be filled?

Further Reply of the Government

As a result of special drive launched in 1989, shortfall in Group 'D' recruitment categories was made good. Thereafter further shortfall has accrued and another drive has been launched, similar to the one of last year, to wipe out this shortfall.

[Ministry of Railways OM No. 90-E (SCT) I / 80 / 3 dated 14.9.1990]

Recommendation (Sl. No. 23, Para 2.46)

The Committee have been informed that there are no transfers on deputation in the Railways. However, requests are received for transfers "from one unit to another unit from one Railway to another..." As these are requests for transfers the concerned employees are to give in writing that they are willing to come in the bottom of the grade and to the bottom of the seniority in their respective grades in the units to which transfer is sought. In this connection, the Committee will like to impress on the Eastern Railway authorities to ensure that no feelings are allowed to be generated among the SC / ST staff / officers that their genuine requests for transfer are rejected on flimsy grounds.

Reply of Government

Noted by the Railway Administration.

[Ministry of Railways OM No. 88-E (SCT) I / 80 / 2 dated 8.9.1989]

Comments of the Committee

Please state what concrete steps have been initiated to implement Committee's recommendations.

Further reply of the Government

The Eastern Railway have advised that the requests for transfer of SC / ST staff are sympathically considered and are not rejected on flimsy grounds.

[Ministry of Railways OM No. 88-E (SCT) 1 / 80 / 2 dated 6-4-1990]

Recommendation (Sl. No.24, Para 2.55 & 2.56)

From the staff strength of the Eastern Railway as on 1 April, 1988, the Committee note that inspite of the reservations for the persons belonging to Scheduled Castes and Scheduled Tribes in the services being in operation since 1955, there are huge shortfalls in filling of the vacancies reserved for these communities. One of the factors which contributed towards the accumulations of the shortfalls in filling up of these vacancies is stated to be the increase in percentages of reservations for Scheduled Castes and Scheduled Tribes in Group 'A' posts filled on All India basis by UPSC and the reservations in filling up Group 'C' and 'D' posts on regional basis.

The Committee have been informed that the making good of the shortfalls depended on the availability of the vacancies to be filled at a given point of time.

The Committee have further been informed that some efforts have been made by the Eastern Railway authorities to make good the shortfalls in the filling up of the vacancies reserved for persons belonging to Scheduled Castes and Scheduled Tribes through special recruitments during the years 1985-86 to 1987-88. It is within the knowledge of the Committee that several options are available to the concerned authorities to make good the shortfalls in the reserved vacancies e.g. special recruitments confined to SC and ST candidates only; filling of 50 percent vacancies in recruitment with candidates belonging to reserved categories; filling of reserved vacancies through inter-change between SC and ST candidates at the end of the third year of carry forward; filling of reserved vacancies by giving further relaxations at standards for non-technical and quasi-technical Group 'C' and 'D' posts (otherwise through by examination) as provided in MHA O.M. No. 6 (ii)-Est. dt. 24.4.68 and O.M. No. 16/8/69-Est. (SCT) dt. 31.10.69 sending of recruitment teams to areas pre-dominantly inhabited by Scheduled Castes and especially Scheduled Tribes; taking the help of the Social Welfare Directors of the States and recognised SC/ST Welfare Associations etc. In the opinion of the Committee had the Eastern Railway authorities made use of these options judiciously and concertedly; it would have been possible for them to minimise the accumulation of such shortfalls in the reserved vacancies. The Committee recommend that the Eastern Railway draw up a time-bound programme to liquidate the shortfalls in filling the reserved vacancies through making use of all the above options available to them and thereafter implement it wholeheartedly which will not only result in liquidation of such backlogs to a great extent but also will go a long way to ameliorate the economic conditions of

the persons belonging to SCs/STs as also instil in them the feeling of being in the main stream of the nation.

Reply of the Government

Accepted and noted by the Railway Administration for compliance. A special drive has now been launched by the Eastern Railway to wipe out the shortfall of SC/ST vacancies in Group 'C' & 'D' in recruitment categories. These shortfalls are expected to be made good shortly.

[Ministry of Railways, OM No. 88-E(SCT)I/80/2 dated 8.9.1989]

Recommendation (Sl. No. 26, Para 2.70)

The Committee have been informed during the evidence by the Advisor (Staff) Railway Board that if at the time of regularisation of casual labour, no SC/ST casual labour was available, special recruitments were resorted to maintain the percentages of reservations of Scheduled Castes and Scheduled Tribes in recruitments. The Committee hope that this procedure will be adhered to by the Eastern Railway authorities and in no circumstances they will allow the interests of Scheduled Castes and Scheduled Tribes to suffer in recruitments because of the non-availability of SC/ST casual labour.

Reply of Government

Noted for compliance. However, this is already being followed.

[Ministry of Railways OM No. 88-E (SCT)I/80/2 dated 8.9.1989]

Further information called for by the Committee

In reply to the recommendation of the Committee to resort to special recruitment to maintain percentage of SC/ST in case of their non-availability and not to allow interests of Scheduled Castes/Scheduled Tribes to suffer in recruitments, the Ministry of Railways (Railway Board) have stated, "This is already being followed".

- (a) Please mention the date from which this practice is being followed?
- (b) Is it sufficient to safeguard the interests of the Scheduled Caste/Scheduled Tribe candidates?

Further reply of the Government

- (a) Special recruitment to maintain percentage of SC/ST started in 1974 in the E. Rly.
- (b) Yes. This drive is very effective and is considered useful to safeguard the interest of the SC/ST candidates. Round the year, whenever any recruitment is made, there is a concurrent effort to ensure adequate induction of SC/ST candidates. But due to unavoidable reasons some shortfall sometimes crop up.

The special drive instituted from time to time helps in clearing this shortfall/backlog.

[Ministry of Railways OM No. 90-E(SCT)I/80/3 dated 14.9.1990]

Recommendation (Sl. No. 29, Para 2.78)

The Committee are not convinced with the arguments induced by the representative of the Eastern Railway that non-availability of SC/ST candidates in the feeder cadres is one of the hindrance in achieving the required percentages in promotions of SC/ST employees. In the opinion of the Committee this problem could have easily been solved by the Railway authorities had they increased suitably the zone of consideration in promotions as and when required. The Committee feel that this will go a long way in liquidating the shortfalls in promotions in the vacancies reserved for employees belonging to Scheduled Castes and Scheduled Tribes.

Reply of Government

All SC/ST employees who have completed two years' service in the feeder categories are considered for promotion. The condition of two years was recommended by the Railway Reform Committee and accepted by the Ministry of Railways. In case there are sufficient SC/ST employees in the feeder categories, then only those who have completed two years' service in the immediate lower grade and come within the consideration zone are considered for promotion. Thus already the zone of consideration covers all those who have completed 2 years service in the next below grade.

[Ministry of Railways OM No. 88-E(SCT)I/80/2 dated. 8.9.1989]

Recommendation (Sl. No. 30, Para 2.85)

The Committee note that the printed rosters are maintained by the Eastern Railway as per instructions of the Railway Board and these registers are checked once a year before forming a panel for promotions. Eastern Railway has been following a system of sending teams of officials from the Headquarter to various Divisions/workshops to look into the rosters and other complaints about SC/ST candidates. The inspecting officials get the rosters corrected at the time of inspection itself and all the complaints are sent to the Chief Personnel Officer who happens to be the Liaison Officer at the Headquarter of Eastern Railway looking after the interests of SC/ST candidates. The Committee have been informed that currently vacancies are filled up following the roster points because of the vigorous efforts made by authorities concerned and the keen interest evinced by the Railway Minister the backlog in the filling of reserved vacancies is being made good at the rate of 0.4 to 0.5 per cent a year. However, it will take some time to wipe out the backlog. The Committee recommend that the Eastern Railway authorities should speed up their efforts to wipe out the backlogs in filling up the vacancies reserved for SCs/STs as in their opinion the wiping out of the backlog at the rate of 0.4

to 0.5 per cent per annum is too slow a pace which will perpetrate the denial to SC/ST persons of their due for an unduly long time.

Reply of Government

A special drive has been launched recently to wipe out the shortfall of SC/ST vacancies in the recruitment categories in Group 'C' & 'D'. This will improve the availability of SC/ST employees for promotional categories after some time.

[Ministry of Railways OM No. 88-E(SCT)I/80/2 dated 8.9.1989.]

Recommendation (Sl. No. 32, Para 3.9)

The Committee regret that during the years 1984-85 and 1985-86 the percentages prescribed for Scheduled Caste and Scheduled Tribe candidates in selections of trainees were not achieved. However, during the year 1986-87 the requisite percentage in selection of boys for training from amongst the Scheduled Castes was achieved. But the position continued to remain unsatisfactory so far as the intake of Scheduled Tribe trainee was concerned. The Committee recommend that Eastern Railway authorities make extra efforts to improve the representation of candidates belonging to Scheduled Tribes in selection of trainees as assured by the representative of the Railway during evidence.

Reply of Government

Accepted. Railway Administration has decided to arrange campus recruitments of ST candidates as Apprentices.

[Ministry of Railways OM No. 88-E (SCT) I/80/2 dated 8.9.1989.]

Further information called for by the Committee

While accepting the recommendations of the Committee to make extra efforts to improve the representation of the Scheduled Tribe candidates in selection of trainees, the Ministry of Railways (Railway Board) stated that Railway Administration had decided to arrange campus recruitments of Scheduled Tribe candidates as Apprentices.

Have these campus recruitments been already arranged? If so, please mention the date of commencement of the campus recruitment programme and state whether the intake of Scheduled Tribe trainees is satisfactory.

Further reply of the Government

Campus recruitment is resorted to only when adequate response is not received for the recruitment conducted at the stations of appointment. In case of Act Apprentices taken for training in the Railways during the last one year, adequate number of Scheduled Tribe candidates were available at the Stations of appointment and therefore, there was no need to go in for campus recruitment.

[Ministry of Railways OM No. 90-E (SCT) I/80/3 dated 14.9.1990.]

Recommendation (Sl. No. 33, Para 3.10)

The Committee have also been informed that there is no bar to the selection of trainees from amongst the Scheduled Castes and Scheduled Tribes in excess of the percentages reserved for these communities. They recommend that if not in the case of Scheduled Tribes, the Eastern Railway authorities should take as many trainees as possible from amongst the Scheduled Castes as are available even though it may result in exceeding the percentage of reservation for this community.

Reply of Government

Recommendation of the Committee has been noted by the Railway Administration.

[Ministry of Railways OM No. 88-E (SCT) 1/80/2 dated 8.9.1989.]

Comments of the Committee

Please state the efforts made by Eastern Railway to improve the representation of candidates belonging to SC/ST in selection of trainees.

Further reply of the Government

To improve the representation of SC/ST trainees on Eastern Railway. 165 SC and 147 ST candidates were recruited as Act Apprentice during the recent Recruitment Drive. Employment is not guaranteed under Act Apprentice scheme.

[Ministry of Railways OM No. 88-E (SCT) 1/80/2 dated 6.4.1990.]

Recommendation (Sl. No. 37, Para 3.28)

The Committee note that out of 38 officers sent by the Railway Board abroad for training during the years 1985 to 1987 only one was from amongst the SCs/STs. The Committee are aware that the reservation policy has been implemented in the Railways from the early fifties and are not in a position to appreciate that some of the senior Railway Officers belonging to SCs/STs in the Eastern Railway could not have been able to absorb what would have been taught to them thoroughly and would not have got the full benefit from the training abroad and also would have failed to make useful contribution to bringing out improvements in the Railway after coming back from such a training abroad. The Committee are also not satisfied with the assertion of the representative of the Ministry of Railways that merit is the only criterion for selection of officers for training abroad. Keeping all these factors in view, the Committee recommend that there should be a fair sprinkling of SC/ST officers among the Railway officers sent abroad by the Railway Board for training.

Reply of Government

Concerned officials have been advised to keep the instructions of Department of Personnel and Training in view while making nominations for training abroad.

[Ministry of Railways OM No.88-E(SCT) I/80/2 dated 8.9.1989.]

Further information called for by the Committee

In reply to the recommendation of the Committee that Eastern Railway should maintain a fair sprinkling of Scheduled Caste/Scheduled Tribe officers among the Railway Officers sent abroad, the Ministry of Railways (Railway Board) have stated, "concerned officials have been advised to keep the instructions of Department of Personnel and Training in view while making nominations for training abroad".

- (a) Has the recommendation been accepted and being followed scrupulously by the Eastern Railway?
- (b) What is the number of Scheduled Caste/Scheduled Tribe officers sent abroad by the Railway Board for training during 1989-90?

Further reply of the Government

- (a) Zonal Railways are not empowered to nominate officers for training abroad as this subject is dealt with by the Railway Board. The Board keeps in view the guidelines regarding nomination of SC/ST officers for training abroad while finalising such lists.
- (b) SC & ST officers nominated for training abroad during 1989 are 18 SC and one ST.

[Ministry of Railways OM NO.90-E(SCT) I/80/3 dated 14.9.1990.]

Recommendation (Sl. No. 38, Para 3.31)

The Committee recommend that more and more opportunities should be given to SC/ST officers of the Eastern Railway for institutional training and for attending seminars/symposia and other conferences as assured by the representative of the Eastern Railway during evidence.

Reply of Government

Accepted. Necessary instructions have been issued to the Railway Administration.

[Ministry of Railways OM No. 88-E(SCT) I/80/2 dated 8.9.1989.]

Further remarks asked for by the Committee

While accepting the recommendations of the Committee to give more and more opportunities to Scheduled Caste/Scheduled Tribe officers for institutional training and for attending seminars and other conferences, the Ministry of Railways (Railway Board) have stated "necessary instructions have been issued to the Railway Administration."

Please furnish a copy of the instructions issued in the matter and the

number of SCs / STs Officers who have been given opportunities to attend seminars and conferences after issue of instructions.

Further reply of the Government

A copy of the instruction received from the Railway Board under their letter No. E (Trg.) 89 (12)/27 dated 16.6.89 is enclosed.

During the last one year 47 SC/ST (38 SC+ 9 ST) officers were booked for training/seminar/conferences out of a total of 203 booked for the purpose This comes to about 23% which shows a definite improvement over the past.

[Ministry of Railways O.M. No. 90-E (SCT) 1/80/3 dated 8.9.1990].

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E (Trg.) 89 (12)/27.

New Delhi, dated 16.6.1989.

The General Manager,
Eastern Railway,
Calcutta.

SUB: *Regarding affording opportunities to the Officers/staff of Scheduled Castes/Scheduled Tribes for Institutional training and attending seminars symposia and conferences etc.*

Ref: Recommendation No. 38 of the 47th Report of the Parliamentary Committee / and D.O.No.E. 220/0/2/RR/PC/Pt.I dated 31-5-89 from CPO (G) of your Railway

Since the nomination of the officers and staff for training, seminars, symposia etc. are done by the General Managers, it is desired that recommendations of the Parliamentary Committee may be kept in mind while deputing Railway personnel for institutional training and for attending seminars/symposia etc.

Sd/ 16.6.89

(Mahesh Chand)

Joint Director, Management Services,
Railway Board.

Copy to:—

J.D.E.(R)II —For information w.r to his note
on file No. 88-E(SCT) 1. 80/2

Recommendation (Sl. No. 39, Para 3.39)

The Committee learn that majority of the complaints received from SC/ST employees of Eastern Railway relate to the transfers on promotion and that the complaints are generally disposed of within a time frame of two to four months. However, cases relating to seniority issues take a little more

time. During the last three years 851 complaints were received, 591 from Scheduled Caste employees and 260 from Scheduled Tribe employees. Of these 536 complaints received from Scheduled Caste employees have been disposed of which shows that a system exists for receipt and disposal of complaints/grievances of SC/ST employees in Eastern Railway. However, pending of 56 such complaints indicates that there is scope for improvement in the system for the expeditious disposal of complaints. The Committee would like the Eastern Railway authorities to strengthen the procedure regarding disposal of grievances and gear up the machinery so that justice is done to all SC/ST employees without much loss of time so as to give a boost to their confidence and to instil among them the feeling that their interests are duly taken care of.

Reply of the Government

The above observation of the Committee has been noted by the Railway Administration for compliance.

[Ministry of Railways OM No. 88-E (SCT) 1/80/2 dated 8.9.1989.]

Further Information called for by the Committee

In reply to the recommendations of the Committee to strengthen the procedure regarding quick disposal of grievances of all Scheduled Caste/Scheduled Tribe employees, the Ministry of Railways (Railway Board) have stated that the observation of the Committee had been noted by the Railway Administration for compliance.

- (a) What steps have been taken by the Railway Authorities to strengthen the procedure for disposal of grievances of SCs/STs employees?
- (b) Are there complaint/cases still pending with the Eastern Railway Authorities? If so, please state the reasons therefor?

Further reply of the Government

(a) In order to strengthen the procedure for disposal of grievances of SC/ST employees in the Eastern Railway, an exclusive channel has been devised. Railwaymen working in various units record their grievances in Grievance Registers maintained in these units. Earlier, there used to be one common Grievance Register for all staff. To pay special attention, Special grievance Registers are regularly checked by the Welfare Inspectors, who later follow up the cases for finalisation as promptly as possible. Supercheck on the working of this system is carried out by officers of the concerned branches, as also those of the Personnel branch, during their inspection of these units by actual cross-checking with the SC/ST employees of the unit. Further, during routine periodical check of progress of disposal of grievances at the level of Divl. Railway Manager, as also the C.P.O., the position of grievances of SC/ST employees is examined **separately** and out of turn action is taken to render necessary help to the field units for speedy redressal.

(b) Accrual and disposal of grievances are on-going processes. Some grievances / complaints, which are all current are pending. These are being examined and necessary action will be taken.

[Ministry of Railways O.M. No. 90-E (SCT) 1/80/3 dated 14.9.1990.]

Recommendation (Sl. No. 40, Para 3.40)

The Committee were informed that there are not many complaints relating to transfers of SC/ST employees on promotion to remote areas where they face difficulties of getting accommodation. However, the Committee are aware of bias against joining the places away from their usual areas of residence among the Scheduled Tribe people. The Committee recommend that the complaints of Scheduled Tribe employees against their transfers should be sympathetically considered by the authorities concerned as assured by the representatives of the Eastern Railway during evidence.

Reply of Government

Accepted and noted by the Railway Administration for compliance

[Ministry of Railways O.M. No. 88-E (SCT) 1/80/2 dated 8.9.1990.]

Further information called for by the Committee

While accepting the recommendation of the Committee to sympathetically consider the transfer cases of the Scheduled Tribe people, the Ministry of Railways (Railway Board) have stated that it had been noted by the Railway Administration for compliance.

Please state how many complaints of transfer cases were received by the Railway administration during the years 1985 to 1990 and how many out of them were decided in favour of Scheduled Tribe employees?

Further reply of Government

During last one year 136 complaints/requests of transfer were received from the Scheduled Tribe employees and out of these, 130 decided in favour of them. The remaining ones will be decided on availability of vacancies. In the meantime, their names are being maintained in the Priority Register.

[Ministry of Railways O.M. No. 90-E (SCT) 1/80/3 dated 14.9.1990.]

Recommendation (Sl. No. 44, Para 3.57)

The Committee are aware that in the Brochure on reservations for Scheduled Caste and Scheduled Tribes in Railway services it has been provided that at least 10 per cent of the servants employed by the vending and catering contractors should belong to SCs/STs. The Committee expect the Eastern Railway authorities to ensure implementation of these instructions in letter and spirit.

Reply of Government

Instructions have been issued to Eastern Railway to ensure implementation of the instructions regarding engagement of 10% of the servants belonging to SC/ST by the catering/vending contractors.

[Ministry of Railways O.M. No. 88-E (SCT) I/80/2 dated 8.9.1989.]

Further information called for by the Committee

In reply to the recommendation of the Committee regarding the appointment of 10 percent of the servants belonging to Scheduled Caste/ Scheduled Tribe category by the vending and catering contractors, the Ministry of Railways (Railway Board) have stated that necessary instructions had been issued to Eastern Railway in the matter.

Please furnish a copy of the instructions issued to Eastern Railway and also state whether this practice has already come into force.

Further reply of the Government

Railway Board's instruction under letter No. 88/T G.III/600/5 dated 28.6.89 was received in July 1989. This practice has already come into force in the Eastern Railway.

[Ministry of Railways O.M. No. 90-E (SCT) I/80/3/ dated 14.9.1990]

GOVERNMENT OF INDIA MINISTRY OF RAILWAYS (RAILWAY BOARD)

No. 88/TG. III/600/5

New Delhi, dt: 28.6.89.

The General Manager,
Eastern Railway,
Calcutta.

Sub:— Recommendation of Parliamentary Committee on Welfare of Scheduled Castes & Tribes— 47th Report.

Reproduced below is the extract of recommendation of the Parliamentary Committee on Welfare of SCs/STs in its 47th Report:

Para 3.57. —“The Committee are aware that in the Brochure on reservations for Scheduled Caste & Scheduled Tribes in Railway services it has been provided that atleast 10 percent of the servants employed by the vending and catering contractors should belong to SCs/STs. The Committee expect the Eastern Railway authorities to ensure implementation of these instructions in letter and spirit”.

Instructions were issued to All Indian Railways in this regard in Board's letters No. 70/TG.III/601 dt. 29.6.71 and 78/TG. III/601 dated 22.11.78 that out of the servants employed by contractors, atleast 10% should

belong to SC/ST and that this should be indicated in the records maintained by the licenced (5) for inspection by Railway officials.

Board desires that your Railway should ensure strict implementation of these instructions.

Please acknowledge the receipt of this letter.

Sd/-
(N.K.Choubey)
DIRECTOR TRAFFIC COMML. (G) II
RAILWAY BOARD.

Recommendation (Sl. No. 45, Para 3.63)

The Committee have been informed that at present the instructions and guidelines for award of vending and catering contracts are scattered over a large number of circulars etc. Which in their opinion can lead to violation of the guidelines inadvertently in some cases. The Committee recommend that the guidelines should be consolidated and made available to the Selection Committees whenever they have to award vending/catering contracts.

Reply of Government

Instructions have been issued that whenever a Screening Committee is formed for award of catering/vending contract, all relevant guidelines and policy instructions should be made available to them so that the allotment is made as per policy.

[Ministry of Railways OM No. 88-E(SCT) 1/80/2 dated 8.9.1989]

Recommendation (Sl. No. 46, Para 3.64)

The Committee note that at present there are no rules providing for the association of an officer belonging to Scheduled Castes and Scheduled Tribes with the Selection Committee. The Committee recommend that as far as possible an SC/ST officer should be associated with the Selection Committee, as assured by the General Manager, Eastern Railway during evidence.

Reply of Government

Observations have been brought to the notice of General Managers of the Zonal Railways.

[Ministry of Railways OM No. 88-E(SCT) 1/80/2 dated 8.9.1990]

Further information called for by the Committee

In reply to the recommendation of the Committee to associate, as far as possible, one Scheduled Caste/Scheduled Tribe officer with the Selection Committee, the Ministry of Railways (Railway Board) have stated,

“Observations have been brought to the notice of General Managers of the Zonal Railways.”

Please state the present position of associating Scheduled Caste/Scheduled Tribe officer with the Selection Committee.

Further reply of the Government

In all selections one SC/ST officer is nominated as a Member of the Selection Committee and these instructions are scrupulously followed on this Railway.

[Ministry of Railways OM No. 90-E(SCT) I/80/3 dated 14.9.1990]

Recommendation (Sl. No. 47, Para 3.68)

The Committee note that no reservations for persons belonging to SCs/STs have been made in the award of out-agencies/parcel booking agencies contracts. They have been informed that financial stature, availability of infrastructure like godowns and space etc. are the factors that guide the award of such contracts. The Committee recommend that in cases of other requirements being equal, preference should be given to SC/ST persons in the award of out-agencies/parcel booking agencies contracts as assured by the representative of the Railway Board during evidence.

Reply of the Government

Observation made by the Committee has been brought to the notice of Zonal Railways.

[Ministry of Railways OM No. 88-E(SCT) I/80/2 dated 8.9.1989]

Further information called for by the Committee

In reply to the recommendation of the Committee to award out-agencies/parcel booking agencies contracts to the Scheduled Caste/Scheduled Tribe people, the Ministry of Railways (Railway Board) have stated that observations made by the Committee had been brought to the notice of Zonal Railways.

Please furnish a copy of the instructions issued to the Zonal Railways.

Further reply of the Government

A copy of the instruction issued to Zonal Railways etc. is enclosed.

[Ministry of Railways OM No. 90-E(SCT) I/80/3 dated 14.9.1990]

**GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)**

No. TC-1/88/5/20

New Delhi, dt. 8.12.1988

The General Managers,
All Indian Railways.

Sub:—Reservation in allotment of Out Agency and City Booking Agency contracts to Members of SC/STs community-Point raised in Parliamentary Committee on the Welfare of SCs/STs. reg.

During the oral evidence before the Parliamentary Committee on the Welfare of SC/STs held on 30th September, 1988 the Committee expressed the view that other things being equal, preference in award of contracts for "out agencies" and "parcel booking agencies" may be given to SC/ST candidates. Board desire that these instructions may be kept in view while awarding such contracts. However, it may be noted that the basic requisites like financial soundness, experience, infrastructure availability like godowns, trucks, buses, trained manpower, etc. are of paramount importance.

Kindly acknowledge receipt.

DA: Nil.

Sd/-

(VIJAYA SINHA)

Jt. Director, Traffic Comml. (R)II

Railway Board.

No. TC-1/88/5/20

New Delhi, dt. 8.12.1988

Copy forwarded for information to Chief Marketing Superintendents, all Indian Railways.

DA: Nil.

Sd/-

(VIJAYA SINHA)

Jt. Director, Traffic Comml. (R)II

Railway Board.

CHAPTER III

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

Recommendation (Sl. No. 20, Para 2.43).

The Committee note that out of the total post filled in technical and non-technical categories both during the year 1985-86 in the Eastern Railway through Recruitment Boards, the percentage of posts filled by candidates belonging to Scheduled Castes was 9.06 and those belonging to Scheduled Tribes was 2.16. In the same categories of posts filled during the year 1986-87 the percentage of posts filled by candidates belonging to Scheduled Castes rose to 37.88 and by candidates belonging to Scheduled Tribes by 11.33. The Correspondence percentage for the year 1987-88 for Scheduled Caste was 20.16 i.e. a decline of nearly 17.72 as compared to the figures of 1986-87. However, the correspondence percentage in the case of Scheduled Tribes rose to 17.39 in that year leaving a total shortfall of 70 vacancies in the posts reserved for Scheduled Castes and 464 posts reserved for Scheduled Tribes. The committee regret that the tempo built up in 1986-87 in filling the posts reserved for candidates belonging to Scheduled Castes was not maintained by the Ministry in the subsequent year. The Committee will like the Ministry to analyse the reasons therefor and devise suitable measures to check such declines in future recruitments.

Reply of the Government

The quantum of recruitment of various SC/ST candidates depends upon the number of posts advertised which varies from time to time.

The drop in the percentage of recruitment during the year 1987-88 has been due to the fact that the backlog in SCs category was cleared to the maximum extent during 1986-87. In 1987-88, more emphasis was laid on clearing the backlog of STs on priority and their percentage improved. However, a special drive has been launched and all out efforts are being made to fully clear the backlog both in SCs and STs by 30.9.1989.

[Ministry of Railways OM No. 88-E(SCT) I/80/2 dated 8.9.1989]

Comments of the Committee

Please indicate results of special drive launched and all out efforts stated to have been made to fully clear the backlog in SCs/STs by 30.9.1989.

Further reply of the Government

The shortfall as on 30.4.89 on Eastern Railway was 638 for SCs and 501 for STs in Group C and 769 for SCs and 740 for STs in Group D. This shortfall has since been wiped out.

[Ministry of Railways OM No. 88-E(SCT) I/80/2 dated 6.4.1990]

Recommendation (Sl. No. 27, Para 2.76)

The Committee regret that the Eastern Railway authorities have not been able to adhere to the reservation quota of 15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes in promotions in Group 'C' and Group 'D' posts during the years 1985-86 to 1987-88. The reasons for the shortfalls have been stated to be—(i) non-availability of SC/ST employees in the feeder cadre; (ii) safety consideration; and (iii) various court decisions prohibiting the Railway authorities to follow the 40 Point-Rosters where the minimum percentages of 15 per cent for Scheduled Caste and 7½ per cent for Scheduled Tribes have been exceeded in promotions. But as the orders on the subject have not been changed, the Railway while sticking to the roster points in promotions have been showing such unfilled vacancies as the shortfall. However, the Committee have been informed that the Ministry of Railways has gone in appeal against these judgements to the Supreme Court. As the matter has to be considered by larger bench of the Supreme Court, the matter has been pending before it nearly for ten years. The Committee recommend that the Railway Board take up the matter suitably with the Ministry of Law and try to get the verdict of the Court in the matter at the earliest not only to check the piling up of shortfalls in the reserved vacancies to be filled through promotions but also to do justice to the Railway employees belonging to Scheduled Castes and Scheduled Tribes.

Reply of Government

The matter of early hearing of our SLP in J.C. Malik's case (CA No. 2017/78) and other SLPs involving similar issues arising out of a large number of judgements / interim orders passed by High Court / CATs is being chased vigorously with the Ministry of Law Justice at the highest level. In September, 1986, a special D.O. letter as from Smt. Mohsina Kidwai, the then Transport Minister addressed to Shri A.K. Sen, the then Minister of Law and Justice was issued requesting *inter-alia* to see if the appeal in J.C. Malik's can be more expeditiously heard by the Supreme Court. In August, 1988 the Minister of State for Railways addressed a D.O. letter to the Minister of Law and Justice requesting that steps should be taken to ensure that the Attorney General and Additional Solicitor General (Shri G. Ramaswamy) are nominated to contest the appeal in J.C. Malik's case and also other connected cases so that the cases could be projected properly before the Court. On finding that the Supreme Court had not taken up the case for hearing inspite of all the efforts, the Ministry of Railways also filed an application for early hearing in April, 1988. The

application for early hearing of the appeal in J.C. Malik's case alongwith other connected appeals came up before the Bench presided over by the Hon'ble Chief Justice of India on 8.8.1988. After the hearing of this application, the Hon'ble Supreme Court was pleased to direct listing of the appeal on 15.11.1988.

45 cases alongwith the Civil Appeal No. 2017/78 in J.C. Malik's case appeared at Item No. 20 of the Cause List of the Supreme Court for the week commencing on 28.11.1988 for the first time. The hearing of the cases listed at S.Nos. 1 to 19 of the Cause List is taking time and it is expected that the reservation matters for the SCs and STs including the appeal in J.C. Malik's case would be heard by the Hon'ble Supreme Court shortly.

Meanwhile, Minister of State for Railways addressed a further D.O. letter dated 22.5.1989 to Minister of Law and Justice requesting *inter-alia* to help the Ministry of Railways in expediting the hearing of these cases as early as possible.

Thus, the Committee may kindly appreciate that persistent and vigorous efforts are being made to get the verdict on court cases as expeditiously as possible.

[Ministry of Railways OM No. 88-E(SCT) I/80/2 dated 8.9.1989]

Recommendation (Sl. No. 35, Para 3.22)

The Committee note that in the case of non-safety category posts the best amongst the failed SC / ST candidates are promoted on *ad-hoc* basis for six months and imparted on job training for improving their knowledge to come up to the requisite standard. If their performance is found satisfactory after a period of six months, their promotions are made on regular basis. The Committee recommend that such a procedure may be adopted by the Eastern Railway authorities while giving promotions to SC / ST staff working in safety category of posts.

Reply of Government

Based on the recommendations of the Railway Accident Enquiry Committee, 1968, it was decided in consultation with the Ministry of Home Affairs that in respect of selection to safety category posts, no relaxation should be given to SC / ST candidates in respect of prescribed qualifications regarding professional ability and length of service. Posts classified as 'Safety Category Posts' are those directly connected with safety in train operation. Any reduction in standards of the personnel manning such posts arising out of lack of adequate experience will adversely affect the train operations. It is therefore not possible to agree to the recommendation that the 'best amongst the failures' scheme as applicable to SC / ST candidate in non-safety categories to be extended to safety categories also.

[Ministry of Railways O.M. No. 88-E (SCT) I/80/2 dated 8-9-1989.]

Recommendation (Sl. No. 36, Para 3.23)

The Committee have been informed that at present there is no training centre to impart training to the SC / ST employees promoted on *ad-hoc* basis as the best amongst the failed candidates. The Committee do realise that on-job training is a must for improving the knowledge of the employees to come up to the requisite standard. However, the importance of the theoretical knowledge also to achieve this and cannot be lost sight of. Keeping this in view, the Committee recommend that the Ministry of Railways should set up a training centre for imparting theoretical training for a short duration to the SC/ST employees of the Zonal Railways promoted on *ad-hoc* basis to supplement the on-job training to bring such SC/ST employees upto the requisite standard for regular promotions.

Reply of Government

In-service training to SC/ST candidates who are promoted under the scheme of 'best among the failures' is normally given on the job in which they are promoted and necessary guidance is given by their supervisors both on the theoretical as well as the practical aspects. Moreover, the number of such candidates is very small at a time, they belong to various categories and as such it is not possible to set up a centre for imparting theoretical training, which is covered to the extent possible under the existing scheme. It has also been noted that the existing practice is being followed satisfactorily and that excepting in very few cases, almost all those promoted as per the policy of 'best among the failures' are regularised after completion of the period of their *ad-hoc* promotion of six months or after extending the period of in-service training in a few cases.

[Ministry of Railways O.M. No.88-E (SCT) 1/80/2 dated 8-9-1989.]

Recommendation (Sl. No. 41, Para 3.47)

The Committee note that 10 per cent of the quarters in Type I and II categories are reserved for SC/ST employees and 5 per cent of Type III and IV quarters in non-essential categories only are reserved for SC/ST employees in stations where the number of such quarter is 50 or more. The Committee fail to understand why reservations have not been extended to quarters in essential categories also for the SC/ST employees and in their opinion the Eastern Railway authorities should not be averse to providing reservations in the essential categories quarters. The Committee will await the decision taken by the Eastern Railway in this regard.

Reply of Government

The staff in 'Essential' categories already enjoy a higher priority in the allotment of quarters and get allotment of quarters at a much quicker pace than the staff in non-essential categories. Keeping in view the nature of the

work involved and the need to keep the essential category staff available near their headquarters so that they can be called at short notice in any emergency, efforts are made to allot accommodation to as many essential category staff as possible. Since essential category staff already enjoy a much higher preference, it would not be desirable to provide any preference to SC / ST staff in essential category. The Ministry of Railways is, therefore, not in a position to give further relaxation in the extent policy in favour of essential staff belonging to the reserved communities.

[Ministry of Railways O.M. No. 88-E (SCT) I/80/2 dated 8-9-1989.]

Recommendation (Sl. No. 42, Para 3.48)

The Committee find that during the evidence no cogent reason has been adduced by the representative of the Eastern Railway for laying down the limit of 50 or more quarters on a station in non-essential categories for providing reservations for the SC / ST employees. The Committee recommend that this norm of 50 quarters may be reviewed by the Eastern Railway authorities and suitably reduced so that the benefit of reservations in allotment of residential accommodation is extended to more SC / ST employees.

Reply of Government

At most of these smaller way-side stations, the quarters are earmarked post-wise/department-wise and the staff posted there are generally accommodated in their nominated quarters on vacation by their predecessors. Further at these places, majority of the quarters are earmarked for essential categories and the principle of reservation does not apply to these categories. The very purpose of providing reservation only in non-essential categories is to enable SC / ST staff belonging to these categories getting a fair share of quarters, since the percentage of quarters set apart for non-essential categories is low. Even though staff are recruited in each category as per roster points, then postings at various places including smaller stations is not as per the percentage laid down amongst the total number of staff posted at that station. Administratively such a proposition is also not feasible. The Ministry of Railways are, therefore, of the opinion that it will neither be desirable nor practicable to provide reservation at such smaller stations having less than 50 quarters in the pool earmarked for non-essential categories.

[Ministry of Railways O.M. No. 88-E (SCT) I/80/2 dated 8-9-1989.]

CHAPTER IV

RECOMMENDATIONS / OBSERVATIONS IN RESPECT OF WHICH REPLY OF GOVERNMENT HAS NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRES REITERATION

Recommendation (Sl. No. 1, Para 1.15)

The Committee note that there are seven categories of posts in the Eastern Railway to which reservation orders have not been made applicable on the ground that these posts are treated as ex-cadre tenure posts. These posts are filled up by drafting employees from different departments and cadres without disturbing their seniority in the parent cadres. It has been stated during the evidence that the sanction of the Department of Personnel has been obtained for excluding these posts from the operation of reservation orders as per Department of Personnel's Brochure. In the opinion of the Committee, the keeping of a large number of categories of posts outside the purview of the reservation orders needs a review *de-novo* to reduce the number of such categories of posts to the minimum so that the process of providing benefit to persons belonging to Scheduled Castes / Tribes through reservations in services is not hindered.

Reply of the Government

The matter has been reviewed. The Ministry's comments about reservation in the posts of Vigilance Inspectors, Instructors in Training Schools and staff in Production Control Organisations have been given in reply to the Recommendation Nos. 2, 3 and 4 respectively. The matter was also referred to Department of Personnel and Training who have advised that there is no change in the existing policy. As regards temporary promotions for less than 45 days duration, such posts are filled by locally available senior-most persons because employees on transfer from other places do not like to be posted for such a short duration. In regard to the upgradation scheme where all posts in a particular category / grade are upgraded, no reservation is considered necessary because all the reserved community employees in the lower grade also get promotion to the higher grade.

[Ministry of Railways O.M. No. 88-E(SCT) I/80/2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.16.

Recommendation (Sl. No. 2, Paras 1.16 & 1.17)

A probe by the Committee into these exemptions has revealed that out of 28 posts of Inspectors in Vigilance organisations not a single post was held by a Scheduled Caste employees and only one Scheduled Tribe candidate officiated against the post of Vigilance Inspector during 1985-86 and 1986-87.

The Committee are not inclined to agree with the representatives of the Railway Board that the reasons for making the posts of Vigilance Inspectors as ex-cadre posts in that they have not only to investigate discreetly but have also to make out elaborate reports. In the opinion of the Committee, there is no dearth of SC/ST employees in the Railways for being posted as Vigilance Inspectors. Keeping in view the importance of the Vigilance Inspectors who *inter-alia* also look into the cases of harassment of SC/ST employees in Railway, the Committee recommend that the posts of Vigilance Inspectors should be converted into regular cadre posts and should not be allowed to continue as ex-cadre posts.

Reply of the Government

Vigilance work is of a very exacting and unpopular nature. Most of the staff are unwilling to join the organisation because it alienates them from their parent departments. They stand to lose the experience they would have gained in the parent department, they lose their friends about whom they have to investigate and also expose themselves to vendetta at the hands of the seniors whom they investigate. Vigilance work is extremely trying and there are not many takers.

It is neither practicable nor desirable to create cadre posts in the Vigilance department, the reasons for which are as follows:—

- (i) Though there may be 20 to 40 posts of Vigilance Inspectors on each Railway, it has to be remembered that they are drawn from separate disciplines such as Civil Engineering, Mechanical Engineering, Signal & Telecommunication Department, Traffic, Accounts, Store, Personnel, Security, Medical etc. Some are drafted from the Police/CBI Departments. It would be necessary to have a sub-cadre under each discipline and there would not be more than 2 to 4 Inspectors under each discipline. Formation of a separate cadre for each such small cadre would not be possible and staff would get frustrated.
- (ii) Before an Inspector joins Vigilance, he has to have grounding for about 15 to 20 years in his own parent department. He is required to investigate cases pertaining to his own parent department. Under the circumstances, at the initial stage, we can not recruit Inspectors in the Vigilance Department and keep them permanently by forming a separate cadre.
- (iii) It is the policy of the Government to transfer persons working on

sensitive posts. Vigilance is the most sensitive department on the Indian Railways. It is absolutely necessary that Inspectors and officers working in the Vigilance Department are sent back to their parent department after the completion of their tenure. Otherwise they will also get out of touch of the latest development / changes taking place in their department. This is also the view of the Central Vigilance Commission.

2. In view of the foregoing, we have to continue with the ex-cadre system in which only volunteers are drawn from various departments who, on completion of tenure, go back to their parent departments on the Railways. It is of course true that SC / ST should have enough representation in the services. Instructions will be issued that amongst the volunteers, due consideration should be given to SC / ST candidates while selecting for the Vigilance Department / Organisation.

[Ministry of Railways O.M. No. 88-E (SCT) 1/80/2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.16.

Recommendation (Sl. No. 3, Para 1.18)

In the category of instructors in training schools, the Committee note that during the year 1985-86 out of 49 Inspectors, the number of Scheduled Caste Inspectors was two only. During the years 1986-87 and 1987-88 out of 47 Inspectors, the number of instructors belonging to Scheduled Castes continued to be only two. During these years none of the Instructors belonged to Scheduled Tribes. The Railway Board authorities ascertain that "due consideration is given to the deserving SC / ST candidates while filling up such posts" is not borne out by such a meagre representation of SCs / STs among the instructors in the Training Schools. The Committee do not find any justification for continuing the posts of Instructors in the Training Schools as ex-cadre posts. Keeping in view the fact that a large number of Scheduled Caste / Scheduled Tribe people are coming out of technical colleges and schools year after year, they feel that it should not be difficult for the Eastern Railway to recruit from the open market persons belonging to SC / ST communities for appointment as Instructors in Training Schools in regular cadres instead of continuing such posts as ex-cadre ones.

Reply of Government

The instruction given in the training institutions / schools is intended to closely familiarise the trainee with various aspects of work, relating to his area of function. The refresher courses are also designed to update the knowledge and skills of the trainees, with specific reference to recent

developments in technology in their relevant fields. As this is 'applied training' meant for preparing trainees to equip themselves to work on the Railways and give "refresher courses" for serving employees, an open-market candidate who has no background knowledge of Railway working will be of no use and may be found seriously wanting, even if he is academically brilliant. An Instructor in a Training School should have special skills in his particular area acquired only by long experience on the job, supplemented by teaching abilities, besides ability to communicate effectively. This is the reason why only experienced serving staff are carefully chosen for posting as Instructors in Training Schools on a tenure basis. The purpose of prescribing a tenure is to ensure that the Instructor himself updates his own knowledge and skills by reverting back to his cadre, besides replacing him with someone else who may have gained experience and skills in the technological changes that may have taken place in the meanwhile. A directly recruited Instructor will be unable to achieve any of these objectives. Further, since the number of posts of Instructors in each discipline on each Zonal Railway is very small, the concerned persons would get frustrated. Since their promotional prospects will be very little, if these posts are treated as a separate cadre instead of as "ex-cadre posts" as at present. In addition, when an existing employee, whether he is SC/ST or other castes candidate, is selected for such ex-cadre post, the resultant vacancy is filled by promotion as per 40 point roster of the grade in the cadre to ensure alongwith representation of SC/ST in the parent cadre. The parent cadre strength is so big compared to the number of ex-cadre posts, the selection/non-selection of SC/ST candidate to this post does not effect the overall SC/ST representation. It may also be added that in no case of promotion, the qualification of having worked as an Instructor in training school is specified and hence this will not affect the promotional prospects of SC/ST, who have not worked as Instructor. To the extent direct recruitment is permitted or may be needed in very rare cases in the training institutions, qualified candidates from reserved communities will also be eligible to apply, since the rules and orders governing the reservation of posts in direct recruitment grades/categories will also be applicable to posts of Instructors in Training Schools, if filled by direct recruitment.

The Indian Railways are going through a phase of rapid modernisation as well as introduction of state-of-the art technology in all disciplines. As these have vital safety implications, Instructors appointed in training institutions to impart the relevant skills to the trainees should be sufficiently qualified and experienced in their respective disciplines in the Railways itself so that they will be in a position to pass on these skills to the trainees. A directly recruited candidate who has had no exposure to the complexities of the Railway working will not be in a position to discharge his duties satisfactorily and adequately.

[Ministry of Railways O.M. No. 88-E (SCT) I/80/2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.24.

Recommendation (Sl. No. 4, Para 1.19)

The Committee are not convinced by the argument aduced by the representative of the Ministry of Railways during evidence that only a few volunteers offer to work in the Production Control Organisation attached to each workshop/production unit because it was not financially as lucrative as to work in places like Shop Floor where workers get incentive bonus etc. In the opinion of the Committee the Ministry of Railways should make the appointments in the Production Control Organisation more attractive by increasing the quantum of special pay sufficiently to attract a large number of volunteers including those from the SCs/STs to opt for working in the Production Control unit. The Committee will await the action taken by the Ministry of Railways in this regard.

Reply of Government

Revision in the quantum of special pay to Production Control Organisation staff, at this stage will not serve the intended purpose of making Production Control Organisation posting attractive as the incentive scheme as such is under revision. Under the revised incentive scheme, the incentive bonus for shop floor staff is likely to be substantially higher. It is, thus, necessary to wait for the formulation of revised incentive scheme. Only when the new incentive bonus structure for shop floor staff is known, it will be possible to work out the revised quantum of special pay for Production Control Organisation staff. The Committee's recommendation will, therefore, be considered after revision of the existing incentive scheme.

[Ministry of Railways OM No. 88-E (SCT) 1/80/2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.30.

Recommendation (Sl. No. 5, Para 1.24)

The Committee have been informed that a Cell exists in the Ministry of Railways (Railway Board) to look after the interest of SC/ST employees whose number is roughly about 2.5 to 3 lakhs as also to ensure proper implementation of the policy in regard to recruitment and promotions of officers belonging to Scheduled Castes and Scheduled Tribes, looking into individual grievances of SC/ST employees, conducting of inspection to monitor the implementation of the reservation policy etc. At present the staff strength of the Cell is stated to be two Section Officers, four Assistants, two Inspectors and three UDCs and LDCs. Keeping in view

the large number of the SC/ST Employees in the Railways, the Committee recommend that the staff strength may be suitably augmented as assured by the Chairman of the Railway Board during evidence.

Reply of Government

A fresh workstudy of E(SCT) I & II branches in Railway Board is being undertaken and based on the results of the study the needs of the Cell will be arranged to be adequately met.

[Ministry of Railways O.M No. 88-E(SCT)I/80/2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.36.

Recommendation (Sl. No. 14, Para 2.23)

The Committee have been informed that the Calcutta, Patna and Malda Railway Recruitment Boards of the Eastern Railway have been able to recommend adequate number of candidates belonging to Scheduled Castes for appointment in the Eastern Railway. However, the Ranchi Railway Recruitment Board which is responsible for recommending the candidates belonging to Scheduled Tribes for appointment in the Railway has not been able to meet the requirement of the Eastern Railway so far as the filling of the vacancies reserved for Scheduled Tribes is concerned. Consequently, Eastern Railway have requested the Calcutta, Patna and Malda Railway Recruitment Boards also to select and recommend the candidates from the Scheduled Tribes also to fill up the vacancies reserved for the Scheduled Tribes. The Committee will await the outcome of the efforts made by the Eastern Railway in this regard.

Reply of Government

During the period from 1.4.88 to 30.6.89, Railway Recruitment Boards at Calcutta, Patna and Malda have given 120 ST candidates to Eastern Railway against only 43 such candidates given during 1987-88.

[Ministry of Railway O.M. No. 88-E(SCT)I/80/2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.44.

Recommendation (Sl. No. 15, Para 2.24)

The Committee note that the Headquarters of the Ranchi Railway Recruitment Board is nearly 300 kilometers away from the areas inhabited by Santhals which is pre-dominantly inhabited by the Scheduled Tribes. They recommend that Railway Recruitment Board should set up Recruit-

ment Centres at places like Sahibganj and Dumka which are in the heart of the areas inhabited by the Scheduled Tribes.

Reply of Government

Railway Recruitment Boards have been established at various places with a view to expediting the selection process and to rationalise the workload. Accordingly at present 19 Railway Recruitment Boards including one at Ranchi, serve the various regions. Railway Recruitment Board at Ranchi makes exclusive recruitment of Scheduled Tribe candidates.

Ranchi is centrally located and it is close to tribal districts of Bihar, Orissa, Madhya Pradesh and West Bengal. Ranchi is also the heartland of tribal land area of Chottanagpur-Santhalpargana. The location of Railway Recruitment Board at Ranchi is, therefore, considered to be quite appropriate.

It may however be mentioned that Railway Recruitment Boards open examination centres at various places taking into account *inter-alia* factors such as number of candidates offering themselves for examination. This equally applies while opening examination centres at Sahibganj and Dumka.

The existing Railway Recruitment Boards are adequately meeting the recruitments of the Railways. Keeping in view this position and the need for economy it is not considered feasible to open any additional Railway Recruitment on the Railways.

[Ministry of Railways OM No. 80E(SCT)I/80/2 dated 8.9.1989.]

Comments of the Committee

Please see Chapter I, Para 1.44.

Recommendation (Sl. No. 25, Paras 2.68 & 2.69)

The Committee have been informed that while no roster is maintained at the time of engagement of casual labour or substitutes, instructions were issued by the Railway Board to the Zonal Railways to ensure that adequate number of SC/ST casual Labour was recruited so that there was no shortfall in their availability for ensuring their adequate representation at the time of screening for regularising against Class IV vacancies. The Clarification of adequate numbers was issued by the Railway Board in 1974 making it abundantly clear that out of 100 casual labourers recruited, 17 persons should be from Scheduled Castes and 7 persons should belong to Scheduled Tribes. Immediately thereafter a ban was imposed on the recruitment of casual labour which continued for about 7 to 8 years with the result that the representation of Scheduled Castes and Scheduled Tribes remained poor among the casual labour force and the resultant imbalance could not be done away with.

The Committee note that as on 1 April, 1988 there are 19000 casual

labourers on roll and out of them 2413 (12.68 per cent) belong to Scheduled Castes and 428 (2.25 per cent) belong to Scheduled Tribes against the percentages of 17 and 7 respectively as suggested by the Railway Board during the year 1974. The shrinkage of the percentages of Scheduled Castes and Scheduled Tribes in the casual labour force has been attributed firstly to their regularisation at the prescribed quota and secondly to the non-recruitment of the casual labour for a pretty long time. Even now recruitment to the casual labour force is scanty and that too has to be done with the personal approval of the General Manager of the Zonal Railway. However, the Committee are distressed to find that while recruiting 185 persons as casual labourers in 1987, the number of casual labourers belonging to Scheduled Castes was only four and none of them belonged to Scheduled Tribes despite the instructions of the Railway Board. The Committee recommend that the Railway Board should look into recruitment of the casual labour and analyse the reasons for not adhering to the instructions issued by it to the Eastern Railway and if need be to fix the responsibility in the matter.

Reply of Government

The matter is under investigation.

[Ministry of Railways O.M. No. 88-E(SCT)I/80/2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.49.

Recommendation (Sl. No. 28, Para 2.77)

The Committee are surprised to note that "safety consideration" have been stated to be one of the consideration for not filling the reserved posts through promotions. The Committee fail to understand as to how it could be that there are not sufficient number of SC/ST employees working in technical Departments having a bearing on safety in the Railways when the reservations have been in force for nearly two decades. The Committee recommend that Railways start imparting training to more and more employees belonging to Scheduled Castes and Scheduled Tribes in the disciplines where safety is one of the important factors so that there is no dearth in the availability of Scheduled Castes and Scheduled Tribes employees at the time of effecting the promotions.

Reply of Government

Accepted. Necessary instructions have been issued to Zonal Railways/ Production Units etc.

Ministry of Railways O.M. No. 88-E(SCT)I/80/2 dated 8-9-1989

Comments of the Committee

Please see Chapter I, Para 1.58.

Recommendation (Sl. No. 31, Para 2.86)

The Committee note that inspite of the reservation orders being in force for nearly two decades, a lot of deficiencies are detected by the inspecting officers during their inspections of rosters maintained at Divisional Headquarters / Workshops of the Eastern Railway which in their opinion is the result of not imparting proper training to the staff responsible for the maintenance of the rosters. The Committee recommend that regular training should be arranged by the Eastern Railway authorities to train the staff responsible for the maintenance of rosters to check the creeping in of various deficiencies in their maintenance.

Reply of Government

Accepted. Necessary instructions have been issued by the Eastern Railway to the concerned authorities for imparting regular training to the staff who are maintaining Roster Registers.

[Ministry of Railways O.M. No. 88-E (SCT) I / 80 / 2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.63.

Recommendation (Sl. No. 34, Para 3.16)

The Committee note that no relaxation in qualifying marks is allowed in the Eastern Railway to SC/ST employees for promotions in safety category of posts. However, the SC/ST employees are given pre-selection coaching the duration of which is 2 to 3 weeks. It appears to the Committee that no scientific analysis of the efficacy of pre-selection coaching imparted to SC/ST employees has ever been made by the Railway authorities to ascertain the extent to which such a training improves their chances in getting promotions. The Committee cannot also rule out the possibility of SC/ST candidates failing in written test / interview because of their inability to express clearly in English / Hindi. Keeping all these factors in view, the Committee recommend that a scientific analysis of the efficacy of pre-promotion training given to SC / ST employees be made and if need be its content and duration may be suitably improved so that the desired benefit reaches to the SC/ST employees to improve their chances in promotions in the real sense.

Reply of the Government

The matter has been reviewed. The existing practice of imparting pre-selection coaching to SC/ST employees for promotion in safety categories in Eastern Railway is considered satisfactory. However, a study on the efficacy of pre-selection coaching has already been undertaken and if found necessary the scheme will be suitably modified.

[Ministry of Railways O.M. No. 88-E(SCT)I/80/2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.58.

Recommendation (Sl. No. 43, Para 3.56)

The Committee have been informed that according to the orders issued by the Railway Board in February, 1981 all vending contracts of stalls/trolleys of half unit falling vacant are reserved for SC/ST persons.

However, the Committee note that out of 457 vending contracts in the Eastern Railway, 54 vending contracts are held by people belonging to SC/ST communities, out of 13 catering contracts two are held by persons belonging to SC/STs and out of six petty contracts awarded by Eastern Railway during the last three years only two are held by the persons belong to these communities. They have been informed during evidence that bigger contracts of refreshment rooms etc. are renewed after every five years and contracts of small units are renewed after every three years. However, in case the services rendered by the serving contractors are upto the mark and there are no complaints against them then their contracts are renewed as a matter of routine. It is only when a contract is not renewed that the possibility of its being awarded to persons belonging to SCs/STs arises. In the opinion of the Committee, this practice automatically defeats the purpose of the Railway Board's orders of 1981 which provide that small units falling vacant are reserved for SC/ST persons. The Committee will like the Eastern Railway authorities to go deep into the matter and devise some ways and means so that at the time of renewal some percentage of the petty vending/catering contracts are awarded to persons belonging to SCs/STs.

Reply of Government

As per Board's policy, all future vacancies of catering/vending contracts equivalent to 1/2 units whether arising out of new creation or out of termination/non-renewal contracts, have been reserved for SC/ST candidates. However, it is also Board's policy that catering/vending contracts should be renewed if the performance of the contractors was satisfactory during the contractual period. It is not considered desirable to change this policy.

[Ministry of Railways O.M. No. 88-E(SCT)I/80/2 dated 8-9-1989.]

Comments of the Committee

Please see Chapter I, Para 1.67

ANNEXURE-I
(vide Para—1.8)

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. 89/V-I/INSP/1/1.

(COPY)
New Delhi, dated 25.9.1989.

The General Managers (Vigilance)
All Zonal Railways/
Production Units.

SUB: Selection of Vigilance Inspectors on Zonal Railways.

The Parliamentary Committee on the welfare of SCs and STs during the course of oral evidence by the Board on implementation of reservation policy on Eastern Railway expressed their concern due to the low intake of staff belonging to these communities in the category of Vigilance Inspectors.

In this connection Railways' attention is invited to Board's letters No. 79/V-I/INSP/1/4 dated 5.8.80 and No. 84/V-I/INSP/1/1 dated 3.8.84 and 2.6.86 which lay down criteria for the selection of Vigilance Inspectors on the Zonal Railways and also for enlistment of eligible category of staff to be considered for selection of Vigilance Inspectors. The matter has been further examined in the Railway Board and it has been felt that it is desirable to encourage employees belonging to these communities to join the Vigilance Organisation in sizeable numbers. Railways should, therefore, ensure that while taking steps to fill up the posts of Vigilance Inspectors, employees belonging to SC and ST are given encouragement and consideration and also certain amount of preference is given to them in selection so that they are well represented in the Vigilance Organisation.

Please acknowledge receipt of this letter.

DA/Nil

Sd/-
(M.K. Batra)
Director Vigilance (E)
Railway Board.

ANNEXURE-II
(vide Para—1.55)

Statement Showing the List of posts included in the safety category

Operating Department:

1. Transportation Inspectors.
2. ASMs / Cabin ASMs / Station Supdt. (Non-gazetted) / SMs / Dy. Ss.
3. Guards.
4. Yard Masters / AYMs / Yard foreman.
5. Switchmen and Shunting Jamadars.
6. Section Controllers / Dy. Chief Controllers / Chief Controllers.
7. Safety Counsellors / Safety Inspectors.

Civil Engineering Department:

8. Bridge Inspectors.
9. Permanent Way Inspectors.
10. Asstt. Foreman-Cum-Operator (Plassermatic Tie Tamping).
11. Operator-cum-Chargeman (Tie Tamping).
12. Section Mate, Keyman and P.Way Mistry.
13. Asstt. Shop Supdt. (Bridge Workshops).

Signal and Telecommunication Department:

14. Signal Inspectors.
15. Elec. Signal maintainer and Mechanical Signal Maintainers.
16. Asstt. Shop Superintendent (Axle Counter Production and Inspection, Production and Overhauling of Relays, Tokenless Block Instrument Testing).
17. Relay Inspectors.
18. Telecommunication Inspectors.
19. Telecommunication Maintainers.

Mechanical / Electrical Departments:

20. Driver / Assistant Drivers / Diesel Assistant / Motorman / Tower Wagon Driver / Motor Trolley Driver.
21. Loco foreman / Asstt. Loco Foreman / Electric Foreman / Asstt. Shop Supdt. / Chargeman (OHE Substations / Remote Control / Loco Train Lighting, Air Conditioning (Coach) / Mech. Foreman / Asstt. Mech. Foreman, Chargeman (Loco) / E.M.U. Running Sheds.
22. Carriage Foreman / Wagon Foreman.
23. Loco Inspectors / Driving Instructors.
24. Train Examiner (Mech / Elec / EMU / Loco).
25. Shunter.

26. Carriage and Wagon Inspector.
27. Power Controller/Traction Loco Controller/Traction Power Controller/Traction Sub-Station Operator.
28. Traction Foreman/Traction Foreman (Running).
29. Engine Examiner/Lubricating Supervisor.
30. Boiler Inspector. Boiler Foreman/Asstt. Boiler Foreman, Boiler-maker Chageman.

List of Safety. Category Posts

31. Asstt. Shop Supdt. concerned with Train Lighting & Air Conditioning only.
32. Safety Inspectors.
33. Laboratory Supdt./Chemical & Met. Asstt.
34. Loco Fitters/C&W Fitters/Wheel Tapers/Fitters in Diesel Sheds and E.M.U. and Elec. Sheds/Milright Fitters/Welders of all Departments, Train Lighting and Aircondition (Coach) Fitters.
35. Design Asstts. of all Departments.

Both Mechanical & Electrical - to the extent applicable to each discipline:

36. Auto Drivers/Fork Lift Drivers/Crane Drivers (Mobile or EOT Cranes)/Traverser Drivers/Slings and gunners.
37. Shop Superintendent(Mech./Elect.)/Asstt. Shop Superintendent (Mech. & Elec.)/Lab. Superintendent/Chemical and Metallurgical Assistants.
38. Senior Electrical Foreman/Chageman/Sub-Station Operation for general services including power houses.
39. Leading Foreman (Steam Loco)

Notes:— Entire category, irrespective of the various grades available in that category, should be classified as safety Category eg. Station Masters/A.S.M.s. etc. of all ranks are included in the category of S.M./A.S.M.

Safety category Group B Posts

Railway Board's letter No. 81-E(SCT) 15/26 dated 23rd March, 1981.

SUB: Promotion of Scheduled Caste and Scheduled Tribe Employees against reserve vacancies-In-service training to the best amongst the failed candidates.

Reference is invited to Board's letter of even number dated 19th June, 1978 regarding *ad hoc* promotion of the best amongst the failed Scheduled Caste/Scheduled Tribe employees for a period of six months against the vacancies reserved for them for the purpose of imparting in-service training.

APPENDIX

(Vide Para 5 of the Introduction)

Analysis of the Action Taken by the Government on the recommendations contained in the 47th Report of the Committee.

1. Total Number of recommendations .	47
2. Recommendations which have been accepted by Government (Vide recommendations at Sl. Nos. 6, 7, 8, 9, 10, 11, 12, 13, 16, 17, 18, 19, 21, 22, 23, 24, 26, 29, 30, 32, 33, 37, 38, 39, 40, 44, 45, 46 and 47).	29
Percentage to Total	61.71
3. Recommendations which the Committee do not desire to pursue in view of the Government replies (Vide recommendations at Sl. Nos. 20, 27, 35, 36, 41 and 42).	
Number	6
Percentage to Total	12.76
4. Recommendations in respect of which replies of Government have not been accepted and which require reiteration (Vide recommendations at Sl. Nos. 1, 2, 3, 4, 5, 14, 15, 25, 28, 31, 34 and 43).	
Number	12
Percentage of Total	25.53

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