

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1996-97)**

(ELEVENTH LOK SABHA)

**EIGHTH REPORT
ON
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

**Reservation for and Employment of Scheduled Castes
and Scheduled Tribes in South Central Railway**



*Presented to Lok Sabha on 30.4.97
Laid in Rajya Sabha on 2.5.97*

**LOK SABHA SECRETARIAT
NEW DELHI**

April, 1997/Vaisakha, 1919(S)

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**COMPOSITION OF THE COMMITTEE ON
THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1996-97)**

Shri Khagapati Pradhani — *Chairman*

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2. Shri J.P. Ratnesh — *Joint Secretary*
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4. Shri Madan Lal — *Under Secretary*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Eighth Report (Eleventh Lok Sabha) on the Reservation for and employment of Scheduled Castes and Scheduled Tribes in South Central Railway.

2. The Committee took evidence of the representatives of the Ministry of Railways (Railway Board) and South Central Railway on 5 March, 1997. The Committee wish to express their thanks to the Officers of the Ministry of Railways (Railway Board) and South Central Railway for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The report was considered and adopted by the Committee on 22.4.1997.

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

NEW DELHI;
April, 1997

Vaisakha, 1919 (Saka)

KHAGAPATI PRADHANI,
Chairman,
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes.

CHAPTER I

A. Organisational Set up

The Committee have been informed that the General Manager with his Headquarters at Secunderabad is the Head of the South Central Railway. He is assisted at the Headquarters by Additional General Manager and the following Heads of the Departments:—

- (1) Senior Deputy General Manager
- (2) Chief Operations Manager
- (3) Chief Commercial Manager
- (4) Chief Mechanical Engineer
- (5) Chief Electrical Engineer
- (6) Chief Signal & Telecom Engineer
- (7) Chief Engineer
- (8) Chief Administrative Officer (Construction)
- (9) Chief Medical Director
- (10) Chief Security Commissioner
- (11) Financial Adviser & Chief Accounts Officer
- (12) Chief Personnel Officer
- (13) Controller of Stores
- (14) Chief Safety Officers

1.2 For administrative convenience, South Central Railway is divided into 6 Divisions, each under a Divisional Railway Manager. The Divisions of South Central Railway are as follows:—

- (1) Secunderabad
- (2) Hyderabad
- (3) Hubli
- (4) Vijayawada
- (5) Guntakal
- (6) Nanded

1.3 Each Divisional Railway Manager is assisted by Additional Divisional Railway Manager and the Divisional Officer Incharge of the respective departments.

1.4 South Central Railway also has four major workshops at the following places:—

- (1) Lallaguda
- (2) Hubli
- (3) Rayanapadu
- (4) Tirupathi

B. Reservation orders and exemptions

1.5 The percentage of reservation made in South Central Railway in favour of Scheduled Castes and Scheduled Tribes in respect of posts filled by direct recruitment and posts filled by promotion is as under:—

(i) *Reservation in direct recruitment*

Direct recruitment on all India basis for Gr. 'A', 'B' & 'C' where the minimum scale is Rs. 1400 (RSRP) and above, the percentage of reservation is as under:—

	SCs	STs
(i) By open competition	15%	7.5%
(ii) Otherwise than by Open Competition	16.2½%	7.5%

Direct Recruitment in Gr. 'C' & 'D' posts in Grades less than Rs. 1400 (RSRP) normally attracting candidates from a locality or a region, the percentage of reservation is as under for South Central Railway.

SCs	STs
14%	9%

(ii) *Reservation in Promotion*

Reservation of 15% for Scheduled Castes and 7½% for Scheduled Tribes is provided.

1.6 The Committee have been informed that there is no such category which has been exempted from the application of reservation orders for recruitment and promotion of SCs/STs except in those categories where reservation orders for SC/ST do not apply. These categories are:—

- I. Vacancies filled in the grade or posts in which the element of direct recruitment, if any in excess of 75%. The only such category is Accounts Assistant grade Rs. 1200—2040 (RSRP).
- II. Temporary appointments/promotions of less than 45 days duration.
- III. Those work charged posts which are required for emergency like flood relief work, accidents restoration and relief work etc.
- IV. Appointment of Casual labour/substitutes, the recruiting authority is required to ensure intake of SC/ST persons according to prescribed percentage.
- V. Promotion against leave vacancies of less than 45 days or in categories where permissible reserved quota is already filled.
- VI. Posts filled by deputation.
- VII. Posts filled in Production Control Organisation by drafting staff from the shop floor on ex-cadre tenure basis without involving

promotions. However, if ex-cadre tenure posts are filled up involving promotions reservation rules apply.

VIII. Posts of Vigilance Inspectors grade Rs. 1400—2300/1600—2660/2000—3200/2375—3500.

IX. In the scheme of upgradation where all posts in a category are upgraded.

X. Posts of Instructor in Training Schools filled by drafting employees from other Departments on tenure basis.

1.7 These exemptions are stated to be made applicable as per instructions contained in Department of Personnel and Training and Railway Board Brochure for SC/ST.

1.8 The Committee are perturbed to note that inspite of their recommendation in their Eleventh Report (Seventh Lok Sabha) to review the whole policy of making reservation orders applicable to all the posts, the South Central Railway still have kept certain categories of posts outside the purview of reservation. The Committee view this very seriously and strongly recommend that the Ministry of Railways (Railway Board) should review their policy at the earliest and make reservation orders applicable to posts under the vigilance organisation and such other posts viz. posts of Instructors in Training Schools, posts filled in Production Control Organisation, etc.

C. Liaison Officer and Cell

1.9 Ministry of Railways (Railway Board) have stated that the Chief Personnel Officer is the Chief Liaison Officer for the Welfare of SC/ST employees on this Railway. He is assisted in this work by Chief Personnel Officer (Admn.) and Senior Personnel Officer (Reservation) at the Headquarters level, by Sr. Divisional Personnel Officer/Divisional Personnel Officer at Divisional level and by Workshop Personnel Officer at the workshop level.

1.10 The Liaison Officers (Personnel Officers) meet in the Personnel Officer's Conference conducted by Headquarters Office. The Liaison Officer is to ensure proper implementation of various Reservation Rules/Procedures. Also to issue instructions/directives outlining the policy of the Govt. from time to time.

1.11 The Ministry of Railways (Railway Board) in reply to a question have stated that in the Ministry of Railways, there is a separate cell headed by the Executive Director who is equivalent to the Joint Secretary to the Government of India and he oversees the implementation of Reservation Policies for Scheduled Castes & Scheduled Tribes and other Backward Classes, as laid down by the Ministry of Personnel, Public Grievances and Pensions and Ministry of Welfare from time to time.

1.12 The Cell is monitoring the implementation of Reservation policies all over the Indian Railways through the periodical returns; monthly, quarterly, Half-yearly and annual statement of shortfall and representations of SCs and STs. The officials of the Cell also carry out inspections in different Zonal Railways including South Central Railway to see implementation of relevant rules and regulations. The policy directives are also given to the Zonal Railways. The grievances represented to the Hon'ble Minister of Railways by the VIPs/Public representatives and the employees are also being looked into by the Cell for their redressal. Twenty persons holding different posts are working in the Ministry of Railways to ensure due compliance of reservation orders for Scheduled Castes and Scheduled Tribes.

1.13 On being enquired as to how many times inspections are carried out by the officers of the Railway Board in a year to see implementation of reservation policies for SCs/STs, the Committee have been informed that the officers of the Reservation Cell of the Ministry of Railways have inspected South Central Railway on the following occasions:—

Periods	Inspected by Officer
(i) 18.6.93 to 19.6.93	Joint Director E(Res.)
(ii) 05.7.93 to 09.7.93	Joint Director E(Res.)
(iii) 24.5.95 to 29.5.95	Joint Director E(Res.)
(iv) 03.11.96 to 8.11.96	Joint Director E(Res.)
(v) 24.2.97 to 27.2.97	Joint Director E(Res.)

1.14 The Committee were also informed that copies of the inspection reports were prepared and submitted to the Railway Board during the last three years.

1.15 In reply to a question, the Committee were informed that periodical meetings were held by Chief Personnel Officer with Sr. Division Personnel Officers/Workshop Personnel Officers every month. During such meetings the progress made in Special Recruitment Drives, issues relating to Scheduled Castes/Scheduled Tribes in promotions, National Commission for SC/ST reference and court cases are discussed with a view to ensure that the reservation rules meant for SC/STs are implemented properly in the Railway Board.

1.16 The Committee note that the Chief Personnel Officer in the South Central Railway acts as Liaison Officer for that zone to ensure proper implementation of various reservation rules/instructions issued by the Government from time to time. The Committee further note that one of the Joint Directors has visited the various units of the Railway to keep a watch over the implementation of relevant rules, regulations with regard to reservation policies and also submits the inspection reports to the Railway Board.

1.17 The Committee also note that the South Central Railway hold periodical meetings of the Liaison Officers at Zonal Headquarters as well as Divisional Headquarters to discuss problems relating to the maintenance and observance of rosters for the Scheduled Castes and Scheduled Tribes.

1.18 The Committee opine that mere designating Liaison Officers and their periodical inspection of units and reporting the progress is not enough. What is needed is concerted action on the part of Liaison Officer to ensure that any anomalies or discrepancies noted are rectified quickly.

1.19 Keeping in view the nature of duties of the Liaison Officers, the Committee desire that meetings of all the Liaison Officers should be held at regular intervals as per Government directions to analyse and find solutions to the problems on the basis of their experience.

D. Maintenance of Roster

1.20 The Committee have been informed that the Reservation Rosters are being maintained for each category of posts for direct recruitment as well as for promotions as per the existing instructions of the Railway Board.

1.21 The Committee have been further informed that the officers of the Ministry of Railways have inspected the roster registers maintained in South Central Railway four times during the last 3 years.

1.22 As regards the mandatory period after which rosters are normally supposed to be checked up and the roster register last inspected in South Central Railway. It has been informed that rosters are normally required to be checked twice a year. Roster registers on South Central Railway were last checked by officers of the Ministry of Railways from 24th to 27th February, 1997.

1.23 In a subsequent note furnished to the Committee, it has been stated that the discrepancies usually noticed in the roster registers are as follows:—

- (i) All the columns were not filled up.
- (ii) Cadre strength, men-on-roll were not shown in the registers.
- (iii) The registers were not regularly checked up by Sr. Liaison Officers from the Division and Headquarter.
- (iv) Cutting, pasting and overwritings were detected in some of the registers.
- (v) In few cases the date of declaration of panel had not been shown in the register.
- (vi) From the Roster Register it was not clear at what point of time carry forward posts had been filled by the reserved community candidates or by General Community candidates as there was no indication in the Register. There was no indication whether the post(s) had been de-reserved or not?

1.24 The Committee have further been informed that periodical meetings of the Liaison Officers at the Zonal Headquarters as well as Division Headquarters to discuss problems relating to the maintenance and

observance of rosters for the Scheduled Castes and Scheduled Tribes are held by South Central Railway. Normally, such meetings are held in every year by the Chief Liaison Officer.

1.25 The Committee note that during inspection of Roster Registers maintained at various levels in the South Central Railway some discrepancies were detected and the same were brought to the notice of the cadre controlling authorities.

1.26 The Committee would like to emphasise that the roster is the mechanism to watch adequate intake of the Scheduled Castes and Scheduled Tribes in services. The Rosters as a matter of fact is a mirror of an institutes and should reflect a clear picture. The Rosters should, therefore, be properly maintained and checked by the competent authority at regular intervals. A Certificates in token of having checked the roster should also be recorded in the register. The Committee also desire that the job of maintenance of rosters should be entrusted to the capable and experienced staff to ensure their proper maintenance. If any irregularity is found in the maintenance of the rosters, strict action should be taken against the concerned officers responsible for such lapses.

CHAPTER II

RESERVATION IN SERVICES

A. Recruitment procedure, Recruitment made, staff strength shortfalls, and Special Recruitment Drives and Promotion

2.1 In a note furnished to the Committee, the Ministry of Railways (Railway Board) have stated that the following procedure is followed for recruitment of staff in various categories of posts in the South Central Railway.

(a) Direct recruitment to Gr. 'A' service is done centrally by Railway Board through Union Public Service Commission.

There is no Direct recruitment in Gr. 'B' in the South Central Railway.

Recruitment to Gr. 'C' categories is generally done by Railway Recruitment Board (RRB) located within the jurisdiction of this Railway.

Normally, indents are to be placed on the Railway Recruitment Board, Secunderabad and Bangalore.

1. One year in advance in respect of categories where no training is involved;
2. Two years in advance for the categories involving one year training; and
3. Three years in advance for categories involving two years training;

The following types of appointments are also done locally with the approval of competent authority.

On compassionate grounds, against physically handicapped quota, against sports quota, Special Recruitment Drive to wipe out the shortfall of SCs/STs.

4. Group 'D'—Recruitment is done by the respective Division/Units duly observing the procedure/rules of reservation as per extant instructions.

2.2 With regard to the composition of Recruitment Boards/ Departmental Promotion Committees constituted for the selection of candidates, the following information was furnished to the Committee:

- (a) (i) The Recruitment Board or Selection Board for recruitment to Group 'C' posts through RRB, consists of Chairman/Member Secretary of RRB, as the Chairman, one Member Technical

expert (normally of the rank of Junior Administrative Grade), one nominated non-official Member each belonging to SC/ST, Minority and OBC.

- (ii) For the recruitments made by the Railway Administrations themselves, the Committee for conducting the interviews for recruitment to Group 'C' and 'D' posts including screening of casual labour and substitutes should consist of at least four members, three of whom should be non-official Members, one each belonging to SC/ST communities, minority communities and other backward classes.
- (iii) For promotion, Selection Board consists of not less than three officers one of whom should be Personnel Officer and one from the Department other than that for which the selection is held. Out of these, one member should be from SC/ST communities.

(b) No departure is being allowed from the provisions of the existing instructions for inclusion of members belonging to SC/ST communities, in Recruitment/Selection Boards.

2.3 The total number of persons recruited in Group 'C' and Group 'D' categories during 1993-94, 1994-95 and 1995-96 and the number of Scheduled Castes and Scheduled Tribes among them is stated to be as follows:—

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Scheduled Caste		
				C/F from previous year	Reserved during the year	Total
1	2	3	4	5	6	7
1993-94	Group 'C'	713	648	194	90	284
	Group 'D'	1778	1616	442	226	668
1994-95	Group 'C'	546	496	181	69	250
	Group 'D'	1500	1364	311	191	502
1995-96	Group 'C'	1338	1206	156	169	325
	Group 'D'	1667	1502	197	210	407

C/F from previous year	No. of vacancies reserved for Scheduled Tribe		No. of candidates appointed		No. of vacancies carried forward		
	Reserved during the year	Total	SCs	STs	SCs	STs	
	8	9	10	11	12	13	14
1993-94	127	58	185	103	45	181	140
	336	145	481	357	28	311	453
1994-95	140	44	184	94	47	156	137
	453	123	576	305	38	197	538
1995-96	137	109	246	196	84	129	162
	538	135	673	348	381	59	292

Special Recruitment Drive is on for clearing the shortfall before 31-3-97.

2.4 It is observed from the above statement that during 1995-96 the number of vacancies carried forward in respect of SCs and STs in Group 'C' and 'D' category were 129—162 and 59—292 respectively. It has also been observed that instead of bringing down the number of carried forward vacancies of STs in category 'C' during 1995-96 and in category 'D' during 1994-95 it has increased.

2.5 When the Committee desired to know the reasons for such a large number of carried forward vacancies of SCs and STs during 1993-94 to 1995-96 it was stated that considerable number of staff became surplus due to the closure of steam Loco-sheds, goods sheds and transhipments-sheds, therefore, redeployment was done. At the same time number of existing casual labours/substitutes were also required to be regularised in which SC/ST casual labours were not available in adequate number, because Scheduled Tribes particularly do not prefer to mobilise for casual labour jobs to the areas which are away from their home town. Due to these factors the carry forward elements gone up in the year 1994 and 1995 for Group 'D' particularly in ST category. For clearing the backlog, Special Recruitment Drive is on and the element of carry forward will not go up again.

2.6 The Committee were also informed that in case of technical diploma holders and technical graduates and para-medical categories, SC and ST candidates were not becoming available to the extent of vacancies reserved for them.

2.7 When the Committee enquired about the steps taken/proposed to be taken to make such candidates available, it was replied:—

“To ensure adequate intake of SCs/STs, directions have also been

issued to field units that all the relaxations/concessions are fully utilised, if needed further relaxations may be referred to Railway Board which will be decided keeping in view the Constitutional provisions contained in Article 335."

2.8 When the Committee desired to know whether the South Central Railway have had any liaison with the Indian Technical/Medical Institutes so as to get the personnel required for the purpose of recruiting SCST trainee Engineers and other technical personnel for the South Central Railway and workshops, the Committee have been informed that the direct recruitment for Group-C posts on Indian Railways is being made through various RRBs and in few cases by Railway Administration themselves where specially authorised by the Railway Board. All vacancies are to be notified in newspapers and filled up by giving a wide publicity. Posts are filled up by open competition based on their merit. In the same way as and when recruitment is resorted for Group-D, the posts are filled up by giving a wide publicity on merit. Campus Selections are not resorted to. Railway Recruitment Boards/Ranchi has been set up by the Indian Railways to recruit ST candidates in different categories wherein Zonal Railways/ Production Units find difficulties in getting suitable ST candidates.

2.9 To a specific query of the Committee regarding steps taken to fill up posts reserved for ST by SC candidates instead of getting them lapsed, it was replied that we have exhausted that rule of inter-convertibility. In spite of our best efforts we have not been able to fill up these posts.

2.10 During the course of evidence it has also been stated by the representatives of the Ministry that the rules for appointment on compassionate grounds are very clear. When a railway employees dies in service leaving behind his family, who are without any source of income or if a railway employee becomes, medically unfit for any category of service, his first child whether that child is a boy or girl is entitled for appointment in either Group 'D' or Group 'C' according to the educational standard that he or she has achieved.

The financial position is also taken into account. Generally, we do show a lot of compassion when an employee dies in service. A maximum number of appointments have been made on compassionate ground in 1995-96 and 1996-97.

2.11 The total staff strength of South Central Railway as on 31.3.1996 together with the number and percentage of SCs and STs amongst them

has been stated to be as under:—

Category of posts	Total No. of employees	No. of		Percentage		Shortfall	
		SCs	STs	SCs	STs	SCs	STs
A	585	110	38	19%	6.4%	Nil	6
B	474	86	38	18.1%	8%	Nil	Nil
C	68881	13221	4307	19.1%	6.2%	Nil	859
D(Excluv. Safaiwalas)	51389	11432	3293	22.2%	6.4%	Nil	561
D(Safaiwalas)	3053	1490	146	49%	5%	Nil	83

2.12 When the Committee pointed out about the huge shortfall of Scheduled Tribe Employees in category 'C' and 'D', the reasons for shortfall were stated to be non-availability of ST candidates in technical (diploma and graduate) and para-medical categories.

2.13 As regards the measures taken to wipe out the shortfall, the representative of the Ministry of Railways (Railway Board) stated as under:—

"In the South Central Region, the recruitment of personnel for the Group 'C' and 'D' posts are being done by the RRB in Bangalore and Secundrabad. Although they have conducted a Special Drive for Recruitment and some improvement has taken place yet I have directed them to go outside the ambit of the Railway and approach the RRB, Ranchi where Scheduled Tribe candidates would be available."

2.14 In reply to a question the Committee have been informed that during the last three years SCs/STs where recruited under Special Recruitment Drive three times are as under:—

	Number of		Special Drive launched	Target date for completion
	SC	ST		
1	2	3	4	5
Group 'C'				
Vacancies identified upto 31-3-93	178	173	10/13-9-93	31-3-94
Vacancies identified upto 31-3-95	110	161	19-5-95	30-11-95
Vacancies identified upto 30-6-96	115	144	16-7-96	31-3-97

1	2	3	4	5
Group 'D'				
Vacancies identified upto 30-9-94	53	162	1013-9-93	31-12-95
Vacancies identified upto 31-3-95	95	330	19-5-95	31-3-96
Vacancies identified upto 30-6-96	83	248	16-7-96	31-3-97

Special Recruitment is on for clearing the shortfall vacancies as on 30-6-96 and the progress as on 31-1-97 is as under:

Position by the 31st Jan'97											
Group 'C'						Group 'D'					
Identified		Cleared		Balance		Identified		Cleared		Balance	
SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
115	144	43	52	72	92	83	248	62	—	21	248
											Panels formed already

2.15 The Committee have observed that inspite of three Special Recruitment Drives the backlog is still there. As most of the SC and ST people belong to villages and remote areas, the Committee recommend that all vacancies reserved for Scheduled Castes and Scheduled Tribes should be notified to the local or regional newspapers. Copies of such notices should be sent to the local Scheduled Castes/Scheduled Tribes MLAs, MPs and also to recognised SCs/STs welfare associations so that they may also sponsor suitable Scheduled Castes/Tribe Candidates for employment in the Railway.

2.16 The Committee note that the direct recruitment for group 'C' posts on Indian Railways is being made through various RRBs and in few cases by Railway Administration themselves where specially authorised by the Railway Board. When recruitment is resorted for Group 'D', the posts are filled up on merit by giving a wide publicity, Campus selections are not resorted to.

2.17 The Committee recommend that the Liaison Officers in the South Central Railway should maintain close liaison with the Indian Institute of Technology and Industrial Training Institutes for the recruitment of Scheduled Castes and Scheduled Tribes in the skilled and semi-skilled

categories of posts in the South Central Railway and in its workshops.

2.18 The Committee also recommend that in case of non-availability of adequate number of SCST candidates in any particular area, copies of recruitment advertisement/notices should also be sent to the Employment Exchange(s) in the adjoining areas in order to attract maximum number of Scheduled Caste and Scheduled Tribe candidates to fill up all the posts reserved for them.

2.19 The Committee note that at the end of 1995-96 there has been a shortfall in the posts reserved for Scheduled Tribes to the tune of 83 posts in category 'D'. The Committee fail to understand the reasons for non-filling up of category 'D' posts reserved for Scheduled Tribes. The Committee recommend that the South Central Railway authorities should fill up these posts within a period of 6 months and ensure that such shortfalls do not accumulate in future.

2.20 The Committee note that the dependent of the deceased employees are being provided employment on compassionate grounds by the South Central Railway and at present most of the cases have been cleared during the last one and a half year. The Committee feel that, in view of the poor socio-economic conditions of SCs and STs the dependents of the deceased SCST employees need special consideration for employment. The Committee hope that enough care would be taken at the time of providing appointment to these persons on compassionate grounds to ensure that the element of reservations for Scheduled Castes and Scheduled Tribes are not affected.

B. Promotions

2.22 The Committee have been informed through a note furnished by the Ministry of Railways (Railway Board) that promotion to various categories of posts on South Central Railway are made in the following manner:—

(i) By positive act of selection:

Where posts are filled by positive act of selection, candidates who are within the field of eligibility are subjected to a written test, where such a test is prescribed. Those who qualify in the written test have to appear for a viva-voce test before a Selection Board consisting of three officers including one from SCST community.

(ii) By seniority-cum-suitability

Where posts are filled by seniority-cum-suitability candidates are required to appear for written test if such test is prescribed. In other cases suitability of eligible person is adjudged on the basis of Service record/Confidential Reports.

(iii) By Trade Test

Where posts are filled by trade test, the candidates are subjected to prescribed practical test and those who pass in the practical test have to appear for a viva-voce test.

2.23 The number of persons promoted in South Central Railway during each of the last three years in various categories of posts and the number and percentage of Scheduled Castes/Scheduled Tribes among them were stated to be as under:—

Category of posts	Tot No. of employees promoted	Number of		Percentage		Shortfall		Percentage of Short fall	
		SCs	STs	SCs	STs	SCs	STs	SCs	STs
1993-94									
Within Gr 'C'	11012	1689	647	15.3%	5.8%	Nil	178	Nil	1.6%
Group D to C	754	137	38	18.1%	5%	Nil	19	Nil	2.5%
Within Gr. 'D'	3198	627	163	20%	5%	Nil	77	Nil	2.5%
Group C to B	41	4	2	10%	5%	2	1	Nil	2.5%
1994-95									
Within Gr 'C'	6802	1086	438	16%	6.4%	Nil	72	Nil	1.1%
Group D to C	784	88	43	11.2%	5.4%	30	16	Nil	2.1%
Within Gr. 'D'	1686	275	85	16.3%	5%	Nil	41	Nil	2.5%
Group C to B	102	17	9	17%	9%	Nil	Nil	Nil	Nil
1995-96									
Within Gr 'C'	6048	1013	428	17%	7%	Nil	26	Nil	0.5%
Group D to C	805	132	63	16.3%	8%	Nil	Nil	Nil	Nil
Within Gr. 'D'	1798	372	91	21%	5%	Nil	44	Nil	2.5%
Group C to B	66	13	1	20%	1.5%	Nil	4	Nil	6%

2.24 In reply to a query whether the causes of the shortfall have been analysed, it has been stated that the same are due to non-availability of the SCST candidates in the feeder grade.

2.25 In a written note furnished to the Committee regarding the special efforts to remove the shortfall, the following information has been given:—

- (i) To give ad-hoc promotions to those SCs/STs against the non-safety posts where they do not qualify for promotion even by relaxed standard, their performance is reviewed and found satisfactory, they are enlisted in the panel/suitability list as the case may be with the approval of the Head of the Department or GM.
- (ii) Pre-promotional training is imparted to eligible SCST candidates to enhance their chances for getting promoted against the safety category posts.

(iii) Special recruitment drives are resorted to make good shortfall in direct recruitment feeder categories.

2.26 The Committee have observed from the above statement that there is a huge shortfall in the promotions of Scheduled Tribes candidates in 'B', 'C' and 'D' categories of posts. The Committee are not convinced with the argument induced by the South Central Railway that non-availability of SC/ST candidates in the feeder cadres is the reason for the shortfall in promotion of SCST employees. The Committee, therefore, recommend, if requisite number of Scheduled Tribe candidates are not available for promotional vacancies, the Railway authorities should increase the zone of consideration in promotions suitably as and when required. The Committee feel that this will go a long way in liquidating the shortfall in promotions in the vacancies reserved for employees belonging to SCs/STs.

CHAPTER III

MEASURES TO IMPROVE REPRESENTATION

A. Pre-Selection Training

The Committee have been informed that the scheme of in-service training has been provided to SCST employees for their promotion in higher grade in non-safety categories in case they are found below the required standard. As per this scheme, best amongst the failed candidates who get minimum of 20% marks or more in selection is/are put to officiate for a specific period of 6 months during which all help is provided and after completion of 6 months period, if his/her working is found satisfactory, he/she continues to work on the post on promotion and his/her name is interpolated in the original panel with the approval of the competent authority.

3.2 It is further stated that in order to enable the SC/ST employees to qualify for promotion to the post in safety category, arrangements are made to give them suitable pre-selection coaching.

3.3 The number of persons given such training and the number of SCST persons selected after such training during the last three years was stated to be as under:—

LDCEs— position of SC/ST candidates imparted pre-selection coaching for safety categories and number empanelled (gazetted cadre)

Department	Year	No. to be empanelled			No. of SCSTs given pre-selection coaching		No. empanelled			Remarks
		OC	SC	ST	SC	ST	OC	SC	ST	
1	2	3	4	5	6	7	8	9	10	
Commercial	1996	3	—	—	28	32	3	—	—	
	1995	—	—	—	—	—	—	—	—	
	1994	—	—	—	—	—	—	—	—	
Operating	1996	3	—	—	46	23	3	—	—	
	1995	—	—	—	—	—	—	—	—	
	1994	—	—	—	—	—	—	—	—	
Civil Engg.	1996	—	—	—	—	—	—	—	—	
	1995	—	—	—	—	—	—	—	—	
	1994	—	—	—	—	—	—	—	—	

1	2	3	4	5	6	7	8	9	10
Electrical	1996	—	—	—	—	—	—	—	—
	1995	4	1	1	—	—	4	1	—
Signal & Telecom.	1996	—	—	—	—	—	—	—	—
	1995	5	—	1	—	—	4	1	—
	1994	—	—	—	—	—	—	—	—
Mechanical	1996	4	—	3	46	32	—	—	—
	1995	—	—	—	—	—	—	—	—
	1994	—	—	—	—	—	—	—	—

3.4 The Committee are constraint to note that only 28 and 32 officers in Commercial Deptt., 46 and 23 officers in Operating Deptt. and 46 and 32 officers in Mechanical Deptt. belonging to Scheduled Castes and Scheduled Tribes Communities respectively have been given pre-selection coaching during the last three years. They also regret to note that no pre-selection coaching has been given to Scheduled Caste and Scheduled Tribes candidates during the year 1994 and 1995 in any Department. The Committee feel that it is necessary to have an intensive pre-selection training for SCs & STs. They also feel that to make them more suitable for higher posts and to expose them to modern methods of technology a larger number of Scheduled Caste and Scheduled Tribe candidates should be selected to provide them pre-selection training. It will instill confidence among them and bring them upto the required standard of efficiency. The Committee also recommend that this should be done expeditiously in order to protect the interest of SCs & STs.

B. Pre-Recruitment Training

3.5 The Committee have been informed that the South Central Railway do not provide any pre-recruitment training to SC and ST candidates.

3.6 To a query of the Committee regarding the constraints for the South Central Railway to provide pre-recruitment training to SCs/STs, it is stated that on Indian Railways there is no scheme for pre-recruitment training. It is the assigned responsibility of Ministry of Welfare to run pre-recruitment training Centres. The administrative heads of these training centres will be given the intimation of employment notices to advise the candidates undergoing training there to apply for posts suiting to their qualifications as and when notified by Railway Recruitment Boards. It is not possible for Railway to run such pre-recruitment Coaching Centres.

3.7 The Committee note with dismay that no pre-recruitment training to SC/ST candidates is envisaged at present in South Central Railway. The argument advanced by the Railway authorities that it is not possible for

Railways to run such pre-recruitment coaching centres is hardly convincing to the Committee. The Committee, therefore, recommend that the scheme for pre-recruitment training to SC/ST employees should be undertaken by the South Central Railway on regular basis to help the persons belonging to SCs/STs in order to get their due representation in the services of the South Central Railway in various groups of posts.

C. Training Abroad

3.8 The total number of persons of South Central Railway sent abroad for specialised training during each of the last three years is as under:—

Year	No. of Persons sent for abroad for training			
	UR	SC	ST	Total
1993-94	6	1	1	8
1994-95	19	3	1	23
1995-96	4	—	1	5

3.9 When the Committee desired to know the reasons for not sending any Scheduled Caste person abroad for training in the year 1995-96, it is stated that the employees proposed to be sent abroad for such training are decided by the Railway Board. However, the papers are scrutinised by the head of the department in the case of non-gazetted staff for onward submission to the Board.

3.10 The Committee note that out of 36 persons sent abroad for training during the last three years from 1993-94 to 1995-96 only 7 were from amongst the SCs/STs. And no Scheduled Caste person was sent abroad for training in the year 1995-96.

3.11 The Committee are not satisfied with the reply of the Ministry of Railways (Railway Board) that the employees who are to be sent abroad are decided by the Railway Board. The Committee, therefore, urge upon the South Central Railway to take a serious note of this casual approach and ensure that proportionate representation should be given as far to SC/ST employees by resorting to relaxed conditions.

D. De-reservation

3.12 The Committee have been informed that 22 posts of STs in Group 'C' and 34 posts of STs in Group 'D' promotional categories having been carried forward to three subsequent years have been lapsed.

3.13 On being asked the special efforts made before allowing these posts to be lapsed, the Committee have been informed that as per the existing instructions when the vacancies are carried forward for three subsequent recruitment years, on the third year of carry forward Scheduled Castes vacancies are inter-changed with Scheduled Tribes vacancies and vice-versa which are being strictly adhered to.

3.14 The Committee are unhappy to note that in South Central Railway a large number of promotional vacancies of Scheduled Tribes Candidates in

Group 'C' and 'D' have been allowed to be lapsed during the last three years. The Committee are surprised that even in Group 'D' which is the lowest cadre, suitable Scheduled Tribe candidates have not been available for promotion.

3.15 The Committee desire, if ST candidates are not available in the feeder cadre SC candidates should be given promotion and whenever ST candidates are available, they may be adjusted against SC posts. In case, suitable SCs and STs are not available they should be given intensive in-service training to bring their efficiency upto the level of the job requirements. Keeping all these factors in view, the Committee recommend that the South Central Railway authorities should make concerted efforts to fill these reserved vacancies. The Committee are opposed to de-reservation of vacancies reserved for SCs & STs. The Committee expect the Ministry of Railways and General Manager, South Central Railway to ensure that incase resorting to dereservation becomes inevitable, the procedure laid down by the Ministry of Personnel, Public Grievances and Pensions for de-reservation of vacancies is strictly followed by the Ministry of Railways.

E. False Caste Certificate

3.16 The Committee have been informed that there were instances where persons had obtained employment in South Central Railway on the basis of false caste certificate.

3.17 When the Committee enquired about the number of such cases detected and action taken in each case, it was informed that 4 such cases of appointment were detected and action has been taken for termination/reversion of services of these employees.

3.18 In a written note explaining the procedure followed for varifying the genuinity of caste certificates of Scheduled Castes and Scheduled Tribes candidates the Committee have been informed as under:—

- (i) The verification of caste certificate is done through Civil Authorities based upon the complaint received.
- (ii) If a claim made by the employee after joining the Railways to treat him/her as SC/ST, the same is sent to concerned Civil Authorities for verification.

3.19 As regards the steps taken by the South Central Railway in order to check the recurrence of such cases in future, it has been informed that as per instructions, in case of submission of bogus caste certificates, employees will be imposed the minimum punishment of removal/dismissal from service which has also been upheld by Supreme Court (Board's letter No. E(D&A)92/GS/-4/3 dated 20.7.93).

3.20 The Committee note with concern that there were 4 instances of false caste certificates in the South Central Railway out of which 3 cases are still pending. The Committee desire that the matter should be persued vigorously by the South Central Railway with the concerned authorities for

early disposal of pending cases so that genuine SC and ST candidates are not deprived of their constitutional rights.

3.21 The Committee are of the view that removal/dismissal in such cases may not meet ends of justice in full. In their opinion, criminal proceedings should also be initiated against the guilty which will act as a deterrent for others to commit such offences. This Committee also recommend that the cases of such nature should be tried by the special Court meant for atrocity cases.

CHAPTER IV

MISCELLANEOUS

A. Redressal of complaints/Grievances

The Committee have been informed that the grievances of SC/ST employees are received from various agencies like Ministry of Railways/ National Commission for SCs/STs/All India SC/ST Railway Employees Association etc. These complaints are registered in a separate register maintained for the purpose. The application received from SCs/STs is forwarded to the concerned officer/Division for furnishing para-wise comments and factual position to be examined at Headquarters level. After receiving requisite information from the respective officers, the cases of SCs/STs are finalised on their merits and concerned office/individual is apprised the factual position accordingly.

4.2 The complaint register is being maintained in every office in order to register the grievances of SC/ST Railway Employees. These registers are checked during the visit both by the officers of the Division and Headquarters office as well.

4.3 It was further informed that out of 501 complaints of various nature received in South Central Railway from SC/ST employees during the last three years, 472 complaints have been disposed off and the remaining 29 complaints are under various stages of investigation.

4.4 The Committee have also been informed that generally the grievances of SC/ST Railway employees are concerning their promotion or seniority etc. A complaint is generally disposed off within a period of 1—6 months depending upon the nature of the complaint and the average period works out to 3 months.

4.5 As regards the steps taken to ensure that grievances are redressed within the stipulated time, it is stated that a complaint is disposed off within a period of 1 to 6 months depending upon the nature of grievances.

4.6 The Committee note that majority of the complaints received from SC/ST employees of South Central Railway relate to their promotions or seniority and a complaint is generally disposed off within a period of 1—6 months depending upon the nature of the complaint and the average period works out to 3 months. During the last 3 years out of 501 complaints, 472 complaints have been disposed off which shows that a smooth and systematic procedure exists in South Central Railway for redressal of grievances/complaints of SC/ST employees.

4.7 However, there are still 29 complaints pending which shows that there is still scope for improvement in the system for the expeditious disposal of complaints. The Committee feel that since these cases have a bearing on the career of the employees, these complaints should be disposed off without further delay.

B. Award of Petty contracts

4.8 The Committee have been informed that preference is given to the SC/ST persons for allotments of tea stalls/kiosks etc. at small and road side stations. In respect of special allotments to be made from the Ministry of Railways, reservation to the extent of 20% for SC and 10% for ST has been provided in allotment of catering/vending contracts. In deserving cases relaxation in experience and educational qualification is also given for SC/ST. There is no reservation for SC/ST in awarding contracts for handling of parcels. There is a reservation to the extent 40% and above for physically handicapped persons in allotment of space for installation of STD/ISD booths and preference is given to SCs/STs amongst them.

4.9 The total number of petty contracts awarded to the individuals by the South Central Railway during the last 3 years and number as well as percentage of SCs and STs has been stated to be as under :—

Total catering/vending contracts awarded during the last 3 years	Allotted to SC/ST		% to total	
	SC	ST	SC	ST
69	9	4	13%	6%

4.10 When the Committee desired to know the reasons for less percentage in allotment of petty contract to Scheduled Castes/Scheduled Tribes than the prescribed percentage it is informed that to improve the quality of the catering services, policy decision was taken by the then Minister in 1992 to do away with the reservations in allotment. The reservation was replaced by preferences in allotment of the catering units of the small and road side station in favour of SC/ST persons. As such on date there is no reservation existing in catering/vending contracts awarded by the Zonal Railways. The applications are invited through press notification and applications are scrutinised by the screening committees/selection committee and licences are awarded by competent authority to the most suitable on merit. Out of total 3728 catering/vending stalls on Indian Railways, 398 and 41 are held by SC/ST persons respectively.

4.11 During the financial years 1992-93 to 1994-95, 600 stalls have been allotted, out of which 45 have been allotted to SC/ST persons. Further instructions have been issued in November, 1996 that there will be a quota of 20% and 10% for SC/ST persons respectively of the allotment which are released from the Ministry of Railways in exceptional cases.

4.12 To a specific query of the Committee, whether copies of Notices/ Advertisement inviting applications from SCs/STs for awarding petty contracts to them are sent to the local MPs/MLAs for information. It has been stated that the applications are invited by open notification, therefore, need is not felt for advising MLAs and MPs separately.

4.13 The Committee note that preference is being given to the SC/ST persons for allotment of tea stall/kiosks etc. at small and road side stations on the South Central Railway. In respect of special allotments to be made from the Ministry of Railways, reservation to the extent of 20% for SCs and 10% for STs has been provided in allotment of catering/vending contracts. The Committee further note as against prescribed 20% and 10%, only 13% and 6% contracts could be awarded by the South Central Railway to persons belonging to Scheduled Castes and Scheduled Tribes during the last three years.

4.14 The Committee would like the South Central Railway to ensure that wide publicity should be given for awarding these petty contracts. The Committee is of the opinion that in case of poor response from Scheduled Caste/Scheduled Tribe persons to the first advertisement a second advertisement should also be issued before giving petty contracts to other community persons.

4.15 The Committee are not convinced by the reply of the Railway that the applications are invited by open notification, therefore, need is not felt for advising MLAs and MPs separately. In the opinion of the Committee by informing of MPs and MLAs separately the problem of not getting applications from SC/ST persons can be solved and this will go a long way in liquidating the shortfalls in allotment of petty contract to SCs/STs. The Committee feel that there is no dearth of SC & ST persons for undertaking such petty contracts if suitable opportunities are provided to them and their cases are considered an utmost sympathy. The Committee desire that a maximum consideration should be shown to these people in awarding of petty contracts. They, therefore, recommend that in future copies of advertisements inviting applications for awarding petty contracts should be sent to local MP/MLAs besides being notified to the employment exchanges and SC/ST Associations.

C. Housing facilities

4.16 In a note furnished to the Committee, the Ministry of Railways (Railway Board) have stated that the extant instructions provided for reservation of 10% of Type-I & II and 5% of Type-III & IV Railway quarters for SC/ST employees in all areas where the number of quarters is 50 or more. A separate waiting list for SC/ST employees is maintained. The senior SC/ST employees are given allotment from general pool quota.

A representative of SC/ST employees is included in the Housing Allotment Committee in all cases where it exists.

4.17 In respect of reservation in the 'essential category quarters', no reservation has been provided to SCs/STs. The statement given below shows the total number of quarters of each type and the number out of them allotted to Scheduled Castes and Scheduled Tribes:—

Type of Quarters	Total No. of Quarters	No. of Quarters allotted to SC	No. of Quarters allotted to ST	Percentage	
				SC	ST
1	2	3	4	5	6
Type-I	14796	1202	726	8.12	4.90
Type-II	10071	908	469	9.01	4.65
Type-III	1367	119	67	8.69	4.89
Type-IV	515	38	122	7.37	4.27

4.18 The Committee note from the table that out of total allotment of quarters only 8.12% & 4.90% in Type I and 9.01% & 4.64% in Type II have been given to SCs & STs respectively while there is 10% reservation provided in Type I and II for SCs/STs.

4.19 On being asked about the reasons for such a low percentage of allotment of quarters to SC/ST employees it is stated that 10% of Type-I and Type-II quarters are reserved in favour of SC/ST employees in non-essential categories where the number of quarters are 50 or more.

4.20 On being questioned about putting restriction that reservation will be applicable if number of quarters is more than 50 at a place, it is stated that initially, in 1972, reservation in allotment of Type-I and Type-II Railway quarters for SC/ST employees in Non-essential categories was made only to the extent of 5% of the vacancies. This was increased to 10% in 1975. In 1981, reservation in allotment of Type-III and Type-IV Railway quarters to SC/ST employees was made in Non-essential categories. However, this was applicable at the headquarters stations of the Zonal Railways and Production Units. In 1983, the reservation in allotment of Railway quarters was extended to all places where 50 or more Type-I and Type-II Railway quarters are available under the special component plan for the upliftment of the SC/ST employees under the Prime Minister's 20 Point Programme.

4.21 The reasons put forward for such a low percentage of allotment of quarters to SCs and STs and the limit of 50 or more quarters on a station for providing reservation for the SC/ST employees are unacceptable to the

Committee. The Committee, therefore, desire both South Central Railway and the Ministry of Railways (Railway Board) to review their policy regarding this norm of 50 quarters and should suitably be reduced so that in future low percentage/shortfall of allotment of quarters to SCs/STs are eliminated.

4.22 The Committee also note that in respect of allotment of quarters in 'essential categories' no reservation has been provided for SC/ST employees. The Committee desire that adequate percentage of reservation in allotment of quarters in 'essential categories' be made for SC/ST employees.

D. Socio-Economic Development

4.23 The Committee have been informed that the South Central Railway has been attaching due importance to the welfare activities for the benefit of the employees including SCs/STs in various fields to improve their socio-economic developments. The different welfare activities are as under:

- (i) Medical facilities to the staff including retired employees;
- (ii) Education to Railway Employees Children;
- (iii) Relief in distress;
- (iv) Recreation facilities and welfare activities;
- (v) Scouts and guides activities;
- (vi) Sports activities; and
- (vii) Handicraft Centre/Mahila Samities

4.24 The Committee desired to know have details regarding the progress of the various schemes together with the number and percentage of SCs/STs employees who had been benefited through these schemes. The information received from the South Central Railway is as under:—

Students in Railway Educational Institutions

Medium	Total strength of students	SCs	STs	Percentage of SCs	Percentage of STs
English	15263	3772	772	24.8	5
Telugu	9961	3500	537	35	5.4
Marathi	9961	1181	190	52	8.4
Kannada	718	192	12	26.7	1.7
Total	28204	8645	1511	30.7	5.4

4.25 The Committee note from the figures furnished by the South Central Railway that the percentage of the Scheduled Tribes students in the Railway Educational Institutions is only 5% in English, 5.4% in Telugu, 8.4% in Marathi and 1.7% in Kannada respectively.

4.26 They would like the Railway Board to adopt suitable measures to further augment the intake of Scheduled Tribe students and teachers in these schools. The Committee would also like the Railway Board to consider the feasibility of giving special stipends/scholarships to the Scheduled Caste/Tribe students.

E: Court Cases

4.27 The Committee have been informed that the extent administrative instructions/orders including the orders in respect of reservations for Scheduled Castes and Scheduled Tribes in the cases filed against Zonal Railways/Union of India are defended prudently/vigorously in support of the Judgements in favour of the Government policies. Litigation in the Supreme Court are conducted through the Advocates empanelled by the Ministry of Law Justice.

4.28 The Advocates for conduct of Railways cases before the various High Courts/Central Administrative Tribunals are empanelled with the approval of the Minister for Railways and advocates for the Supreme Court are empanelled with the approval of the Minister of Law & Justice. The Advocates are competent to defend administrative orders including orders on reservations for Scheduled Castes and Scheduled Tribes.

4.29 In reply to a query whether there is any separate legal cell where pre/post legal counselling is provided to SC & ST employees, it is replied in negative.

4.30 When asked about the manner in which their legal rights are protected by the administration, it is replied in a post evidence information that:—

“The legal rights of the SC/ST employees are protected by the existing administration machinery. Further, Government policy and orders on Reservation are defended by the Railway Administration in litigation in Courts of Law, if any.”

4.31 The Committee observe that there is no system of providing pre/post legal counselling and aid to SC & ST employees. The Committee feel that to look after the matters relating to the SC/ST employees, pre/post

legal counselling and aid should be provided to them. A legal cell exclusively for SC/ST employees should also be set up so that their cases could be properly assessed and examined in order to get justice effectively.

NEW DELHI;
April, 1997

Vaisakha, 1919 (Saka)

KHAGAPATI PRADHANI,
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

APPENDIX

(vide Para 4 of Introduction)

Summary of Conclusions/Recommendations Contained in the Report

Sl. No.	Para No.	Conclusions/Recommendations
1	2	3

1	1.8	The Committee are perturbed to note that inspite of their recommendation in their Eleventh Report (Seventh Lok Sabha) to review the whole policy of making reservation orders applicable to all the posts, the South Central Railway still have kept certain categories of posts outside the purview of reservation. The Committee view this very seriously and strongly recommend that the Ministry of Railways (Railway Board) should review their policy at the earliest and make reservation orders applicable to posts under the vigilance organisation and such other posts viz. posts of Instructors in Training Schools, posts filled in Production Control Organisation, etc.
2	1.16	The Committee note that the Chief Personnel Officer in the South Central Railway acts as Liaison Officer for that Zone to ensure proper implementation of various reservation rules/instructions issued by the Government from time to time. The Committee further note that one of the Joint Directors has visited the various units of the Railway to keep a watch over the implementation of relevant rules, regulations with regard to reservation policies and also submits the inspection reports to the Railway Board.
3	1.17	The Committee also note that the South Central Railway hold periodical meetings of the Liaison Officers at Zonal Headquarters as well as Divisional Headquarters to discuss problems relating to the maintenance and observance of rosters for the Scheduled Castes and Scheduled Tribes.

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- 4 1.18 The Committee opined that mere designating a Liaison Officers and their periodical, inspection of Units and reporting the progress is not enough. What is needed is concerted action on the part of Liaison Officer to ensure that any anomalies or discrepancies noted are rectified quickly.
- 5 1.19 Keeping in view the nature of duties of the Liaison Officers, the Committee desire that meetings of all the Liaison Officers should be held at regular intervals as per Govt. directions to analyse and find solutions to the problems on the basis of their experience.
- 6 1.25 The Committee note that during inspection of Roster Registers maintained at various levels in the South Central Railway some discrepancies were detected and the same were brought to the notice of the cadre controlling authorities.
- 7 1.26 The Committee would like to emphasis that the roster is the mechanism to watch adequate intake of the Scheduled Castes and Scheduled Tribes in services. The Rosters as a matter of fact is a mirror of an institutes and should reflect a clear picture. The Rosters should therefore be properly maintained and checked by the competent authority at regular intervals. A certificate in token of having checked the roster should also be recorded in the register. The Committee also desire that the job of maintenance of rosters should be entrusted to the capable and experienced staff to ensure their proper maintenance. If any irregularity is found in the maintenance of the rosters strict action should be taken against the concerned officers responsible for such lapses.
- 8 2.15 The Committee have observed that inspite of three Special Recruitment Drives the backlog is still there. As most of the SC and ST people belong to villages and remote areas, the Committee recommend that all vacancies reserved for Scheduled Castes and Scheduled Tribes should be notified to the local or regional newspapers. Copies of such notices should be sent to the local
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		Scheduled Castes/Scheduled Tribes MLAs, MPs and also to recognised SCs/STs welfare associations so that they may also sponsor suitable Scheduled Castes/Tribes candidates for employment in the Railway.
9	2.16	The Committee note that the direct recruitment for group 'C' posts on Indian Railway is being made through various RRBs and in few cases by Railway Administration themselves where specially authorised by the Railway Board. When recruitment is resorted for Group 'D', the posts are filled up on merit by giving a wide publicity. Campus selections are not resorted to.
10	2.17	The Committee recommend that the Liaison Officers in the South Central Railway should maintain close liaison with the Indian Institute of Technology and Industrial Training Institutes for the recruitment of Scheduled Castes and Scheduled Tribes in the skilled and semi-skilled categories of posts in the South Central Railway and in its workshops.
11	2.18	The Committee also recommend that in case of non-availability of adequate number of SC/ST candidates in any particular area, copies of recruitment advertisement/notices should also be sent to the Employment Exchange(s) in the adjoining areas in order to attract maximum number of Scheduled Caste and Scheduled Tribe candidates to fill up all the posts reserved for them.
12	2.19	The Committee note that at the end of 1995-96 there has been a shortfall in the posts reserved for Scheduled Tribes to the tune of 83 posts in category 'D'. The Committee fail to understand the reasons for non-filling up of category 'D' posts reserved for Scheduled Tribes. The Committee recommend that the South Central Railway authorities should fill up these posts within a period of 6 months and ensure that such shortfalls do not accumulate in future.
13	2.20	The Committee note that the dependents of the deceased employees are being provided employment on compassionate grounds by the South Central Railway and at present most of the cases have been cleared during the last one and a half year. The Committee feel that, in view of the poor socio-economic conditions of SCs and STs the dependents of the deceased SC/ST employees need special consideration for employment. The Committee hope that

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enough care would be taken at the time of providing appointment to these persons on compassionate grounds to ensure that the element of reservations for Scheduled Castes and Scheduled Tribes are not affected.

14 2.25

The Committee have observed from the above statement that there is a huge shortfall in the promotions of Scheduled Tribes candidates in 'B', 'C' and 'D' categories of posts. The Committee are not convinced with the argument induced by the South Central Railway that non-availability of SC/ST candidates in the feeder cadres is the reason for the shortfall in promotion of SC/ST employees. The Committee, therefore, recommend, if requisite number of Scheduled Tribe candidates are not available for promotional vacancies, the Railway authorities should increase the zone of consideration in promotions suitably as and when required. The Committee feel that this will go a long way in liquidating the shortfall in promotions in the vacancies reserved for employees belonging to SCs/STs.

15 3.4

The Committee are constraint to note that only 28 and 32 officers in Commercial Deptt. 46 and 23 officers in Operating Deptt. and 46 and 32 officers in Mechanical Deptt. belonging to Scheduled Castes and Scheduled Tribes Communities respectively have been given pre-selection coaching during the last three years. They also regret to note that no pre-selection coaching has been given to scheduled Caste and Scheduled Tribe candidates during the year 1994 and 1995 in any Department. The Committee feel that it is necessary to have an intensive pre-selection training for SCs & STs. They also feel that to make them more suitable for higher posts and to expose them to modern methods of technology a larger number of Scheduled Caste and Scheduled Tribe candidates should be selected to provide them pre-selection training. It will instill confidence among them and bring them upto the required standard of efficiency. The Committee also recommend that this should be done expeditiously in order to protect the interest of SCs & STs.

16 3.7

The Committee note with dismay that no pre-recruitment training to SC/ST candidates is envisaged at present in South Central Railway. The argument advanced by the Railway authorities that it is not possible for

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Railways to run such pre-recruitment coaching centres is hardly convincing to the Committee. The Committee, therefore, recommend that the scheme for pre-recruitment training to SC/ST employees should be undertaken by the South Central Railway on regular basis to help the persons belonging to SCs/STs in order to get their due representation in the services of the South Central Railway in various groups of posts.

17 3.10 The committee note that out of 36 persons sent abroad for training during the last three years from 1993-94 to 1995-96 only 7 were from amongst the SCs/STs. And no Scheduled Caste person was sent abroad for training in the year 1995-96.

18 3.11 The Committee are not satisfied with the reply of the Ministry of Railways (Railway Board) that the employees who are to be sent abroad are decided by the Railway Board. The Committee, therefore, urge upon the South Central Railway to take a serious note of this casual approach and ensure that proportionate representation should be given as far to SC/ST employees by resorting to relaxed conditions.

19 3.14 The Committee are unhappy to note that in South Central Railway a large number of promotional vacancies of Scheduled Tribes Candidates in Group 'C' and 'D' have been allowed to be lapsed during the last three years. The committee are surprised that even in Group 'D' which is the lowest cadre, suitable Scheduled Tribes candidates have not been available for promotion.

20 3.15 The Committee desire, if ST candidates are not available in the feeder cadre SC candidates should be given promotion and whenever ST candidates are available, they may be adjusted against SC posts. In case, suitable SCs and STs are not available they should be given intensive in-service training to bring their efficiency upto the level of the job requirements. Keeping all these factors in view, the Committee recommend that the South Central Railway authorities should make concerted efforts to fill these reserved vacancies. The Committee are opposed to de-reservation of vacancies reserved for SCs & STs. The Committee expect the Ministry of Railways and General Manager, South Central Railway to ensure that in case

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		resorting to dereservation becomes inevitable, the procedure laid down by the Ministry of Personnel, Public Grievances and Pensions for de-reservation of vacancies is strictly followed by the Ministry of Railway.
21	3.20	The Committee note with concern that there were 4 instances of false caste certificates in the South Central Railway out of which 3 cases are still pending. The Committee desire that the matter should be pursued vigorously by the South Central Railway with the concerned authorities for early disposal of pending cases so that genuine SC and ST candidates are not deprived of their constitutional rights.
22	3.21	The Committee are of the view that removal/dismissal in such cases may not meet ends of justice in full. In their opinion, criminal proceedings should also be initiated against the guilty which will act as a deterrent for others to commit such offences. This Committee also recommend that the cases of such nature should be tried by the special Court meant for atrocity cases.
23	4.6	The Committee note that majority of the complaints received from SC/ST employees of South Central Railway relate to their promotions or seniority and a complaint is generally disposed off within a period of 1—6 months depending upon the nature of the complaint and the average period works out to 3 months. During the last 3 years out of 501 complaints, 472 complaints have been disposed off which shows that a smooth and systematic procedure exists in South Central Railway for redressal of grievances/complaints of SC/ST employees.
24	4.7	However, there are still 29 complaints pending which shows that there is still scope for improvement in the system for the expeditious disposal of complaints. The Committee feel that since these cases have a bearing on the career of the employees, these complaints should be disposed off without further delay.
25	4.13	The Committee note that preference is being given to the SC/ST persons for allotment of tea stall/kiosks etc. at small and road side stations on the South Central Railway. In respect of special allotments to be made from the Ministry of Railways, reservation to the extent of 20% for

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		SCs and 10% for STs has been provided in allotment of catering/vending contracts. The Committee further note as against prescribed 20% and 10%, only 13% and 6% contracts could be awarded by the South Central Railway to persons belonging to Scheduled Castes and Scheduled Tribes during the last three years.
26	4.14	The Committee would like the South Central Railway to ensure that wide publicity should be given for awarding these petty contracts. The Committee is of the opinion that in case of poor response from Scheduled Caste/Scheduled Tribe persons to the first advertisement a second advertisement should also be issued before giving petty contracts to other community persons.
27	4.15	The Committee are not convinced by the reply of the Railway that the applications are invited by open notification, therefore, need is not felt for advising MLAs and MPs separately. In the opinion of the Committee by informing of MPs and MLAs separately the problem of not getting applications from SCs/STs persons can be solved and this will go a long way in liquidating the shortfalls in allotment of petty contract to SCs/STs. The Committee feel that there is no dearth of SC & ST persons for undertaking such petty contracts if suitable opportunities are provided to them and their cases are considered an utmost sympathy. The Committee desire that a maximum consideration should be shown to these people in awarding of petty contracts. They, therefore, recommend that in future copies of advertisements inviting applications for awarding petty contracts should be sent to local MPs/MLAs besides being notified to the employment exchanges and SC/ST Associations.
28	4.21	The reasons put forward for such a low percentage of allotment of quarters to SCs and STs and the limit of 50 or more quarters on a station for providing reservation for the SC/ST employees are unacceptable to the Committee. The Committee, therefore, desire both South Central Railway and the Ministry of Railways (Railway Board) to review their policy regarding this norm of 50 quarters and should suitably be reduced so that in future low percentage/shortfall of allotment of quarters to SCs/STs are eliminated.

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29	4.22	The Committee also note that in respect of allotment of quaters in 'essential categories' no reservation has been provided for SC/ST employees. The Committee desire that adequate percentage of reservation in allotment of quarters in "essential categories" be made for SC/ST employees.
30	4.25	The Committee note from the figures furnished by the South Central Railway that the percentage of the Scheduled Tribes students in the Railway Educational Institutions is only 5% in English, 5.4% in Telugu, 8.4% in Marathi and 1.7% in Kannada respectively.
31	4.26	They would like the Railway Board to adopt suitable measures to further augment the intake of Scheduled Tribe students and teachers in these schools. The Committee would also like the Railway Board to consider the feasibility of giving special stipends/scholarships to the Scheduled Caste/Tribe students.
32	4.31	The Committee observe that there is no system of providing pre/post legal counselling and did to SC & ST employees. The Committee feel that to look after the matter relating to the SC/ST employees, pre/post legal counselling and aid should be provided to them. A legal cell exclusively for SC/ST employees should also be set up so that their cases could be properly assessed and examined in order to get justice effectively.

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