

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1977-78)**

(SIXTH LOK SABHA)

FIFTH REPORT

**MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

**Reservation for, and employment of, Scheduled
Castes and Scheduled Tribes in the Workshops of South
Eastern Railway and also award of Petty contracts to
Scheduled Castes and Scheduled Tribes in the South
Eastern Railway**

Presented to Lok Sabha on 19 DEC 1977
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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

(1977-78)

****Shri Ram Dhan—Chairman**

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- ***19. Shri Suraj Bhan
20. Shri Bhausahab Thorat

*Ceased to be members of the Committee on their appointment as Ministers of State w.e.f. the 14th August, 1977.

**Proceeded abroad on the 23rd September, 1977.

***Appointed by the Speaker as Chairman with effect from the 23rd September, 1977 during the absence of Shri Ram Dhan, proceeded abroad.

(iv)

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SECRETARIAT

Shri Y. Sahai— *Chief Legislative Committee Officer.*

Shri H. L. Malhotra—*Senior Legislative Committee Officer.*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Fifth Report (Sixth Lok Sabha) on the Ministry of Railways (Railway Board)—Reservation for, and employment of, Scheduled Castes and Scheduled Tribes in the Workshop of South Eastern Railway and also award of Petty contracts to Scheduled Castes and Scheduled Tribes in the South Eastern Railway.

2. The subject was examined by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1976-77) and necessary information obtained and evidence taken by them. That Committee, however, could not finalise their Report due to the sudden dissolution of the Lok Sabha on the 18th January, 1977.

3. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1977-78) have perused the minutes of evidence and have come to their own conclusions which have been embodied in the Report.

4. The Committee (1976-77) took evidence of representatives of the Ministry of Railways (Railway Board) on the 28th September, 1976. The Committee wish to express their thanks to the Members (Staff), Railway Board for placing before them the material and information they wanted in connection with the examination of the subject.

5. The Report was considered and adopted by the Committee (1977-78) on the 11th October, 1977.

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

SURAJ BHAN
Chairman

*Committee on the Welfare of
Scheduled Castes and
Scheduled Tribe*

NEW DELHI;

November 4, 1977

Kartika, 12, 1899 (Saka).

REPORT

A. Organisation

There are four workshops functioning on the South Eastern Railway. These are located at Kharāgpur, Nagpur, Sini and Raipur. The Sini Workshop is a Civil Engineering Workshop while the others are mechanical workshops. The mechanical workshops are under the direct control of the Chief Workshop Engineer at the Headquarters whereas the Civil Engineering Workshop at Sini is controlled by the Chief Engineer (Open Line). They are under the overall control of the General Manager, who functions through these two Chiefs. Each workshop is under the control of a Mechanical Officer of the rank of Deputy Chief Mechanical Engineer. The Deputy Chief Mechanical Engineer in each workshop has under him a Workshop Manager who is assisted by a team of officers such as Assistant Works Managers, etc. The Assistant Works Managers have got foremen under them who are in-charge of the various sections and are assisted by Charge-men. There are also skilled and unskilled workers.

2. These workshops were opened in the years as given below :

Nagpur	. . . . .	1879
Kharagpur	. . . . .	1904
Sini	. . . . .	1923
Raipur	. . . . .	1966

B. Implementation of Reservation Orders

3. The Committee have been informed that the South Eastern Railway was formed on the 1st August, 1955. Since its inception, reservation orders for Scheduled Castes and Scheduled Tribes in initial recruitment are being followed.

4. The following quota at present is admissible to Scheduled Castes and Scheduled Tribes in the Railway Workshops :

(i) Direct recruitment	SCs	STs
(a) All India Basis	15%	7½%
(b) Regional basis	14%	15%
(ii) Posts filled by promotion	15%	7½%
(iii) Posts filled by ation	Nil	Nil

5. The above percentages for recruitment on All India basis are being followed with effect from the 25th March, 1970. In regard to recruitment on regional basis, the above percentages are being followed with effect from the 3rd February, 1974.

Reservations in respect of promotional categories on the South Eastern Railway are being followed from the dates given below :

(i) Selection Posts —Class III & IV	. . . . .	4-1-1957
Class II & I	. . . . .	20-7-1974
(ii) Non-selection posts—All Classes	. . . . .	27-11-1972

6. Asked to state the nature of machinery devised to ensure that the reservations made in favour of Scheduled Castes and Scheduled Tribes in the services of South-Eastern Railway Workshops are actually followed, the Ministry of Railways (Railway Board) in a written note furnished to the Committee, have stated that a special cell headed by a Senior Scale Officer has been set up on the South-Eastern Railway in the Headquarters Office. Similar special cells have been created in each Division and in the Kharagpur Workshop under the charge of an Assistant Personnel Officer to ensure quick and correct implementation of policy decisions received from the Railway Board and also to look into the grievances of the Scheduled Caste and Scheduled Tribe employees. The Chief Personnel Officer of the South Eastern Railway has been nominated as the Liaison Officer.

7. The Chief Personnel Officer, as the Liaison Officer, assisted by one Senior Scale Officer at Headquarters and one Assistant Officer for each unit including Workshops periodically inspect each unit and report the progress to the General Manager. One of the two Advisers in the Ministry of Railways (Railway Board), whose jurisdiction covers South Eastern Railway, also visits the various units of the Railway to see that instructions from time to time are implemented. Omissions, lapses and lacunae which come to notice during inspection, are brought to the notice of the concerned Railway for rectification.

8. Asked whether the Ministry of Railways (Railway Board) have set up cells in each of the South Eastern Railway Workshops to look after the interest of Scheduled Castes and Scheduled Tribes, the representative of the Ministry of Railways (Railway Board), in his evidence before the Committee has stated that a Cell has been set up in the Headquarters itself for dealing with the recruitment and ensuring quota compliance. There is no cell in the workshops except in Kharagpur. The Cell in the Headquarters is headed by a Senior Personnel Officer.

C. Maintenance of Rosters

9. The Committee desired to know whether rosters in the prescribed form for each type of recruitment and within it for each grade of service or a group of posts formed for the purpose, are being maintained, as per orders on the subject, by each of the Railway Workshops on the South Eastern Railway. The representative of the Ministry of Railways (Railway Board) during his evidence before the Committee has stated that for each of the Workshops, separate rosters are being maintained, category-wise and service-wise, for promotion as well as for direct recruitment.

10. Asked whether these rosters are periodically checked, the authority who checks these rosters, the discrepancies, if any, found by the inspecting authority in the maintenance of the rosters and the corrective measures taken, the Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated :

“The rosters are periodically checked by the Chief Personnel Officer, the Liaison Officer, the Senior Personnel Officer (R), the Adviser, Railway Board whose jurisdiction covers the South Eastern Railway and the Inspectorial staff of both, the Railway and Railway Board. The discrepancies noted during such inspections are—

- (i) non-maintenance of separate roster for promotional categories in Class IV, unit-wise.
- (ii) combining the roster, both for *ad-hoc* and regular promotions;
- (iii) not exhibiting the reserved points in the roster properly.
- (iv) rosters were maintained in the loose sheets for want of proper bound books.
- (v) some of the rosters were not signed by the controlling officers in token of their checking.
- (vi) in some cases, the shortfalls of the previous years were not carried forward to the next year.
- (vii) in some cases the date of appointment and date of publication of panels were not indicated.

Necessary remedial action has been taken in all cases. The rosters have been opened in the proper bound registers. In these registers, general instructions regarding maintenance of roster registers are also being printed on the first few pages for ready reference of the dealing staff.”

11. When asked to state the reasons for so many discrepancies in the maintenance of rosters by the concerned authorities of the South Eastern Railway Workshops, the witness during evidence has stated as follows :—

“I have visited Gorakhpur Workshop in 1973. We have come across a lot of irregularities in maintaining the rosters. This is, I feel, particularly because the staff are not properly trained, and secondly, the transfers are frequent.”

12. Asked whether Railways could not take the help of the Commissioner for Scheduled Castes and Scheduled Tribes, to train the persons responsible for maintaining the rosters, the Deputy Commissioner for Scheduled Castes and Scheduled Tribes stated before the Committee :—

“We could give the staff some training at the centralised place and can arrange for a refresher course for 3-4 weeks. I have stressed this in the meeting of the Liaison Officer of Defence, Railways and P & T. Such a training would help the persons concerned to maintain these rosters properly.”

13. Agreeing to the above proposal of the Deputy Commissioner for Scheduled Castes and Scheduled Tribes, the representative of the Ministry of Railways (Railway Board) stated during evidence that, as has been suggested, they would undertake a short course for a week or so and the persons who have made mistakes deliberately, would be dealt with accordingly.

14. The Committee desired that Rosters pertaining to Class III and IV posts for the year 1975, in Kharagpur Workshop should be sent to the Commissioner for Scheduled Castes and Scheduled Tribes for his inspection and report. Accordingly, six registers consisting of Rosters for 353 categories comprising both selection and non-selection groups were sent by the Ministry of Railways (Railway Board) to the Commissioner for Scheduled Castes and Scheduled Tribes for inspection and report. Some of the observations made by the Commissioner for Scheduled Castes and Scheduled Tribes in this regard have been summarised below :

(i) Separate rosters have been maintained for direct recruitment and promotion posts in various grades of posts. Appropriate model roster viz. 100 point regional roster for direct recruitment based on the population of West Bengal, Bihar, Maharashtra, Orissa and Andhra Pradesh i.e. 14% for Scheduled Castes and 15% for Scheduled Tribes, and 40 point roster for promotion posts, have been adopted for the purpose, the prescribed proformae have been utilised for the maintenance of rosters in majority of the cases. In a few promotion cases, however, the proformae do not

contain the first two columns showing brought forward of vacancies from previous years. The authorities were advised to modify the same.

(ii) Normally rosters are maintained according to the calendar year, as required, but the Railway authorities were doing it according to the financial year. In several cases rosters have been started from 1976-77. There is no indication whether any recruitment has been made during the earlier years. There is no indication about the non-availability of Scheduled Caste/Scheduled Tribe candidates for direct recruitment against reserved vacancies, actually filled by general candidates. In several cases, the entries in the roster registers have not been signed by the concerned authority.

(iii) There is also no indication about the implementation of the exchange rule in the third year of carried forward to appoint Scheduled Tribe candidates against vacancies reserved for Scheduled Castes and *vice-versa* in the event of the non-availability of Scheduled Caste/Scheduled Tribe candidates.

(iv) According to Government instructions, in posts/services filled by direct recruitment reservation is required to be made for Scheduled Castes and Scheduled Tribes both at the time of initial appointment on a temporary basis as well as at the time of confirmation. The study of rosters do not give any indication to that effect. *There is no separate roster either for implementing the orders regarding reservation in confirmation.*

(v) Report of the inspection of rosters by the Liaison Officer, South Eastern Railway, for the year 1975, received with the rosters also revealed that proper form has not been used in the maintenance of rosters and that entries have not been signed by the controlling officer. According to the inspection report the irregularities have been got rectified, but in the case of some promotion rosters the first two columns relating to the brought forward of vacancies from previous years still remained unsigned at the time of inspection. Moreover the proforma used for the inspection of rosters by the Liaison Officer is not in accordance with the proforma given in Appendix 7 of the 'Brochure'.

15. The Committee regret to note that the authorities concerned in the South Eastern Railway are not maintaining the roster properly and in the prescribed form. The Committee would like to emphasise that roster is the only mechanism and the primary step to give proper effect to the reservations prescribed and watch the proper placement of Scheduled Castes and Scheduled Tribes in services as per the points reserved for them in the rosters. Proforma for rosters and detailed instructions regarding main-

tenance there of are given in Appendices II & III of Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Railway Services (Second Edition, 1976). The Committee desire that these instructions should be meticulously followed.

16. The Committee have been informed that the Chief Personnel Officer in the South Eastern Railway Headquarters has been appointed as the Liaison Officer for the South Eastern Railway to periodically inspect each unit and report the progress regarding the intake of Scheduled Castes and Scheduled Tribes in the services as per the quota reserved for them to the General Manager. He is assisted by one Senior Scale Officer at Headquarters and one Assistant Officer for each Unit including Workshops. The Committee have also been informed that one of the Advisers in the Railway Board, whose jurisdiction covers South Eastern Railway, also visits the various units of the Railways to see that instructions pertaining to the reservations of vacancies in favour of Scheduled Castes and Scheduled Tribes, issued from time to time, are implemented. The representative of the Ministry of Railways (Railway Board) who appeared before the Committee has confirmed that there were a lot of irregularities in the maintenance of rosters by the South Eastern Railway Workshops. He had stated that these irregularities were because the staff were not properly trained, and secondly, the transfers were frequent.

17. The Committee are constrained to observe that mere designating Liaison Officer and to periodically inspect each unit and report the progress is not enough. What is needed is concerted action on the part of the Liaison Officer to ensure due compliance by the subordinate appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes as per the roster points and other benefits admissible to them. In order to carry out his duties faithfully it is but essential that he should not only be properly trained but should also be in a position to train other personnel assisting him in the discharge of his duties, for the proper maintenance of rosters. The Liaison Officer should be made personally responsible for any default in the implementation of the reservation orders and the maintenance of rosters by the units under him.

18. The Committee also feel that it is not practicable for one Liaison Officer in the South Eastern Railway at Headquarters

to inspect the various units and Railway Workshops on the South Eastern Railway and to do justice to his duties. The Committee, therefore, recommend that the Ministry of Railways (Railway Board) should designate separate Liaison Officers one for each unit and Workshop looking for its recruitment and should set up Cells in each unit and Workshop to assist the Liaison Officer to discharge his duties effectively. The functions of the Cell should be: (i) to ensure due compliance of the orders for reservation in favour of Scheduled Castes and Scheduled Tribes issued from time to time; (ii) to scrutinise and consolidate the statistical data in respect of the unit/workshop in the prescribed forms; and (iii) to assist the Liaison Officer in the effective discharge of his duties.

19. The Committee would also like the Liaison Officers, Personnel Officers and other concerned persons responsible for maintaining the rosters in the South Eastern Railway Workshops to undergo a refresher course for the proper maintenance of rosters and for that purpose utilize the services of the Commissioner for Scheduled Castes and Scheduled Tribes who have agreed before the Committee to arrange such a refresher course for the Liaison Officers.

D. Staff Strength and Shortfall

20. A statement showing the total number of employees in Class I, II and III and the number of Scheduled Castes and Scheduled Tribes among them and their percentages to the total strength in each of the Railway Workshops on the South Eastern Railway, as on 1st June, 1976, is given below :

Name of the Workshops	Category	Total No. of employees in position	Scheduled Castes	Scheduled Tribes	Percentage	
					SC	ST
Kharagpur Workshop	Class I	14	3	..	21.43%	Nil
	Class II	23	2	..	8.7%	Nil
	Class III	8365	555	138	6.63%	1.65%
Nagpur Workshop	Class I	1	..	..	Nil	Nil
	Class II	..	..	..	..	..
	Class III	723	150	48	22.50%	3.60%
Sini Workshop	Class I	1	..	..	Nil	Nil
	Class II	1	..	..	Nil	Nil
	Class III	374	18	25	4.7%	6.7%
Raipur Workshop	Class I	2	1	..	50%	Nil
	Class II	3	..	..	Nil	Nil
	Class III	933	81	17	8.7	1.9%

21. The Committee pointed out that the percentage of Scheduled Caste and Scheduled Tribe employees in Class III in Kharagpur Workshop is 6.63 and 1.65 respectively against 14% for Scheduled Castes and 15% for Scheduled Tribes. In Sini Workshop, the percentage is 4.7 for Scheduled Castes and 6.7 for Scheduled Tribes and in Raipur Workshop, it is 8.7% and 1.9% respectively. In Class II their representation is Nil in all the Workshops except Kharagpur where it is 8.7% for Scheduled Castes only. The Committee enquired the reasons for these shortfalls in the recruitment of Scheduled Castes and Scheduled Tribes. The representative of the Ministry of Railways (Railway Board) during his evidence before the Committee, has stated that realising that there are certain deficiencies in certain categories both in respect of Scheduled Castes and Scheduled Tribes, a crash programme was launched by the Railways in November, 1975 for the recruitment of Scheduled Caste and Scheduled Tribe candidates. Giving the overall picture of the crash programme in the Railways as a whole, the representative of the Ministry of Railways (Railway Board) informed the Committee that nearly 12,000 people have been appointed from the open market. In Class III, 1612 Scheduled Castes and 1114 Scheduled Tribes and in Class IV 2703 Scheduled Castes and 5836 Scheduled Tribes have been recruited. This drive was upto 31st March, 1976. It is continuing and it is expected that the shortfalls would be made good during the next three months.

22. The results of the special drive in-so-far-as the workshops on the South Eastern Railway are concerned are as follows:—

Name of the Category	Shortfall at the commencement of special drive		No. of recruited/ promoted	
	SC	ST	SC	ST
<i>Recruitment Categories</i>				
(i) Class III	3	3	2	2
(ii) Class IV	86	135	86	135
<i>Promotional Categories</i>				
(i) Class III	205	88	177	88
(ii) Class IV	78	47	78	47

23. Asked why it was not possible for the Ministry of Railways (Railway Board) to make this special effort earlier and fill up the backlog during

the last so many years, the representative of the Ministry of Railways (Railway Board) has stated:

“I can only say that the Railways had not made adequate efforts to make up this shortage. It was only as a result of the intensive drive from the Railway Board itself that we have been able to achieve this.”

24. The Committee desired to know the total number of Foremen and Chergeman in position in the Railway Workshop, Kharagpur and the number of Scheduled Castes and Scheduled Tribes among them separately and their strength before 1975 when special drive was launched to fill up the backlog. The Ministry of Railways (Railway Board) in a note submitted to the Committee have stated:

The posts of Foremen have now been redesignated as Shop Superintendent and Assistant Shop Superintendent. The number of Shop Superintendents and the Chergemen working in the Kharagpur Workshop in the beginning as well as at the end of the crash programme is given below:

Category	Prior to Crash Programme			After Crash Programme		
	Total Strength	SC	ST	Total Strength	SC	ST
Shop Superintendent	32	1	..	33	2	..
Assistant Shop Superintendent	57	6	..	58	9	..
Chargeman 'A'	92	13	5	92	14	5
Chargeman 'B'	344	31	5	347	34	5
	525	51	10	530	59	10

25. The total staff strength (both technical and non-technical) in the Kharagpur Workshop is as follows:—

(i) As on 1-1-1975 (prior to Crash Programme)

Category	Total Strength	SC	ST	Percentages	
				SC	ST
Class III (Technical)	7575	322	78	4.2%	1.3%
Class III (Non-Technical)	856	86	15	10.4%	1.8%
Class IV (Technical)	3909	368	140	9.4%	3.5%
Class IV (Non-Technical)	221	17	2	7.3%	0.9%

(ii) As on 1-1-1976 (after the Crash Programme)

Category	Total Strength	SC	ST	Percentages	
				SC	ST
Class III (Technical)	7535	425	263	5.6%	3.5%
Class III (Non-Technical)	856	88	19	10.3%	2.2%
Class IV (Technical)	4030	480	351	11.6%	8.7%
Class IV (Non-Technical)	221	17	2	7.3%	0.9%

26. The Committee regret to note that the percentage of Scheduled Caste and Scheduled Tribe employees in the South Eastern Railway Workshops even after the crash programme for the recruitment of Scheduled Castes and Scheduled Tribes in November, 1975 is disappointing. As on 1-6-1976, the percentage of Scheduled Castes and Scheduled Tribes in Class III is 7.73 and 2.19 respectively as against 14% for Scheduled Castes and 15% for Scheduled Tribes. In Kharagpur Workshop, the percentage of Scheduled Castes in Class III (technical) is 5.6 and that of Scheduled Tribes 3.5%. In Class III (non-technical), it is 10.3% and 2.2% respectively. In Class IV, both technical and non-technical, their percentage is far from satisfactory.

27. The Committee are constrained to observe that even after such a long time during which the reservation orders have been in existence, the representation of Scheduled Castes and Scheduled Tribes in the 'South Eastern Railway Workshops, especially of Scheduled Tribes, is not satisfactory. In the view of the Committee, a number of posts which in the ordinary course should have been reserved and gone to the Scheduled Castes and Scheduled Tribes seem to have been filled by general candidates thus depriving a large number of Scheduled Castes and Scheduled Tribes of their due share in the services.

28. The Committee are also distressed to note that shortfalls in the placement of Scheduled Castes and Scheduled Tribes in the South Eastern Railway Workshops was not taken note of by the Ministry of Railways (Railway Board) between 1955—1975. It was only in November, 1975 that a special drive was launched by the Ministry of Railways (Railway Board) for the recruitment of Scheduled Castes and Scheduled Tribes in the Railways. The Committee would like to be apprised of the results achieved by the Special drive launched by the Ministry of Railways (Railway

Board) to wipe out the shortfalls in the services of the South Eastern Railway Workshops. The Committee hope that the assurance, given by the representative of the Ministry of Railways (Railway Board) during the course of evidence before them, for making good the shortfalls during the period of next three months, has since been implemented.

E. Procedure of Recruitment

29. The Committee have been informed that on railways, recruitment to Class I services is made through the Union Public Service Commission. There is generally no direct recruitment to Class II services, except in the Medical Department and in minor cadres, *viz.* (i) Assistant Chemists and Metallurgists, Assistant Superintendents Printing & Stationery and Assistant Cashier and Pay Masters which is made through the Union Public Service Commission.

30. Recruitment to Class III is made by the Railway Service Commission, Calcutta. Where the Railway Service Commission is not in a position to recommend the Scheduled Caste and Scheduled Tribe candidates against reserved vacancies, the General Manager has the powers to make recruitment from the open market against the shortfall. Recruitment to Class IV service is made by the Railway Workshops themselves.

31. For Class III recruitment, both by the Railway Service Commission or by the General Manager on his own, advertisement is given in all the leading newspapers including regional newspapers. Copies of these advertisements are sent to the regional/local Employment Exchanges. The employment notices are exhibited at conspicuous places and at important Railway Stations and Workshops. Copies of employment notices are also sent to Associations representing Scheduled Castes and Scheduled Tribes, Principals and Headmasters of Colleges and Schools located in tribal belts.

32. In regard to Class IV, recruitment is made both from open market and from screened casual labour. For purpose of open market recruitment, employment notices are displayed in the premises of Workshops. Copies of these notices are also sent to the local Employment Exchanges and Associations representing Scheduled Castes and Scheduled Tribes. Applications received for appointment to Class IV categories are screened by a Committee of three officers—two from the Railways and one from outside. The outsider is a retired gazetted officer of integrity *viz.* Headmaster of a School or Principal of a College. The eligible candidates are interviewed by the Committee after which the panel is drawn. The recruitment is made from this panel.

F. Casual Labour

33. The Committee enquired about the total number of casual labour in the South Eastern Railway Workshops and the number of Scheduled Castes and Scheduled Tribes among them. The representative of the Ministry of Railways (Railway Board) has stated during the course of evidence that casual labourers are not employed in the Railway Workshops except for seasonal purposes, during the hot-weather or in the store itself, as porters. The Railway engage casual labourers in the workshops to the extent of 10% of casual labourers employed outside the workshops as gangmen, etc. in that Railway. Majority of such casual labourers engaged belong to Scheduled Castes or Scheduled Tribes.

34. The Committee pointed out that complaints have been received that, in the South Eastern Railway, during screening of casual labour at the time of their absorption in the regular establishment, Scheduled Caste and Scheduled Tribe workers are left out and instead those who have never worked as casual labour are placed on the panel. In this connection, the representative of the Ministry of Railways (Railway Board) has stated during the course of evidence:

“Their system is that casual labourers are screened region-wise. When a particular project is completed, then some of the labourers do move to other places. When they join a new project, naturally their seniority starts from that date. While screening, their total length of the service is taken into account. There is no reason why they should be left out.”

35. Asked whether the Ministry of Railways (Railway Board) have framed recruitment rules and regulations specifying the specific proportion of posts to be filled by (i) direct recruitment (ii) promotion (iii) temporary appointment (iv) transfer. The Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated as follows:—

“In the Workshops, direct recruitment is made against vacancies of *Khalasis* in Class IV to the extent of 50%. The remaining vacancies are filled by transfer of Gangmen, Stores *Khalasis* and *Safaiwallas* from other departments to the extent of 10% and the balance by volunteers from other departments who may like to come to the Workshop cadre.

In Class III although there is a provision for direct recruitment to the skilled grade Rs. 260—400 (RS), a ban on direct recruitment to skilled posts exists, which was imposed since December, 1967. The Railway administrations have been told that

direct recruitment to the skilled grade can be made if the recognised unions do not raise any objection.

Direct recruitment is also permissible to posts of Chargemen 'C' in scale Rs. 425—700 (RS) to the extent of 50% from amongst candidates holding Diploma in Mechanical Engineering. The remaining vacancies are filled by promotion of highly skilled (25%) and from rankers (HS Gr. I, Gr. II and even Mistries) who possess the requisite educational qualifications as apprentice mechanics. They are given training for two years.

25% of the vacancies of Chargemen 'B' Gr. Rs. 550—750 (RS) are filled from amongst Engineering Graduates. The remaining vacancies are filled by promotion."

G. Railway Service Commission

36. In a written note furnished to the Committee, the Ministry of Railways (Railway Board) have stated that Recruitment to Class III posts on the South Eastern Railway is being done by the Railway Service Commission, Calcutta. The vacancies advised by Railway administration to the Commission are advertised in leading newspapers. The extent of reservation of vacancies for Scheduled Castes and Scheduled Tribes and Ex-servicemen is also indicated by the Railways. The Commission conducts written tests and interviews and draws up a panel strictly according to merit. The Commission also keeps reserve list to cater for any unforeseen circumstances.

37. In case suitable Scheduled Caste/Scheduled Tribe candidates are not available for being recommended to the Railway Administration, the Commission prepares a list of candidates belonging to the other communities. It is left to the Railway Administration to make efforts for obtaining Scheduled Caste/Scheduled Tribe candidates against reserved vacancies under General Manager's powers and thereafter operate the list of unreserved candidates sent by the Commission, if Scheduled Caste/Scheduled Tribe candidates are still not found suitable.

38. The Commission have no powers for relaxing the minimum educational qualifications prescribed for the posts. There are no separate minimum qualifying marks either for the written test or in the interview. The interview for Scheduled Caste and Scheduled Tribe candidates has been further simplified by putting simple questions to ascertain if they are capable of meeting the requirements of the job. However, the Railway Service Commission have the discretion to recommend Scheduled Caste/Scheduled Tribe candidates holding lower position in the panel of qualified candidates.

39. The time schedule by which the Commission is required to complete the recruitment and submit selected lists to the Railways is 5 months in the case of technical categories and 7 months in the case of non-technical popular categories. However, in view of the large number of applications that are being received by the Commission in response to their employment notices it has not been possible for the Commission to adhere to the time schedule. The experience is that for technical categories the Commission is in a position to supply panels in about 6 to 7 months and in the case of non-technical popular categories in about 10 to 12 months.

40. A Study Group of the Committee which visited the Railway Service Commission, Calcutta in October, 1976, were informed that there are no definite set rules regarding the working of the Railway Service Commission. Asked to state the reasons therefore, the Ministry of Railways (Railway Board) in a note submitted to the Committee have stated:

“It is not correct that there are no rules and orders regarding the working of Railway Service Commissions. The Commissions are executive agencies working under the administrative control of the Railway Board. From time to time, detailed instructions and procedural orders have been issued governing the working of these Commissions and there should be no difficulty in the Commissions following these instructions.”

41. The Study Group of the Committee during their visit to the Railway Service Commission, Calcutta were also informed that the Railway Service Commission could not advertise the vacancies notified to the Commission immediately but had to wait for two to three months as per the directive from the Ministry of Railways (Railway Board). The Committee desired to know the reasons which necessitated the Ministry of Railways (Railway Board) to issue the directive. The Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated that no directive that the Commissions should wait for two or three months before vacancies are advertised has been issued by the Railway Board. However instances had come to notice where one Railway Service Commission advertised vacancies for the same category in quick succession within a short period because indents were received from the Railway concerned on two different dates. It was clarified to the Commissions that on receipt of an indent from the Railway Administration it would be advisable to contact the other Railway Administrations, within the jurisdiction of the Commission to ascertain if they proposed to place any requisition for the same category. This is necessary particularly in the case of non-technical popular categories.

42. The Committee have been informed that the inherent capacity of the Railway Service Commission, Calcutta is to deal with 6000 to 8000 vacancies during one year. As the number of vacancies notified to the Commission have increased manifold during the last few years, it has become extremely difficult for the Commission to deal with all such vacancies in time. The Committee desired to know the remedial measures taken or proposed to be taken by the Ministry of Railways (Railway Board) in this regard. The Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated as follows:--

“Vacancies for which indents were placed by Eastern and South Eastern Railways and Chittaranjan Locomotive Works on the Railway Service Commission, Calcutta during the last three years and the number of candidates recommended by the Commission are given below :

Year	No. indented for	No. of candidates recommended by the Railway Service Commission
1970-71	1011	683
1971-72	592	722
1972-73	660	899
1973-74	2031	609

No precise estimate of the capacity of a Railway Service Commission can be made in terms of vacancies it can deal with. If recruitment has to be done for a few vacancies each in a large number of different categories, it increases the Commission's workload whereas in a single recruitment for popular categories a large number of vacancies could be dealt with without proportionate increase in workload. Thus workload is not proportionate to vacancies dealt with but depends on a number of factors. Whenever there is real increase in workload the Railway Board have been augmenting the strength of the Commission by sanctioning additional staff to the extent required. It is also not correct that the vacancies notified to the Commission have increased manifold during the last few years. The increase in 1973-74 as compared to the previous year was because there was a ban on filling of vacancies in clerical categories which was relaxed in 1973-74 as a result of which bulk indents on account of arrear vacancies of the previous two years were placed on the Commission. For such purely temporary increases in workload, there is arrangements for sanctioning additional staff.”

43. The following decisions have also been taken with a view to reduce the workload of the Railway Service Commissions :

- (i) Reference to Railway Service Commissions by the Railway Administrations for regularising appointments made on sports quota and compassionate grounds is not necessary.
- (ii) The number of candidates called for interview by Railway Service Commissions is sometimes as high as 8 times the number of advertised vacancies. It has been decided that the number of candidates called for interview should only be 4 times the number of advertised vacancies.
- (iii) In the case of almost all categories including technical categories, a written test is held though the Chairmen have the discretion to dispense with the same. It has been decided that in all categories where a technical/professional qualification is the basic requirement and the number of applications is not more than 6 times the number to be empanelled written test need not be held.
- (iv) Instead of having separate examinations for each category, Commissions have been asked to hold combined examinations, to reduce the volume of work involved.

44. The Committee have also been informed that staff in the Railway Service Commission, Calcutta is inadequate and the Railway Board has directed the Railway Service Commission, Calcutta not to fill the vacant posts. Asked to state the reasons for not permitting the Railway Service Commission, Calcutta to fill the vacant posts, the Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated as follows:—

“The permanent sanctioned strength of the Commission is 28 Class III and 14 Class IV posts. In addition, 19 class III and 4 Class IV temporary posts were sanctioned upto 31-3-1976 to enable them to handle the additional workload. The Commission submitted proposals in July, 1976 for extension of the currency of the temporary posts for a further period of one year upto 31-3-1977. As complete justification was not given, sanction was first accorded for the posts being extended upto 31-10-76. While communicating the orders to the Commission, they were advised not to fill existing vacancies till a final decision regarding the extension of the posts was taken. On receipt of detailed justification from the Commission, the posts have been further extended upto 31-3-1977 as asked for by the Service Commission.”

45. The Study Group of the Committee which visited the Railway Service Commission, Calcutta, were also informed that the Railway Service Commission, Calcutta is facing difficulty in having the examination papers set and get the answer books examined because the remuneration for these jobs is Rs. 20/- per examination paper and 50 paise per answer book respectively which is very low with the result that experts do not come forward to accept these jobs. When asked to state the steps taken or proposed to be taken to remedy this situation, the Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated that "the question of enhancing the rate of honorarium for paper setting and evaluation is under consideration".

46. In reply to a question, the Ministry of Railways (Railway Board) have submitted the following information regarding the dates on which indents were placed by the Railway Workshops on the Railway Service Commission, Calcutta for supply of panels of selected candidates for appointment in the Railway Workshops :

I. Indent for Appr. Jr. Chemical & Metallurgical Assistant:

Total vacancies—8, Scheduled Castes—2, Scheduled Tribes—2.

- | | |
|--|---|
| (i) Date of indent | 10-9-74 |
| (ii) Date of receipt by Railway Service Commission | 13-9-74 |
| (iii) Advertisement: | |
| (a) Date of release | 22-6-75 |
| (b) Date of closing | 28-7-75 |
| (iv) No. of applications received | 915 |
| (v) Date of written examination | 23-5-76 |
| (vi) Date of holding interview | 3-1-77, 19-1-77,
25-1-77 and 31-1-77 |
| (vii) Date of issue of panels | On completion of the
interview tests on
31-1-77 the panel is
expected to be fina-
lised by February,
1977. |

II. Indent for Chemical and Metallurgical Assistants:

Total vacancies—3, Scheduled Castes—1.

- | | |
|--|---------|
| (i) Date of indent | 30-4-75 |
| (ii) Date of receipt by Railway Service Commission | 12-5-75 |
| (iii) Advertisement | |
| (a) Date of release | 22-6-75 |
| (b) Date of closing | 28-7-75 |
| (iv) No. of applications received | 205 |

(v) Date of written exam.	. Not fixed
(vi) Date of holding interview	. Not fixed
(vii) Date of issue of panel	. On completion of written test and interview test.

III. *Indent for Apprentice Mechanics (Mechanical):*

Total vacancies—102, Scheduled Castes—15, Scheduled Tribes—15.

(i) Date of indent	. 20-9-1975
(ii) Date of receipt by Railway Service Commission	. 24-9-1975
(iii) Advertisement:	
(a) Date of release	. 22-8-1976
(b) Date of closing	. 21-9-1976
(iv) No. of applications received	. 1259
(v) Date of written examination	. Not yet fixed
(vi) Date of holding interview	. Do.
(vii) Date of issue of panel	. On completion of written test and interview tests.

47. The Committee pointed out that the date of indent for Apprentice Junior Chemical and Metallurgical Assistants placed by the Railway with the Railway Service Commission for supply of recruitment panel was 10-9-74 and the recruitment test and interview were held in 1976. The Committee wanted to know why in this case about two years were taken by the Railway Service Commission to hold the examination and interview. The representative of the Ministry of Railways (Railway Board) has, during evidence, stated as follows:—

“The performance of the Calcutta Railway Service Commission has been bad, quite bad and, in fact, we have been very concerned about it. We have extracted a promise from the Chairman, Calcutta Railway Service Commission that all the outstanding indents would be complied with by about the end of this year. It is a written undertaking by him. He has pleaded that he was handicapped by several factors, including dislocation caused by the strike, by the shifting of the Office, by shortage of Staff and so on. Some of these are valid, and others are not. The procedure adopted by this Commission was also not quite correct. For instance, they took about four or five months merely to screen the applications. Then they used to send the papers to far-flung areas

for valuation, in Madhya Pradesh, Orissa and so on. So, some examiners were taking six months to send the answer books back. One of the corrective measures we have taken are that the application form has been very substantially abbreviated so that the screening process can be expedited. I think the screening of an application should not now take more than a minute. We have cut out so many Annexures. What we now have is just one sheet of paper. We have told them that the examiners must, as far as possible, be local, and if an examiner takes longer than the stipulated time, he must be struck off the roles for good. We cannot keep on waiting. The factors are so many. There has been already some improvement in the working of this Commission, and I should imagine that by next year things should be normal. As a matter of fact, we are now aiming at 9 months being the maximum limit, and we expect that in many cases we should get it done in six months."

48. In reply to another question, the representative of the Ministry of Railways (Railway Board) has stated before the Committee that because delays were taking place, Railway Board has authorised the Railways recently to go in (Directly) for recruitment themselves, and as a result, Railways have been able to appoint hundreds of people in a very short period. He has further stated that they would resort to the same arrangements any time a Commission fails.

49. Asked whether there was any Scheduled Caste or Scheduled Tribe member on the Railway Service Commission, the representative of the Ministry of Railways (Railway Board) has stated during evidence that "the instructions are that either the Chairman or a Member of the Railway Service Commission should be from the Scheduled Caste or Scheduled Tribe. In the Railway Service Commission, Calcutta for the present neither of them belong to Scheduled Caste nor Scheduled Tribe community."

50. The Committee in their Fifteenth Report (Fourth Lok Sabha) had recommended that each Railway Service Commission should include a member belonging to the Scheduled Castes or Scheduled Tribes. In their reply, the Ministry of Railways (Railway Board) had stated that the recruitment rules to the posts of Chairman/Member Secretary of Railway Service Commission did not provide for any reservation quota for Scheduled Castes and Scheduled Tribes. The Railway Board has further stated that the orders regarding reservations for Scheduled Castes and Scheduled Tribes are required to be strictly adhered to by the Member/Chairman of a Railway Service Commission irrespective of the fact whether he belonged to reserved community or not. The Committee had, however, reiterated their earlier recommendation and had suggested that the Railway Board should examine

the feasibility of amending the recruitment rules relating to the Chairman and Members of the Railway Service Commissions so that either the Chairman or a member of each Railway Service Commission is from the Scheduled Caste/Tribe community.

H. Recruitment Committees/Selection Boards

51. In regard to Recruitment Committees/Selection Boards, the Committee have been informed that the recruitment Committees/Selection Boards are constituted by departmental officers of appropriate status and background required for the post for which recruitment/promotion is to be made. Though it is not always possible to include Scheduled Caste/Scheduled Tribe members in such Committees/Boards, however, while nominating officers in such Committees/Boards, Scheduled Caste and Scheduled Tribe officers are considered and included in the Selection Boards/Recruitment Committees, if available.

I. Recruitments

52. A Statement showing the total number of candidate recruited by the South Eastern Railway Workshops to the various technical and non-technical posts during each of the last three recruitment years through (i) employment exchanges ; (ii) direct recruitment ; (iii) promotions ; (iv) transfer or deputation from other zonal Railways, separately and the number of Scheduled Castes and Scheduled Tribes amongst them respectively is given below:--

Year	Category	Employment Exchange			Direct recruitment			Transfer or Deputation		
		Total	SC	ST	Total	SC	ST	Total	SC	ST
1973-74	Class III		Nil		19	4	..		Nil	
	Class IV .		..		457	53	3		..	
1974-75	Class III		..		28	1	1		..	
	Class IV .		..		531	76	22		..	
1975-76	Class III		..		10	2	2		..	
	Class IV .			186	360	86	135			

53. A Statement showing the number of applications received from Scheduled Castes and Scheduled Tribes candidates for each category of posts advertised by the Railway Service Commission/South Eastern Railway for Workshops during the last three years, the number of Scheduled Castes and Scheduled Tribes candidates called for interview and number of those who were finally selected is given at Appendix I.

54. The Committee referred to the following figures regarding the recruitment of Apprentice, Mechanics by the Railway Service Commission, Calcutta :

No. of Applications received		Called for written test		Present in written test		Called for interview		Present in Interview	
SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
37	7	31	5	16	1	7	1	5	1
		Selected		Found		unsuitable			
		SC	ST	SC					
		3	1	2					

55. The Committee enquired why out of 37 Scheduled Castes and 7 Scheduled Tribes who applied for the post, only 31 Scheduled Castes and 5 Scheduled Tribes were called for written test and 7 Scheduled Castes and one Scheduled Tribe were called for interview and finally 3 Scheduled Castes and one Scheduled Tribes were selected. The representative of the Ministry of Railways (Railway Board) in his evidence before the Committee has stated :--

“I agree that it requires a little clarification, *i.e.* why, after having been selected and recommended, they were found unsuitable. Out of 6 persons at the interview, *i.e.* 5 Scheduled Castes and one Scheduled Tribe, 4 were selected *viz.* 3 Scheduled Castes and one Scheduled Tribe. These 4 were recommended for appointment and 2 were found unsuitable in the interview. After all the tests, 4 were recommended.”

J. Manpower Planning

56. Asked how the manpower planning is done in regard to the Staffing of the Railway Workshops and who is the authority to sanction the creation, amalgamation or abolition of posts in the Railway Workshops, the Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated as follows:--

“The yardsticks of staff requirements applicable to Railway Workshops have been evolved for periodical overhaul to locomotives, coaches, wagons and other rolling stock. The workload on a Railway Workshop having been fixed, the assessment of manpower requirements is made accordingly. Allowance is also made for attrition/Wastage. The assessment of Staff requirements in Railway Workshops is periodically reviewed so as to take into account any variation of workload.

The authorities to sanction creation of posts, amalgamation or abolition of posts in the Workshops on the South-Eastern Railway are as shown below :--

Name of Workshop	Authority
Kharagpur	Supdt. Mechanical (W) Kharagpur for Class IV.
Nagpur	Dy. Chief Mechanical Engineer, Nagpur for Class IV.
Raipur	Dy. Chief Mechanical Engineer, Raipur for Class IV.
Sini	Dy. Chief Engineer, Sini for Class IV.

In regard to Class III posts, the Chief Workshop Engineer in respect of Kharagpur, Nagpur and Raipur Workshops and the Chief Engineer in respect of Sini Workshops are the competent authorities."

57. When asked whether any liaison is maintained with the Indian Institutes of Technology and I. T. Is. for the recruitment of required types of skilled personnel for the Railway Workshops and whether the recruiting authorities visit the campuses of these I. T. Is. and I. I. Ts. for the purpose of recruiting trainee engineers and other technical hands for the workshops, the Ministry of Railways (Railway Board) in a written note have stated as follows :--

"No liaison as such with the Technical Institutes is maintained. However, they are contacted when required for getting the requisite number of trained candidates for recruitment under the Apprentices Act."

58. Asked whether specific number of vacancies reserved for Scheduled Castes and Scheduled Tribes is indicated in the demands placed with the Railway Service Commission, Employment Exchange or in the recruitment advertisements, the Ministry of Railways (Railway Board) in a written note furnished to the Committee have replied in the affirmative. When asked as to what action is taken if the local Employment Exchanges are unable to sponsor suitable Scheduled Caste and Scheduled Tribe candidates for recruitment, the Ministry of Railways (Railway Board) have stated "Employment Exchanges generally recommend candidates more than the required number."

59. The Committee desired to know whether the reasons or rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges are recorded and communicated to the Employment

Exchanges, the Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated as follows:—

“Reasons for rejection are recorded but not communicated to Employment Exchange.”

60. The Committee note that recruitment to Class III services in the South Eastern Railway Workshops is made by the Railway Service Commission, Calcutta and where that office is not in a position to recommend Scheduled Castes and Scheduled Tribes against reserved vacancies, the General Manager, South Eastern Railway has the powers to make recruitment of Scheduled Castes and Scheduled Tribes from the open market to fill the reserved quota. The Committee feel that inspite of the powers with the General Manager, South Eastern Railway to recruit Scheduled Castes and Scheduled Tribes from the open market, to fill the reserved quota, there has been no perceptible improvement in the placement of Scheduled Castes/Scheduled Tribes in the South Eastern Railway Workshops.

61. The Committee are unhappy to be informed about the working conditions of the Railway Service Commission, Calcutta. The Commission have no powers to relax the minimum educational qualifications prescribed for the posts in favour of Scheduled Castes and Scheduled Tribes. There are no separate minimum qualifying marks either for the written test or in the interview for Scheduled Caste and Scheduled Tribe candidates. The Commission conducts written tests and interviews and draws up a panel strictly according to merit. The Commission could not advertise the vacancies notified to the Commission immediately and the vacancies notified to the Commission have increased manifold during the last few years and it has become extremely difficult for the Commission to deal with all such vacancies in time. The Commission is facing difficulty in having the examination papers set and get the answer books evaluated as the remuneration for these jobs is very low and the experts do not come forward to accept these jobs. In many cases, it has taken two years by the Commission to produce panels of selected candidates. Bulk of the direct recruitments made during the years 1973-74, 1974-75, 1975-76, have been made overlooking the role of the Employment Exchanges which are better equipped to sponsor Scheduled Caste and Scheduled Tribe candidates.

62. The Committee are extremely unhappy about the working of the Railway Service Commission, Calcutta, which is an executive

agency working directly under the Administrative control of the Ministry of Railways (Railway Board). The Committee feel that a change in the working conditions of Railway Service Commission is long overdue. The Committee, therefore, recommend that the Ministry of Railways (Railway Board) should go into the powers functions and working conditions of the Railway Service Commission and suggest suitable measures necessary for its efficient functioning.

63. The Committee would also reiterate their earlier recommendation made in the Fifteenth Report (Fourth Lok Sabha) that the Railway Service Commission should include a member belonging to the Scheduled Castes or Scheduled Tribes.

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

65. The Committee desire that the Railway Service Commission, Calcutta, and the Liaison Officer of the South Eastern Railway Workshops should maintain close liaison with the I.I.Ts. and I.T.Is. for the recruitment of skilled and semi-skilled personnel for the Railway Workshops.

66. The Committee would also like the Railway Service Commission, Calcutta and the other recruitment authorities in the South Eastern Railway Workshops to furnish to the Employment Exchanges the precise reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by them to fill the reserved posts for their future guidance and to enable them to gear up their own machinery to sponsor the right type of candidates in future.

67. The Committee note that recruitment to Class IV is made from open market and from screened casual labour. Applications received for appointment to Class IV categories are screened by a Committee of three officers—two from the Railways and one from outside. In order that there are no complaints that Scheduled Caste and Scheduled Tribe casual labourers are left-out during screening at the time of their absorption in the regular establishment

the Committee recommend that there should be one member from amongst the Scheduled Castes and Scheduled Tribes on the screening Committee to safeguard the interest of Scheduled Castes and Scheduled Tribes. The Committee would also desire that while engaging casual labour it should be ensured that adequate number of Scheduled Castes and Scheduled Tribes are taken so that there may not be any difficulty in filling the reserved quota at the time of their screening for regular appointment.

68. The Committee are unhappy to be informed that though it is not always possible to include Scheduled Caste and Scheduled Tribe members in Recruitment Committees/Selection Boards, however, while nominating officers in such Committees/Boards, Scheduled Caste and Scheduled Tribe officers are considered and included in such Committees/Boards, if available. The Committee feel that there is at present no dearth of technically qualified Scheduled Caste and Scheduled Tribe persons in the Railways and would, therefore, urge the Ministry of Railways (Railway Board) to ensure that a Scheduled Caste or Scheduled Tribe officer is invariably included in all the Recruitment Committees/Selection Boards appointed by the South Eastern Railway Workshops.

K. Concessions/Relaxations

69. The Committee have been informed that the following concessions/relaxations are granted in favour of candidates belonging to Scheduled Castes and Scheduled Tribes while making recruitment to railway services:—

- (i) Maximum age limit is relaxed by five years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes.
- (ii) Cost of application forms is 1/4th in the case of Scheduled Caste and Scheduled Tribe Candidates.
- (iii) Free railway IInd Class passes are issued to Scheduled Caste/Scheduled Tribe candidates when called for written test/interview.
- (iv) No minimum qualifying marks are prescribed for Scheduled Caste/Tribe candidates appearing for interview in connection with recruitment.
- (v) Where Railway Service Commissions are not in a position to supply an adequate number of Scheduled Caste and Scheduled Tribe candidates, General Managers are allowed to recruit Scheduled Castes/Tribes from open market.

- (vi) If Scheduled Caste/Tribe candidates do not become available to fill the quota in non-technical and quasi-technical Class III and Class IV cadres recruitment to which is made otherwise than through a written examination, the best amongst the failures are appointed provided they have the minimum prescribed educational/technical qualifications. They are given additional training and coaching so that they may come up to the standard of other recruits.
- (vii) Ten per cent marks concessions in written test to Scheduled Caste/Scheduled Tribe candidates in non-safety category posts is given.
- (viii) Where the candidates who have a low place in the examination are selected, they are given additional training and coaching so that they may come up to the standard of other recruits.
- (ix) Reserved community candidates are offered appointment in any of the divisions where the vacancies exist if such vacancies do not exist in the divisions of their choice.
- (x) Candidates belonging to Scheduled Castes/Scheduled Tribes who fail to qualify the apprenticeship are given another chance with stipend and the third chance without stipend. If these candidates still fail to qualify, they are offered alternative employment in Class III where there are short falls in the reserved quota.
- (xi) The Scheduled Caste/Tribe candidates who fail in the medical examination are considered for alternative category for which they are medically fit and where there is deficiency of their quota.
- (xii) Physical standard has been relaxed in the case of Scheduled Caste/Scheduled Tribe candidates for appointment as Rakshaks/Sub-Inspectors on Railways.
- (xiii) In the case of promotional categories, if the requisite number of candidates belonging to reserved communities are not found suitable, the best amongst failures are promoted against the quota reserved for them for six months on *ad-hoc* basis. If during these six months their performance is found to be satisfactory, their names are included in the panel.
- (xiv) While making *ad-hoc* promotions against vacancies of 45 days or more, the reserved vacancies are filled by seniormost suitable Scheduled Caste/Scheduled Tribe candidates who is within the zone of consideration.

- (xv) Transfer of Scheduled Castes and Scheduled Tribes is confined to their native districts as far as practicable.

70. Asked to state the number of Scheduled Caste and Scheduled Tribe candidates appointed by the South-Eastern Railway Workshops with relaxed standard during each of the last three recruitment tests and given in-service training, the Ministry of Railways (Railway Board) in a written note submitted to the Committee have stated :

“No such case was recommended by the Recruiting Authority during the last three years.”

71. In his evidence before the Committee, the representative of the Ministry of Railways (Railway Board) has stated that even those Scheduled Caste and Scheduled Tribe employees who have failed in the examinations and are best among the failures have been promoted on probation for six months. Explaining the details of the scheme, he has stated :

“The period of training varies from department to department ranging from 10 days to 30 days. So far 128 (*i. e.* Scheduled Castes 102 and Scheduled Tribes 26) candidates of different departments *viz.*, Civil, Electrical, Mechanical, Signal & Telecommunication and Commercial departments have been given such training. All these, candidates who have been given pre-selection coaching have appeared or will appear in Class II selection shortly. All the selections are in progress and after the finalisation of the proceedings of the selections, the position about their performance will be known. It may, however, be mentioned that by and large the candidates have expressed satisfaction at such coaching and obviously such training has been/will be useful to them at the time of their examination.”

72. In reply to a question, the Committee have been informed that five Scheduled Caste officers have been deputed for attending Seminars and Conferences during the last three years under the scheme to provide opportunities to train officers belonging to Scheduled Castes and Scheduled Tribes for institutional training and for attending Seminars/Conferences in order to improve their chances for selection to the higher categories of posts. The Committee wanted to know since when the scheme of providing opportunity to Scheduled Caste and Scheduled Tribe officers for institutional training and for attending Seminars/Conferences was started by the Railways. The representative of the Ministry of Railways (Railway Board) has stated during evidence that this has been going on for a long time.

Now Railways are placing emphasis that, while nominating officers and the staff, special care should be taken to see that Scheduled Caste and Scheduled Tribe officers and staff are nominated.

73. When asked how uptill now, only five Scheduled Caste Officers have been given opportunity for such training, the representative of the Ministry of Railways (Railway Board) has stated that "This aspect has been taken notice of only recently."

74. The Committee note the various concessions/relaxations available to Scheduled Castes and Scheduled Tribes joining services in the South Eastern Railway Workshops. The Committee regret to note that no Scheduled Caste or Scheduled Tribe candidate, during the last three years, was considered for appointment with relaxed standard and no concession worth the name was extended in his favour. The Committee feel that this is one of the reasons for shortfall in the employment of Scheduled Castes and Scheduled Tribes in the services of the South Eastern Railway Workshops. The Committee hope that all the concessions/relaxations meant for Scheduled Caste and Scheduled Tribe candidates will hereafter be extended to the Scheduled Caste and Scheduled Tribe candidates. Such of the Scheduled Caste and Scheduled Tribe candidates as are appointed with relaxed standard will be given in-service on the job training to make them proficient in their work and to bring them *at par* with others.

75. The Committee also suggest that the concessions/relaxations available for Schedule I Castes and Scheduled Tribes should be clearly mentioned in the advertisements, so that such of the Scheduled Caste and Scheduled Tribe candidates as become eligible because of these concessions, could also apply.

76. The Committee are unhappy to note that only five Scheduled Caste Officers have so far been given opportunity for institutional training and for attending seminars/conferences even though the scheme for providing opportunity to Scheduled Castes and Scheduled Tribes for such a training is stated to be in operation since long. The Committee hope that the Railways will lay more emphasis in nominating more Scheduled Caste and Scheduled Tribe officers for such training so as to improve their standard of work and to enable them to compete and take up higher responsibilities in higher posts in due course.

L. De-reservation

77. In a written note furnished to the Committee, the Ministry of Railways (Railway Board) have stated that the question of dereservation of a vacancy arises when a suitable employee from the community in whose favour a vacancy has been reserved, is not available to fill the same.

78. As per the extant instructions, a reserved vacancy can be dereserved by the General Manager in the case of technical and operating categories and by the Railway Board in the case of non-technical and non-operating categories. However, before agreeing to dereserve a reserved vacancy, it is ensured that every effort has been made to obtain suitable candidates from respective community even by allowing admissible relaxations in qualifying standard.

79. There has been no case of dereservation of reserved vacancy in any of the workshops on South-Eastern Railway during last three years.

80. In another note furnished to the Committee, the Ministry of Railways (Railway Board) have furnished the following information in regard to Kharagpur Workshop:—

Sl. No.	Name of the Department	Total No. of vacancies occurred		Total No. of vacancies actually filled		No. of Scheduled Castes appointed		No. of Scheduled Tribes appointed		No. of Scheduled Castes vacancies carried forward		No. of Scheduled Tribes vacancies carried forward	
		Class III	Class IV	Class III	Class IV	Class III	Class IV	Class III	Class IV	Class III	Class IV	Class III	Class IV
Kharagpur Workshop													
1973	.	19	327	19	327	4	53	..	3	2	65	4	115
1974	.	28	81	28	381	1	53	1	3	5	65	5	169
1975	.	17	355	17	355	..	29	..	119	5	86	7	103

81. Asked how the vacancies in Class III and Class IV posts in Kharagpur Workshop could be carried forward without de-reservation, the representative of the Ministry of Railways (Railway Board) during his evidence before the Committee has stated that the vacancies have been carried forward although the de-reservation procedure has not been followed. He added that the advantage has not been lost to the Scheduled Caste/Tribe people. Explaining the position further he has stated:—

“There was some confusion in the Railways earlier. The Railways were thinking that if we carry forward and fill the post by others, then it is automatically de-reserved. But now, we have clarified the position in August, 1974.”

82. The representative of the Ministry of Railways (Railway Board) when he appeared before the Committee in July, 1974 in regard to reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Workshops of the Western Railways had stated:—

“We have implemented all the orders that have come to the Railway Board from the Department of Personnel. The only point which they could not implement is regarding the suggestions for de-reservation to be approved by the Department of Personnel.”

83. Asked whether there is any re-thinking on this question, the Ministry of Railways (Railway Board) in a written note furnished to the Committee has stated as follows:—

“The Department of Personnel have suggested that the proposals for de-reservation in all non-gazetted categories, whether they be technical or otherwise, should be considered at a level not lower than the Ministry. This suggestion is under examination.”

84. The Committee regret to note that a large number of vacancies reserved for Scheduled Castes and Scheduled Tribes in Class III and IV have been carried forward and consequently de-reserved by the South Eastern Railway Workshop, Kharagpur during the years 1973, 1974 and 1975 as a matter of course without following the prescribed procedure in this regard. The Committee would, therefore, stress that before a reserved vacancy is carried forward and de-reserved, the procedure as laid down in the ‘Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Railway Services’, should be meticulously followed.

85. The Committee would also stress that all proposals for de-reservation in all non-gazetted categories, whether they are

technical or otherwise, as suggested by the Cabinet Secretariat (Department of Personnel and Administrative Reforms) should have the prior approval of the Ministry of Railways (Railway Board). The Committee will like to be apprised of the decision taken by the Government in this regard.

M. Apprenticeship Scheme

86. The Committee have been informed that under the Apprentices Act, 1961, apprentices nominated trade-wise are being recruited in the ratio prescribed in the Act. Training facilities are available in the Kharagpur Workshops, in the basic training centres and similarly in the Sini Workshops. There is sufficient capacity to train the Act Apprentices required to be trained in the ratio prescribed. In respect of apprentices recruited in recent years, in various establishments, under the amendment Act, training facilities are made available in the concerning establishments where such apprentices are being trained. The following are the details of recruitment of Act Apprentices :—

1973-74	Nil		
1974-75	Nil		
1975-76	1015	Scheduled Castes	270
		Scheduled Tribes	57
		Muslims	13
		Christians	11
		Others	664
			1015

87. The duration of training of Act Apprentices recruited in various trades varies from one trade to another and this is from 1 to 4 years depending on the trade.

88. The following are the trades and duration of training in the Workshops in which training is imparted to the Apprentices under the Act Apprentices Scheme :—

Names of the Trade	Duration of Training
1	2
1. Fitter	3 Years
2. Turner	3 "
3. Carpenter	3 "
4. Blacksmith	3 "

5. Machinist (SNT)	3	Years
6. Machinist (Grinder)	3	"
7. Moulder	3	"
8. Mechanic (Diesel)	3	"
9. Mechanic (Motor Vehicle)	3	"
10. Pattern Maker	3	"
11. Welder (Gas & Electric)	2	"
12. Tool & Die-maker	4	"
13. Electrician	3	"
14. Lineman	3	"
15. Wireman	3	"
16. Mason	3	"
17. Instrument Mechanic	3	"
18. Refrigeration & Air-conditional Mechanic	3	"
19. Diesel Fitter	3	"

The ratio of reservation provided to Scheduled Castes and Scheduled Tribes in the States covered by the South Eastern Railway Workshops under the Apprentices Act, is as follows :—

	Scheduled Castes	Scheduled Tribes
Bihar	1 : 7½	1 : 11
Maharashtra	1 : 17	1 : 17
Madhya Pradesh	1 : 8	1 : 5
West Bengal	1 : 5	1 : 17

90. The Committee desired to know the reasons for having no recruitment of apprentice trainees under the apprenticeship Act during the years 1973-74 and 1974-75. The representative of the Ministry of Railways (Railway Board) during the course of evidence has stated as follows :—

“In 1974, the provisions of the Apprentices Act were modified rather substantially. We were previously recruiting apprentices taking into consideration our requirements in different trades. In 1974 the change has come that we are required to train apprentices, the number being determined on the basis of percentage of the

total staff in that category. For instance, let us take Fitters, if we have 100 fitters and the ratio is 10 : 1, we are required to give training to 10 apprentices. The period of training and the number of apprentices have been pre-determined. So, we are required to train them and then they find jobs after the completion of the training. This has come into force at the end of 1974 and as a result the number of apprentices had gone up substantially. We have now 15,000 or 16,000 as against about 6000 about three years ago."

91. When asked to state the reasons for recruitment of 57 Scheduled Tribe candidates i.e. 5.6 per cent only, against the total recruitment of 1015 candidates, the Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated that due to modification and change in the activities of the Workshops brought about the replacement of steam traction, there was shrinkage in employment potentialities. 1015 pprentices have been recruited on the South Eastern Railway and out of these, 833 have been recruited for the workshops. The following are the details of the recruitment, workshop-wise :—

Sl. No.	Name of the Workshop	Number recruited	Quota for		Actual recruitment	
			SC	ST	SC	ST
1	Kharagpur	696	139	40	200	37
2	Sini	52	7	4	6	4
3	Nagpur	57	3	3	23	9
4	Raipur	28	3	5	4	3

92. The recruitment of Scheduled Caste/Scheduled Tribe has been according to the ratio prescribed.

93. Asked to state the prospects of these apprentice trainees being absorbed in the regular establishment of the Railways, the representative of the Ministry of Railways (Railway Board) during evidence has stated a follows :—

"We have trained 21 Act Apprentices in our Workshops, sometimes back they completed their training. Out of this number, we have been able to offer appointment to 3 Scheduled Caste candidate, 2 Scheduled Tribe candidates and 7 candidates belonging to other communities. Call letters have been sent to them for joining their duties. I do not know whether they have joined duty or not, but that is the position at the moment. I would also like to submit in this

connection, that in 1973-74 we have not made any recruitment because the labour situation at that time was not conducive and there were difficulties in absorbing them. There were also so many problems especially in South-Eastern Railway.

94. The Committee note that under the Apprentices Act, 1961, it is obligatory on all employers in the specified industries to engage apprentices in accordance with the prescribed ratio in the designated trades. Reservations for Scheduled Castes and Scheduled Tribes have also been provided in the Rules framed under the Apprentices (Amendment) Act, 1973. The Committee hope that, in future, all training places in the designated trades in the Railways, particularly in the Railway Workshops, will be filled up and Scheduled Caste and Scheduled Tribe candidates will be given their due representation in accordance with the quota reserved for them.

N. Award of petty Contracts

95. The Committee have been informed that petty contracts are awarded for the supply and fixing up of *khus-khus tattis* during hot weather season, vending on platforms and supply of petty stores. 319 petty contracts were awarded on the South Eastern Railway in the Catering Department in addition to 6 other petty contracts given in the Kharagpur Workshop over the last five years.

96. There is no reservation of any percentage in award of petty contracts to Scheduled Castes and Scheduled Tribes. Preference is, however, given to Scheduled Castes and Scheduled Tribes, in allotting catering and vending contracts at stations.

97. Explaining the procedure for the award of petty contracts by the South Eastern Railway, in a note furnished to the Committee, the Ministry of Railways (Railway Board) has stated as follows:—

“Open tenders are called by advertising in newspapers in so far as Kharagpur Workshops is concerned. As regards other Workshops, limited tenders are called by notices circulated locally.

The work relating to *khus-khus tatties* is the minor item of work where the value does not exceed Rs. 10,000/-. Where the estimated value of work does not exceed Rs. 10,000/-, generally the system of awarding contracts on limited tender basis is followed. In regard to supply of stores, where the estimated

value of the work is more than Rs. 10,000/-, open tenders are invited by advertising in the newspapers.

In case of limited tender system, quotations are invited from only a few approved firms. The contract is awarded to the firm who quoted the lowest price. This system is generally resorted to when the estimated value of work is less than Rs. 10,000/-. For this purpose, the purchasing officers maintain a list of firms having reliability and who can meet the required specifications laid down by the railway and possess the necessary equipment and facilities for production of stores which they offer to supply.

For taking up vending work, notices inviting applications are displayed at the prominent stations where the vending work has to be taken up. The applications received are scrutinised by a Committee consisting of the Divisional Commercial Superintendent and the Divisional Accounts Officer. On the basis of their recommendations, the contract is awarded by the competent authority."

98. The Committee wanted to know the total number of licensed hawkers, vendors and caterers on South Eastern Railway and the number of Scheduled Castes and Scheduled Tribes among them. The Ministry of Railways (Railway Board) in a written note furnished to the Committee have stated that information in regard to licensed vendors is maintained only in respect of departmental catering. There are 578 commission vendors out of which 52 are Scheduled Castes/Scheduled Tribes.

99. There are 319 catering and vending contractors which include 80 petty contractors. Out of the overall total of 319 contractors, there are 56 Scheduled Castes/Scheduled Tribes contractors which include 41 petty contractors.

100. On the South Eastern Railway, there are 59 bookstalls at 45 stations. One bookstall is held by a person belonging to Scheduled Caste.

101. Asked whether labour cooperatives formed by the Scheduled Castes and Scheduled Tribes are being encouraged for the award of petty contracts, the representative of the Ministry of Railways (Railway Board) has stated during evidence that there the difficulty is that the middle men take away the major share but the Railways want that the labourers who actually work should get the benefits.

102. The Committee pointed out that out of the 59 bookstalls there was only one bookstall belonging to Scheduled Caste and asked the reasons for this negligible representation of Scheduled Castes and Scheduled Tribes in this field. The representative of the Ministry of Railways (Railway Board) in his evidence before the Committee has stated:

“If there are vacancies and if any Scheduled Caste or Scheduled Tribe applies he would be considered.”

103. When asked whether these licences are renewed by the Railways, year after year, in favour of the same parties, the witness has stated:

“Railways have made a rule that in future no book stall contract will be given to parties like Wheeler & Co., Higginbothams, etc. They have also been asked to surrender some of the contracts which they had, so that these contracts can be allotted to others. The intention is to give these contracts to unemployed graduates. It is felt that there would be a big response from them but there is not much of response. Whenever, vacancies arise or new stalls are to be opened, the cases of Scheduled Caste and Scheduled Tribe applicants will be considered preferentially.”

104. The Committee regret to note that there is no reservation for Scheduled Castes and Scheduled Tribes for the award of petty contracts by the South Eastern Railway and that the percentage of Scheduled Caste and Scheduled Tribe commission vendors is quite low in spite of the fact that, as stated by the Ministry of Railways, preference is given to Scheduled Caste and Scheduled Tribe persons in this regard and that in regard to allotment of bookstalls, it is negligible.

105. The Committee are sanguine that there is no dearth of Scheduled Caste and Scheduled Tribe persons for undertaking these jobs provided suitable opportunity is offered to them. The Committee, therefore, are of the opinion that reservations for Scheduled Castes and Scheduled Tribes in the award of catering and vending contracts, book stalls and other petty contracts on the South Eastern Railway as also other Railways, equivalent to the percentages of reservations in force for them in the Railway Services, should be provided.

106. The Committee would also like the Ministry of Railways (Railway Board) to examine the feasibility of exempting the

Scheduled Caste and Scheduled Tribe applicants from depositing the security money fixed for tenders.

107. The Committee would also like the Ministry of Railways to associate a Scheduled Caste/Scheduled Tribe Officer in the Committee appointed to scrutinise the applications received by South Eastern Railway for the award of contracts.

NEW DELHI;

November 4, 1977
Kartika 12, 1899 (Saka)

SURAJ BHAN,

Chairman

*Committee on the Welfare of
Scheduled Castes and Scheduled
Tribes.*

APPENDIX II

(*vide* para 6 of the Introduction)

Summary of conclusions/recommendations contained in the Report

S. No.	Reference to para No. in the Report	Summary of Conclusions/Recommendations
1	15.	The Committee regret to note that the authorities concerned in the South Eastern Railway are not maintaining the rosters properly and in the prescribed form. The Committee would like to emphasise that roster is the only mechanism and the primary step to give proper effect to the reservations prescribed and watch the proper placement of Scheduled Castes and Scheduled Tribes in services as per the points reserved for them in the rosters. Proforma for rosters and detailed instructions regarding maintenance thereof are given in Appendices II & III of Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Railway Services (Second Edition, 1976). The Committee desire that these instructions should be meticulously followed.
2	16.	The Committee have been informed that the Chief Personnel Officer in the South Eastern Railway Headquarters has been appointed as the Liaison Officer for the South Eastern Railway to periodically inspect each unit and report the progress regarding the intake of Scheduled Castes and Scheduled Tribes in the services as per the quota reserved for them to the General Manager. He is assisted by one Senior Scale Officer at Headquarters and one Assistant Officer for each Unit including

Workshops. The Committee have also been informed that one of the Advisers in the Railway Board, whose jurisdiction covers South Eastern Railway, also visits the various units of the Railways to see that instructions pertaining to the reservations of vacancies in favour of Scheduled Castes and Scheduled Tribes, issued from time to time, are implemented. The representative of the Ministry of Railways (Railway Board) who appeared before the Committee has confirmed that there were a lot of irregularities in the maintenance of roster by the South Eastern Railway Workshops. He had stated that these irregularities were because the staff were not properly trained, and secondly, the transfers were frequent.

17. The Committee are constrained to observe that mere designating Liaison Officer and to periodically inspect each unit and report the progress is not enough. What is needed is concerted action on the part of the Liaison Officer to ensure due compliance by the subordinate appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes as per the roster points and other benefits admissible to them. In order to carry out his duties faithfully it is but essential that he should not only be properly trained but should also be in a position to train other personnel assisting him in the discharge of his duties, for the proper maintenance of rosters. The Liaison Officer should be made personally responsible for any default in the implementation of the reservation orders and the maintenance of rosters by the units under him.
18. The Committee also feel that it is not practicable for one Liaison Officer in the South Eastern Railway at Headquarters to inspect the various units and

Railway Workshops on the South Eastern Railway and to do justice to his duties. The Committee therefore, recommend that the Ministry of Railways (Railway Board) should designate separate Liaison Officers one for each unit and Workshop looking for its recruitment and should set up Cells in each unit and Workshop to assist the Liaison Officer to discharge his duties effectively. The functions of the Cell should be: (i) to ensure due compliance of the orders for reservation in favour of Scheduled Castes and Scheduled Tribes issued from time to time; (ii) to scrutinise and consolidate the statistical data in respect of the unit/workshop in the prescribed forms; and (iii) to assist the Liaison Officer in the effective discharge of his duties.

- 4 19 The Committee would also like the Liaison Officers, Personnel Officers and other concerned persons responsible for maintaining the rosters in the South Eastern Railway Workshops to undergo a refresher course for the proper maintenance of rosters and for that purpose utilize the services of the Commissioner for Scheduled Castes and Scheduled Tribes who have agreed before the Committee to arrange such a refresher course for the Liaison Officers.
- 5 26 The Committee regret to note that the percentage of Scheduled Caste and Scheduled Tribe employees in the South Eastern Railway Workshops even after the crash programme for the recruitment of Scheduled Castes and Scheduled Tribes in November, 1975 is disappointing. As on 1-6-1976, the percentage of Scheduled Castes and Scheduled Tribes in Class III is 7.73 and 2.19 respectively as against 14% for Scheduled Castes and 15% for Scheduled Tribes. In Kharagpur Workshop, the percentage of Scheduled Castes in Class III (technical) is 5.6 and that of
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Scheduled Tribe 3.5. In Class III (non-technical), it is 10.3% and 2.2% respectively. In Class IV, both technical and non-technical, their percentage is far from satisfactory.

- 6 27 The Committee are constrained to observe that even after such a long time during which the reservation orders have been in existence, the representation of Scheduled Castes and Scheduled Tribes in the South Eastern Railway Workshops, especially of Scheduled Tribes, is not satisfactory. In the view of the Committee, a number of posts which in the ordinary course should have been reserved and gone to the Scheduled Castes and Scheduled Tribes seems to have been filled by general candidates thus depriving a large number of Scheduled Castes and Scheduled Tribes of their due share in the services.
- 7 28 The Committee are also distressed to note that shortfalls in the placement of Scheduled Castes and Scheduled Tribes in the South Eastern Railway Workshops was not taken note of by the Ministry of Railways (Railway Board) between 1955—1975. It was only in November, 1975 that a special drive was launched by the Ministry of Railways (Railway Board) for the recruitment of Scheduled Castes and Scheduled Tribes in the Railways. The Committee would like to be apprised of the results achieved by the special drive launched by the Ministry of Railways (Railway Board) to wipe out the shortfalls in the services of the South Eastern Railway Workshops. The Committee hope that the assurance, given by the representative of the Ministry of Railways (Railway Board) during the course of evidence before them, for making good the shortfalls during the period of next three months, has since been implemented.

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- 8 60 The Committee note that recruitment to Class III services in the South Eastern Railway Workshops is made by the Railway Service Commission, Calcutta and where that office is not in a position to recommend Scheduled Castes and Scheduled Tribes against reserved vacancies, the General Manager, South Eastern Railway has the powers to make recruitment of Scheduled Castes and Scheduled Tribes from the open market to fill the reserved quota. The Committee feel that inspite of the powers with the General Manager, South Eastern Railway to recruit Scheduled Castes and Scheduled Tribes from the open market, to fill the reserved quota, there has been no perceptible improvement in the placement of Scheduled Castes/Scheduled Tribes in the South Eastern Railway Workshops.
- 9 61 The Committee are unhappy to be informed about the working conditions of the Railway Service Commission, Calcutta. The Commission have no powers to relax the minimum educational qualifications prescribed for the posts in favour of Scheduled Castes and Scheduled Tribes. There are no separate minimum qualifying marks either for the written test or in the interview for Scheduled Caste and Scheduled Tribe candidates. The Commission conducts written tests and interviews and draws up a panel strictly according to merit. The Commission could not advertise the vacancies notified to the Commission immediately and the vacancies notified to the Commission have increased manifold during the last few years and it has become extremely difficult for the Commission to deal with all such vacancies in time. The Commission is facing difficulty in having the examination papers set and get the answer books evaluated as the remuneration for these jobs is very low and the experts do not come forward to accept these jobs. In

many cases, it has taken two years by the Commission to produce panels of selected candidates. Bulk of the direct recruitments made during the years 1973-74 1974-75, 1975-76, have been made overlooking the role of the Employment Exchanges which are better equipped to sponsor Scheduled Caste and Scheduled Tribe candidates.

62 The Committee are extremely unhappy about the working of the Railway Service Commission, Calcutta, which is an executive agency working directly under the Administrative control of the Ministry of Railways (Railway Board). The Committee feel that a change in the working conditions of Railway Service Commission is long overdue. The Committee, therefore, recommend that the Ministry of Railways (Railway Board) should go into the powers, functions and working conditions of the Railway Service Commission and suggest suitable measures necessary for its efficient functioning.

10 63 The Committee would also reiterate their earlier recommendation made in the Fifteenth Report (Fourth Lok Sabha) that the Railway Service Commission should include a member belonging to the Scheduled Castes or Scheduled Tribes.

11 64 The Committee recommend that all vacancies should be notified to the local or the Regional Employment Exchanges. The total number of vacancies to be filled and the number of vacancies reserved for Scheduled Castes and Scheduled Tribes, qualifications prescribed for the posts and the concessions/relaxations permissible in favour of Scheduled Castes and Scheduled Tribes, should be clearly indicated in the requisitions sent to the Employment Exchanges.

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- 12 65 The Committee desire that the Railway Service Commission, Calcutta, and the Liaison Officer of the South Eastern Railway Workshops should maintain close liaison with the I.I.Ts. and I.T.Is., for the recruitment of skilled and semi-skilled personnel for the Railway Workshops.
- 13 66 The Committee would also like the Railway Service Commission, Calcutta and the other recruitment authorities in the South Eastern Railway Workshops to furnish to the Employment Exchanges the precise reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by them to fill the reserved posts for their future guidance and to enable them to gear up their own machinery to sponsor the right type of candidates in future.
- 14 67 The Committee note that recruitment to Class IV is made from open market and from screened casual labour. Applications received for appointment to Class IV categories are screened by a Committee of three officers—two from the Railways and one from outside. In order that there are no complaints that Scheduled Caste and Scheduled Tribe casual labourers are left-out during screening at the time of their absorption in the regular establishment, the Committee recommend that there should be one member from amongst the Scheduled Castes and Scheduled Tribes on the screening Committee to safeguard the interest of Scheduled Castes and Scheduled Tribes. The Committee would also desire that while engaging casual labour it should be ensured that adequate number of Scheduled Castes and Scheduled Tribes are taken so that there may not be any difficulty in filling the reserved quota at the time of their screening for regular appointment.
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- 15 68 The Committee are unhappy to be informed that though it is not always possible to include Scheduled Caste and Scheduled Tribes members in Recruitment Committees/Selection Boards, however, while nominating officers in such Committees/Boards, Scheduled Caste and Scheduled Tribe officers are considered and included in such Committee/Boards, if available. The Committee feel that there is at present no dearth of technically qualified Scheduled Caste and Scheduled Tribe persons in the Railways and would, therefore, urge the Ministry of Railways (Railway Board) to ensure that a Scheduled Caste or Scheduled Tribe officer is invariably included in all the Recruitment Committees/Selection Boards appointed by the South Eastern Railway Workshops.
- 16 74 The Committee note the various concessions/relaxations available to Scheduled Castes and Scheduled Tribes joining services in the South Eastern Railway workshops. The Committee regret to note that no Scheduled Caste or Scheduled Tribe candidate, during the last three years, was considered for appointment with relaxed standard and no concession worth the name was extended in his favour. The Committee feel that this is one of the reasons for shortfall in the employment of Scheduled Castes and Scheduled Tribes in the services of the South Eastern Railway Workshops. The Committee hope that all the concessions/relaxations meant for Scheduled Caste and Scheduled Tribe candidates will hereafter be extended to the Scheduled Caste and Scheduled Tribe candidates. Such of the Scheduled Caste and Scheduled Tribe candidates as are appointed with relaxed standard will be given in-service on the job training to make them proficient in their work and to bring them *at par* with others.
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- 17 75 The Committee also suggest that the concessions/ relaxations available for Scheduled Castes and Scheduled Tribes should be clearly mentioned in the advertisements, so that such of the Scheduled Caste and Scheduled Tribe candidates as become eligible because of these concessions, could also apply.
- 18 76 The Committee are unhappy to note that only five Scheduled Caste Officers have so far been given opportunity for institutional training and for attending seminars/conferences even though the scheme for providing opportunity to Scheduled Castes and Scheduled Tribes for such a training is stated to be in operation since long. The Committee hope that the Railways will lay more emphasis in nominating more Scheduled Caste and Scheduled Tribe officers for such training so as to improve their standard of work and to enable them to compete and take up higher responsibilities in higher posts in due course.
- 19 84 The Committee regret to note that a large number of vacancies reserved for Scheduled Castes and Scheduled Tribes in Class III and IV have been carried forward and consequently de-reserved by the South Eastern Railway Workshop, Kharagpur during the years 1973, 1974 and 1975 as a matter of course without following the prescribed procedure in this regard. The Committee, would therefore, stress that before a reserved vacancy is carried forward and de-reserved, the procedure as laid down in the 'Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Railway Services', should be meticulously followed.
- 20 85 The Committee would also stress that all proposals for de-reservation in all non-gazetted categories, whether they are technical or otherwise, as suggested by the
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Cabinet Secretariat (Department of Personnel and Administrative Reforms) should have the prior approval of the Ministry of Railways (Railway Board). The Committee will like to be apprised of the decision taken by the Government in this regard.

- 21 94 The Committee note that under the Apprentices Act, 1961, it is obligatory on all employers in the specified industries to engage apprentices in accordance with the prescribed ratio in the designated trades. Reservations for Scheduled Castes and Scheduled Tribes have also been provided in the Rules framed under the Apprentices (Amendment) Act, 1973. The Committee hope that, in future, all training places in the designated trades in the Railways, particularly in the Railway Workshops, will be filled up and Scheduled Caste and Scheduled Tribe candidates will be given their due representation in accordance with the quota reserved for them.
- 22 104 The Committee regret to note that there is no reservation for Scheduled Castes and Scheduled Tribes for the award of petty contracts by the South Eastern Railway and that the percentage of Scheduled Caste and Scheduled Tribe commission vendors is quite low in spite of the fact that, as stated by the Ministry of Railways, preference is given to Scheduled Caste and Scheduled Tribe persons in this regard and that in regard to allotment of bookstalls, it is negligible.
- 105 The Committee are sanguine that there is no dearth of Scheduled Caste and Scheduled Tribe persons for undertaking these jobs provided suitable opportunity is offered to them. The Committee, therefore, are of the opinion that reservations for Scheduled Castes and Scheduled Tribes in the award of catering and vending contracts, book stalls and other petty contracts on the South Eastern Railway as also other Railways,
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equivalent to the percentages of reservations in force for them in the Railway Services, should be provided.

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The Committee would also like the Ministry of Railways (Railway Board) to examine the feasibility of exempting the Scheduled Caste and Scheduled Tribe applicants from depositing the security money fixed for tenders.

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The Committee would also like the Ministry of Railway to associate a Scheduled Caste/Scheduled Tribe Officer in the Committee appointed to scrutinise the applications received by South Eastern Railway for the award of contracts.

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