

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1980-81)**

(SEVENTH LOK SABHA)

TWELVETH REPORT

**MINISTRY OF RAILWAYS
(Railway Board)**

Reservation for, and employment of Scheduled Castes and Scheduled Tribes in Central Railway and award of petty contracts, Parcel booking agencies, Out-agencies to Scheduled Castes and Scheduled Tribes in Central Railway.

Presented to Lok Sabha on **27 APR 1981**
Laid in Rajya Sabha on **27 APR 1981**



**LOK SABHA SECRETARIAT
NEW DELHI**

April 1981/Chaitra, 1903 (Saka)

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

(1980-81)

Shri R. R. Bhole—*Chairman*

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SECRETARIAT

Dr. D. N. Godhok—*Senior Legislative Committee Officer*

Shri P. C. Chaudhry—*Senior Legislative Committee Officer*

* Elected w.e.f. 4th December, 1980 *vice* Shri Baleshwar Ram, ceased to be member of the Committee on his appointment as Minister of State.

INTRODUCTION

1. 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 Twelfth Report on the Ministry of Railways (Railway Board)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Central Railway and award of petty contracts, parcel booking agencies and out-agencies to Scheduled Castes and Scheduled Tribes in Central Railway.

2. The Committee took the evidence of the representatives of the Ministry of Railways (Railway Board) and the Central Railway on the 30th and 31st January, 1981. The Committee wish to express their thanks to the officers of the Ministry of Railways (Railway Board) and Central Railway for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

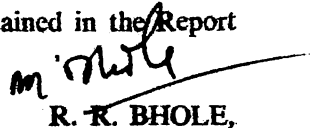
3. The Report was considered and adopted by the Committee on the 7th April, 1981.

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

NEW DELHI;

April 8, 1981

Vaisakha 18, 1903 (Saka)



R. R. BHOLE,

Chairman,

Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes

CHAPTER I

A. Introductory

The Central Railway was set up as a Zonal Railway on November 5, 1951. There are six Divisions of the Central Railway as indicated below :—

Divisions	Locations	Headquarters
(i) Bombay V.T.	Maharashtra	Bombay.
(ii) Bhusawal	Maharashtra	Bhusawal
(iii) Nagpur	Maharashtra	Nagpur.
(iv) Sholapur	Maharashtra	Sholapur.
(v) Jhansi	Uttar Pradesh	Jhansi.
(vi) Jabalpur	Madhya Pradesh	Jabalpur.

1.2 The Central Railway has six Workshops. Names of these Workshops and the places where they are functioning are :—

Sl. No.	Name of the Workshop	Location of the Workshop	Department
1.	Parel Workshop	Bombay	Mechanical
2.	Matunga Workshop	Bombay	Mechanical
3.	Jhansi Workshop	Jhansi	Mechanical
4.	Bhusawal Workshop	Bhusawal	Electrical
5.	Manmad Workshop	Manmad	Engineering
6.	Byculla Workshop	Byculla	Signal and Tele-Communication.

1.3 The 3 Mechanical Workshops are under the Chief Workshop Engineer, in the Headquarters Office. The Engineering Workshop is under the Administrative control of the Chief Bridge Engineer. The Electrical Workshop is under the Chief Electrical Engineer and Signal and Telecommunication Workshop is under the Chief Signal and Telecommunication Engineer in the Headquarters. All these workshops are under the Administrative control of the General Manager.

B. Reservation Orders and Exemptions

1.4 The Committee have been informed that the reservation orders for Scheduled Castes and Scheduled Tribes have been adopted from the following dates :—

Sl. No.	Category	Date from which applicable.
1	2	3
<i>(i) Direct recruitment:</i>		
(a)	Class I	Recruitment made by Union Public Service Commission.
(b)	Class III	5-11-1951
(c)	Class IV	5-11-1951

1	2	3
(ii) Promotion :		
(a)	Class I (lowest rung)	20-7-1974
(b)	Class III to Class II	20-7-1974
(c)	Class III (selection)	4-1-1957
(d)	Class IV (Selection)	4-1-1957
(e)	Class III (non-selection)	27-11-1972
(f)	Class IV (non-selection)	27-11-1972

(a) The following percentages of reservations have been provided to Scheduled Castes and Scheduled Tribes on the Central Railway —

(i) *Post filled by Direct Recruitment :*

	SC	ST
(a) All India basis	15%	7½%
(b) Regional basis	12%	10%
(ii) Posts filled by Promotion	15%	7½%

(iii) *Posts filled by temporary appointments:*

(a) All India basis	15%	7½%
(b) Regional basis	12%	10%

(iv) *Posts filled by deputation :*

No quota has been prescribed for filling up posts by deputation i.e. by Scheduled Castes and Scheduled Tribes. However, where the number of vacancies to be filled by deputation, is fairly substantial endeavour is made to fill a fair number of posts by Scheduled Caste/Scheduled Tribe employees.

1.5 When asked what was the percentage of reservation in the Central Railway it was stated during the course of evidence that it was 12% for Scheduled Castes and 10% for Scheduled Tribes in respect of posts having pay scale below Rs. 425/-.

1.6 The Committee have been informed that no reservation has been made for the post of Vigilance Inspectors.

1.7 Asked why reservation rules have not been made applicable to the post of Vigilance Inspectors, the Committee have been informed that the posts of Vigilance Inspectors are not filled in by direct recruitment. These posts are manned by staff who are brought on deputation from other departments. The reservation quotas are ensured in the parent cadre from where they are drawn. These being only lateral entries, no reservation is done while getting staff to man these posts from various departments.

1.8 In the Vigilance Department persons only from Railway Ministry or Railways Organisations are stated to be taken.

1.9 The Committee have been further informed that the rule of exempting the post of Vigilance Inspectors is as per the standing instructions of the Department of Personnel and Administrative Reforms with regard to filling up of posts on deputation basis.

1.10 In reply to a query, it has been stated, during evidence, that all the candidates including Scheduled Castes and Scheduled Tribes from the Ministry of Railways are considered for the posts of Vigilance Inspectors.

1.11 In a written note furnished to the Committee it has been stated that reservation rules in promotions are not applicable to the following categories of posts :—

- (i) Promotion against leave vacancies of less than 45 days.
- (ii) Posts filled by deputation.
- (iii) Posts filled by transfer.
- (iv) These work-charged posts which are required for emergencies like flood relief work, accident restoration and relief, etc.
- (v) Promotion by Selection within Class I Service.
- (vi) Promotion other than (v) above, where the element of direct recruitment exceeds 66 $\frac{2}{3}$ %.

1.12. The Committee are perturbed to note that inspite of their observations in para 1.11 of their 21st Report (Sixth Lok Sabha) that they are 'in principle opposed to any category of posts being exempted from the purview of reservation', a number of categories of posts in the Central Railway have been kept outside the purview of Preservation orders in favour of Scheduled Castes and Scheduled Tribes. The Committee in their 21st Report (Sixth Lok Sabha) and 1st Report (Seventh Lok Sabha) have already suggested that "the whole policy of reservations and to make reservations applicable *in toto* to all the categories of posts in the Railways should be re-viewed in consultation with the Department of Personnel and Administrative Reforms." They hope this review would be undertaken soon so as to extend reservation to all categories of posts.

C. Liaison Officer and Cell

1.13 In a note submitted to the Committee, it has been stated that the Ministry of Railways (Railway Board) has a special set up at the Railway Board level under the charge of an Additional Director assisted by two Joint Directors.

1.14 The Special Cell in the Ministry of Railways (Railway Board) keeps a watch over the implementation of the reservation quota for Scheduled Castes and Scheduled Tribes on the Railways. Besides, monitoring the implementation of the quota both in respect of recruitment and promotion, the Cell also looks into the grievances of Scheduled Castes and Scheduled Tribes.

1.15 In a note submitted to the Committee the existing strength of the Reservation Cell of the Railway Board has been stated to be as follows :—

1. Additional Director (Establishment) (Reservations)	1
2. Joint Director (Establishment) (Reservations)	2
3. Deputy Director (Establishment) (Scheduled Castes/ Tribe)	1
4. Section Officer	1
5. Inspectors	2
6. Assistants	5
7. Upper Division Clerks	2
8. Stenographer Grade 'D'	1
9. Lower Division Clerks	2
10. O. D. (Res.), Bombay	1

1.16 On the Central Railway a Special Cell headed by a Senior Scale Officer has been set up at the headquarters. An officer has been nominated on each of the division and in the workshop to ensure quick and correct implementation of policy decisions and also to look into the grievances of employees belonging to Scheduled Castes and Scheduled Tribes. The Chief Personnel Officer, Central Railway, is the Liaison Officer for this Railway, for the work relating to reservation in services of Scheduled Castes/ Scheduled Tribes. He ensures timely and proper implementation of the instructions issued from time to time by the Railway Ministry and also redressal of grievances of employees belonging to Scheduled Castes and Scheduled Tribes. He also inspects the reservation rosters maintained by the various units and ensures rectification of deficiencies/discrepancies whenever noticed.

1.17 The Cell comprised of one Senior Personnel Officer, 4 inspectors and other clerical staff.

1.18 The officers of the Cell both on the Railways and in the Ministry conduct intensive inspections for effective implementation of the various orders relating to reservations and also look into the grievances of Scheduled Caste and Scheduled Tribe employees.

1.19 Asked how performance of the Reservation Cell could be made more effective, the representative of the Ministry of Railways (Railway Board) has stated during evidence that the Additional Director and Joint Directors assisted by the inspectors visit the Zonal Railway Offices, ascertain information, checked the records and held discussions in respect of reservations. The reservation Cell draws its inferences on the basis of certain stipulated statements received from the Railways and the annual reports which form the basis of the understanding of the progress of implementation both in recruitment and in implementing the reservation policies. If the Cell is satisfied with the progress, it takes note of it but if it is not satisfied it refers them back to the concerned Railway and gets clarifications. The Committee has been further informed that the Cell is in touch with the legal department as well as the guiding ministries like the Department of Personnel. As a matter of fact, the Cell acts as a watchdog and monitoring Cell on the progress of implementation.

1.20 In reply to a question as to whether periodical meetings of the liaison Officers at the Zonal as well as Divisional Headquarters have been arranged to discuss problems relating to the maintenance of rosters etc.,

the Committee have been informed that the Chief Personnel Officer in the Central Railway does impress upon the Officers-in-charge of the Divisions/Units the importance of the correct implementation of the orders relating to reservation of Scheduled Castes and Scheduled Tribes and also correct maintenance of rosters.

1.21 During the course of evidence the Committee have been informed that at least two meetings of the Divisional Personnel Officers are held in a year to check, review and discuss the progress made in regard to implementation of reservation orders. There have also been instances when the Divisional Personnel Officers were called in for additional meetings. It has been stated that in Central Railway, meetings of Liaison Officers are also held to discuss the progress of recruitment and promotion of Scheduled Caste and Scheduled Tribe candidates.

1.22 In a note submitted to the Committee it has been stated that Establishments of Central Railway which had been inspected by the Joint Director Establishment (R)1 of Railway Board during the period from 9th August, 1980 to 16th August, 1980 were : (i) Central Railway Press, Byculla, Bombay, (ii) Central Railway Workshop, Matunga, Bombay (iii) Office of APO (Stores) at Headquarters Central Railway, Bombay V.T. (iv) Office of SPO (Engg.) at Headquarters of Central Railway, Bombay V.T.

1.23 The inspection reports on these establishments were sent to the Railway in October, 1980.

1.24 The salient points noted during the inspection were :—

In the roster registers no entry/updating had been made, columns of Category/Trade of the employees belonging to were not filled up, cutting/erasing of entries without signature of the competent authority, columns relating to appointment of khalasis found blank, reservation points not specifically indicated, incomplete entries in the roster, incomplete or improper maintenance of rosters.

1.25 The six Establishments inspected by the Joint Director Estt. (R) I, Railways during the last two years were :—(i) Office of the Divisional Superintendent Bombay, (ii) Office of the Assistant Engineer, Agra Cantt; (iii) Office of the Printing and Stationery; (iv) Office of the Dy. Chief Mechanical Engineer, Loco Workshop, Parel, (v) Office of the Divisional Superintendent Jhansi, (vi) Office of the Divisional Superintendent Nagpur.

1.26 The important points brought out in the inspection were similar to those of the points during the inspection from 9th August, 1980 to 16th August, 1980. The Central Railway is stated to have taken the appropriate actions thereon.

1.27 The Committee note that the Chief Personnel Officer in the Central Railway Headquarters has been appointed as the Liaison Officer to periodically inspect each unit and report the progress regarding intake of Scheduled Castes and Scheduled Tribes in the services as per the quota reserved for them to the General Manager. The Committee also note that one of the Joint Directors (Establishment) in the Railway Board, whose jurisdiction

covers the Central Railway, also visits various units of the Railway to keep a watch over the implementation of Reservation Orders in favour of Scheduled Castes and Scheduled Tribes. The Committee need hardly stress that the Liaison Officer has to ensure due compliance by the subordinate appointing authorities of the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them. The Committee suggest that the inspections by the officers of the Ministry of Railways (Railway Board) should be made more frequently so that inadequacies detected in the functioning of the Cell in the Railways are corrected timely.

1.28 The Committee are perturbed to note that the points brought out by the inspection held in 1980 were similar to the points brought out by the inspection held two years earlier. This clearly indicates that no follow up action is taken on the inspection report. The Committee expect the inspecting authorities to ensure that the deficiencies pointed out by them are properly taken note of so that similar mistakes are not repeated.

CHAPTER II

RECRUITMENT AND PROMOTIONS

A. Recruitment Procedure

2.1 The Committee have been informed in a written note that on Railways, recruitment to Class-I services is made by the Union Public Service Commission. Appointments to Group-B, i.e. Class-II are mostly made by selection from among the eligible Class-III employees. However, 30% of the Assistant Security officers in Class-II are appointed by direct recruitment through the Union Public Service Commission.

2.2 As regards the recruitment to Class-III both Technical and non-technical, the Committee have been informed that the recruitment is made through the Railway Service Commission, Bombay. The selection is made on the basis of written Test and or/Interview. Appointments in Class III are also made by promotion from Class-IV post.

2.3 So far as the recruitment to Class-IV is concerned, it is done by a Departmental Committee of Assistant officers by screening available working casual labourers/substitutes with sufficient length of service. In case adequate number of Scheduled Caste and Scheduled Tribe candidates are not available from amongst the casual labourers, recruitment from the open market is made.

2.4 In reply to a question as to how many Scheduled Caste and Scheduled Tribe candidates were recruited upto 31st December, 1980, the representative of the Railway Board has stated, during the course of evidence, that the progress both on recruitment and promotion front is quite satisfactory in respect of Scheduled Castes. So far as the Scheduled Tribes are concerned, there is always a dearth of such candidates. The Railways sent out teams where the Tribes are concentrated to find out the Scheduled Tribe candidates but much progress could not be made. It has also been stated that as a result of stay orders on promotion directions from the Ministry of Home Affairs of SCS/STS against reserved quota by the Supreme Court, the crash programme of recruiting Scheduled Tribe candidates by sending teams to the Scheduled Tribe areas has been kept in abeyance.

2.5 The Committee note that recruitment to Class-IV is made by screening available casual labourers substitutes in the Central Railway and if requisite number of Scheduled Castes and Scheduled Tribes are not available to fill the vacancies reserved for them recruitment is made from the open market. The Committee recommend that a Scheduled Caste/Scheduled Tribe officer should always be associated with the Screening Committee to safeguard the interests of Scheduled Castes and Scheduled Tribes. The Committee also desire that while engaging casual labourers in the initial stages, it should be ensured that adequate number of Scheduled Castes and Scheduled Tribes are recruited so that there may not be any difficulty in filling the reserved quota at the time of their screening for regular appointment.

B. Advertisements and Employment Exchange

2.6 In a note furnished to the Committee, they have been informed that specific number of vacancies reserved for Scheduled Castes and Scheduled Tribes are clearly indicated in the demands placed with the Employment Exchange or in the advertisements for a recruitment. For Central Railway, Railway Service Commission publishes a consolidated Employment notice in the approved News papers. The Committee have also been informed that instructions have been issued to the Commission that vacancies should be notified to the Employment Exchanges, simultaneously, the nearby station of All India Radio should be requested to include this matter in their announcements.

2.7 Asked what action is taken if the local Employment Exchange is unable to sponsor suitable Scheduled Caste and Scheduled Tribe candidates for recruitment, the Committee have been informed that the recruitment is made on the basis of applications received by the Commission directly and the candidates are required to apply in the prescribed application forms. The Commission does not take cognizance of the candidates sponsored by the Employment Exchange.

About the publicity and advertisement of vacancies in the Central Railway the Committee have been informed during evidence that the Central Railway are sending copies of advertisements to the local Scheduled Caste and Scheduled Tribe MPs and MLAs and also to the Members of the State and Parliamentary Committees on the Welfare of Scheduled Castes and Scheduled Tribes. About the suggestion of the Committee that the advertisements should be made through Radio, TV and the regional language papers so that the Scheduled Caste/Scheduled Tribe candidates residing in backward areas may apply for the posts, it has been stated, during the course of evidence that they will think over it and will ask the Railway Service Commission to explore ways and means of sending advertisements to remote areas. The representative of the Ministry of Railways (Railway Board) also agreed to the suggestion that in the advertisement instead of saying preferably for Scheduled Caste/Scheduled Tribe it will be added "reserved for Scheduled Castes and Scheduled Tribes."

2.8 The Committee feel that the present system of advertising vacancies for recruitment through leading national papers, etc. needs to be reviewed. The Scheduled Caste and Scheduled Tribe communities are mostly concentrated in backward and remote areas. In order to reach these communities, advertisements should be issued in regional languages through regional news papers, radio, and TV.

2.9 The Committee further suggest that simultaneously with the issue of recruitment advertisements in the Press and requisitions to the Employment Exchanges, the reserved vacancies should also be notified to all the recognised/registered Associations/Organisations of Scheduled Castes and Scheduled Tribes and to the Director of Scheduled Castes and Scheduled Tribes; Director of Social Welfare and Commissioner for Scheduled Castes and Scheduled Tribes. Also in the advertisements instead of saying vacant posts preferably for

Scheduled Castes/Tribes, it should be said "reserved for Scheduled Castes and Scheduled Tribes"

C. Railway Service Commission

2.10 In a note furnished to the Committee they have been informed that the Railway Service Commission, Bombay consists of a Chairman and a Member Secretary. The earlier Chairman of this Commission belonged to Scheduled Caste community. The posts has since fallen vacant. Shri S. R. Patil who also belongs to Scheduled Caste community and who was Member Secretary, Railway Service Commission, Allahabad, has been transferred and posted as Member Secretary, Railway Service Commission.

2.11 The Railway Service Commission makes direct recruitment for class III posts for Central Railway. The Commission advertises vacancies on the basis of requirements furnished to them by the Zonal Railways. Selection is on the basis of written test and/or interview. Candidates are selected according to the merit/position obtained by them. Where the number of candidates is less than six times the vacancies advertised, the Commission has the discretion to dispense with the written test and the selection is made on the basis of a *viva-voce* itself.

2.12 Asked whether the Railway Service Commission was competent to give relaxations in the minimum qualifications prescribed for various posts, the Committee have been informed that the Commission is not competent to do so. No minimum qualifying marks either for the aggregate or for individual items is prescribed for Scheduled Caste and Scheduled Tribe candidates who appear for interview.

2.13 Asked to state the time lag between the indent placed by the Railway authorities and supply of a penal of selected candidates by the Commission, the Committee have been informed that a time limit of five months in the case of technical categories and seven months in the case of non-technical categories was prescribed from the receipt of indents to the finalisation of the recruitment penal. While in technical categories, the commission have been able to adhere to the time limit more or less but in the case of non-technical popular categories in view of the large response from the candidates the time taken for finalising the recruitment panel is about 15 to 18 months.

2.14 Asked why a long time was taken by the Railway Service Commission in making recruitments, the representative of the Railways has stated during the course of evidence that some Commissions are quick in filling up the vacancies but some are not. In Secunderabad and Madras the overall condition is good but in Bombay, Calcutta, Allahabad and Muzaffarpur the recruitment is delayed. In technical posts the delay may be avoided but recruitment of non-technical posts takes much time because the number of applications are large for these post. Moreover, screening of applications, written examination and interviews require much time. In popular category the time taken for recruitment may be about 15 to 18 months.

2.15 There are Railway Service Commissions in a number of cities *i.e.* Bombay, Calcutta, Madras, Allahabad, Gauhati, Banagalore, Secunderabad etc. The representative has further stated that with a view to expedite the work of recruitment through Railway Service Commission the pattern of

examination has been changed. They have introduced objective type test in place of routine type test which helped to save time. Moreover, columns in application forms have also been simplified.

The Committee have been informed that the Central Railway has no liaison with the Indian Institutes of Technology and Industrial Training Institutes for recruitment of required types of personnel for the Railway Workshop. However, ITI trained candidates are taken as an input to the manpower in the Workshops.

2.13 The Committee regret to note that the Central Railway and the Railway Service Commission has no liaison with the IIT's and other technical institutions for securing suitable candidates to man various posts in the Railway. The Committee desire that both the Central Railway and the Railway Service Commission should have close liaison with IIT's and ITI's. Also, the liaison officer of the Central Railway should have a close liaison with these institutions for the recruitment of Scheduled Castes and Scheduled Tribes in the skilled and semi-skilled categories of posts in the Central Railway and its workshops.

2.17 The Committee are unhappy to learn that the Railway Service Commission takes about 12 to 18 months in finalising the selection for popular categories in Class III posts and about 5 to 7 months for technical and non-technical categories in Central Railway. The Committee would like the Ministry of Railways (Railway Board) to go into the working of the Commission particularly from the angle of further simplifying examination procedure and deploying more staff in the Commission to ensure that the time gap between the date of advertisement and the date of appointment is reduced to the barest minimum.

D. Concessions and Relaxations

2.18 In Central Railway the following relaxations/concessions have been granted to Scheduled Caste/Scheduled Tribe employees :—

- (1) Scheduled Caste/Scheduled Tribe candidates are supplied Railway Service Commission forms at concessional rates. They are also issued free Railway passes for their journey from their home towns to the station where the examination/interview is held. Return journey passes are also given to the candidates.
- (2) Scheduled Caste/Scheduled Tribe candidates are given two chances to complete the apprenticeship/training with stipend and the third chance is given without stipend. If they fail in the third chance to get through the apprenticeship, they are absorbed in alternative categories where there is a shortfall in the reserved quota if considered necessary on review of each case on its merits.
- (3) As far as possible, Scheduled Caste/Scheduled Tribe employees are posted near to their home towns.

- (4) For appointment as Rakshak and Sub-Inspector on the Railways, Scheduled Caste/Scheduled Tribe candidates are allowed relaxation in the physical standard as indicated below :—

Community	Height	Chest
Scheduled Caste	160·00 cm.	76·20 cm.
Scheduled Tribe	150·00 cm.	76·20 cm.
Others	167·00 cm.	81·30 cm.

- (5) In case of promotion on the basis of seniority-cum-suitability a concession of 10% marks is granted to Scheduled Caste and Scheduled Tribe candidates in categories where safety aspect is not involved.
- (6) Scheduled Caste and Scheduled Tribe candidates are interviewed in separate sittings on a different date.

2.19 The Committee note the relaxations and concessions given to the Scheduled Castes and Scheduled Tribes for recruitment in the Central Railway. They feel that if concessions and relaxations are granted genuinely there will be no difficulty in getting required number of Scheduled Castes and Scheduled Tribes for the posts reserved for them.

E. Maintenance of Rosters

2.20 The Committee have been informed that to ensure proper implementation of reservations prescribed in recruitment and promotional categories, rosters as prescribed by the Railway Ministry are maintained for each category, both for recruitment and promotion. The actual number of vacancies reserved for Scheduled Castes/Scheduled Tribes in any recruitment/promotion is determined on the basis of the points in the roster.

2.21 The controlling officer of the concerned establishment is responsible for the correct maintenance of the roster and to ensure that reservations for Scheduled Castes and Scheduled Tribes are made according to the points in the roster. At the Divisional/Workshop level a Cell exists and a Personnel Officer is nominated to look after this job who is assisted by Inspector. In the Headquarters Office, there is a separate Cell for ensuring that the reservation orders for Scheduled Castes/Scheduled Tribes on the Railway as a whole are actually followed. The Cell comprises of 1 Senior Personnel Officer, 4 Inspectors and necessary complement of clerical staff. The Chief Personnel Officer is the Liaison Officer for ensuring correct implementation of reservation orders.

2.22 The rosters are inspected by the Inspectors attached to the reservation Cell at Headquarters. In addition, Senior Personnel Officer (Reservation of Posts) does periodical inspection of the rosters both at Headquarters and on divisions and other units to ensure that the assessment of quotas for recruitment and promotion are correctly made with reference to the initial records maintained for the purpose. Omissions and irregularities, if any are brought to the notice of the concerned officer and rectified. The Committee have been informed that during the inspection held by the

Ministry of Railway in August, 1980, same mistakes in the maintenance of rosters had come to notice. It has also been stated that these mistakes were 'clerical omission' in the up keep of registers.

2.23 In reply to a query as to what exactly was meant by 'Clerical Omission' found while inspecting rosters, the representative of the Ministry of Railways (Railway Board) has stated during the course of evidence that in some columns the figures might have not been entered. He has further stated that the kind of error is only clerical omission of figure and does not affect promotion of any body. The corrective action taken in this regard is to straightway draw the attention of the person concerned who makes an entry. In a case of failure, of grant of promotion the error is corrected by the organisation straightway. Attempt is also made to find out whether it is a deliberate omission. The representative has also stated that such omission did not cause injustice to any Scheduled Caste and Scheduled Tribe employee. Moreover, if, there is any case of injustice, it is recorded. According to the witness omissions in question were :—a carry forward figure from year to year which was not entered in the register or the caste was not indicated in the right column or the entries were not attested by the Competent Authority. The representative of the Ministry of Railways has further informed the Committee that apart from surprise checks and routine inspections at the Railway Board level too there were organisations to correct. In response to a suggestion he has agreed to intensify the inspections twice a year instead of the inspection in a year as is being done at present.

2.24 The Committee are unhappy to learn that even though a Special Cell exists in the Ministry of Railways (Railway Board) and there is a Special Cell at the headquarters of the Central Railway, to ensure timely and proper implementation of reservation orders, the roster registers have not been maintained properly. The Committee attach great importance to the proper maintenance of rosters and need hardly point out that the rosters are the basic documents on the basis of which filling up of vacancies by Scheduled Castes and Scheduled Tribes are to be determined. They, therefore, feel that the Liaison Officers and those who man the Cells should be made to realise their responsibilities. It should be impressed upon them that to avoid any injustice to the Scheduled Caste and Scheduled Tribe Communities, it is essential that the roster registers etc. are maintained properly.

F. Promotions

2.25 The Committee have been informed that the percentage of reservation in promotion in Central Railway is 15% for the Scheduled Castes and 7½% for the Scheduled Tribes. In reply to a question, the Committee have been informed that the instructions of the Railway Board that if Scheduled Caste/Scheduled Tribe candidates are not available upto the prescribed reservation quota, the best among the failures should be promoted and if their performance is found satisfactory, they should be empanelled; have been implemented to full extent.

2.26 It has been stated in a note that in Central Railway two crash programmes were launched to appoint/promote Scheduled Caste/Scheduled

Tribe candidates. In the first crash programme which was launched between 1-12-1975 and 31-3-1976, 394 Scheduled Castes and 147 Scheduled Tribes were promoted to Class III. In Class IV as many as 80 Scheduled Castes and 62 Scheduled Tribe candidates were promoted. As regards the second crash programme which was launched between 1-10-1977 and 31-3-1978, 219 Scheduled Castes and 220 Scheduled Tribes were promoted to Class III. 79 Scheduled Caste and 206 Scheduled Tribe candidates were promoted to Class IV.

2.27 The following ad hoc Promotions were made in Central Railway during the last three years :—

Class of service	No. of ad-hoc promotion made
Class I (Class II to Sr. Scale)	86
Class II	216
Class III	2055
Class IV	98

2.28 The legal advisor to the Ministry of Railways (Railway Board) explaining the position on Supreme Court judgment in regard to reservation in promotions stated during evidence :—

“At the outset, I would like to bring to the notice of the Committee that there were two writ petitions which were filed, one by the Akhil Bhartiya Sangh and the other by the Non-gazetted Employees Association. Both involved identical issues. The regrettable feature here is that both were not heard together. If that were done, there would have been no scope for any difficulty in the implementation or in the understanding of the stay orders which were passed during the pendency of both the writ petitions.

So far as the writ petition of the Akhil Bharatiya Sangh is concerned, the judgment which has emerged and which is reported in the All India Reporter—it has been done very quickly because of the importance of the judgment—the effect is that we have already issued a letter to all the Railways on the 3rd January. Earlier to that, after the judgment was delivered, a review application was moved. This came to our knowledge within a week or so, soon after it was filed. The judgment was given in the middle of November, and about the end of November, we came to know of it. Immediately, we got in touch with the Government Advocate incharge in the Supreme Court building. We were informed that such a review application had been filed.

In regard to the disposal of the review application, unlike in the High Court, it appears that in the Supreme Court it is done by circulation among the judges. We were informed that it was under circulation among the judges. We were informed that it was under circulation soon because two of the judges who were a party to the judgment were due to retire within a short time. I am referring to Justice Krishna Iyer and Justice Pathak who have retired recently. We were told that they were likely to pass orders before they retired, within a fortnight or so. On the basis of that report, we waited for sometime. But later on, when learnt that it was not coming up, we

issued clear instructions which I will presently bring to the notice of the Committee. The result of the judgment is that we would give effect to the reservation in the matter of promotion and recruitment and the point-to-point roster. That is very clearly laid down.

I may also bring to the notice of the Committee that the second petition which for some reason or other did not figure in the earlier one is now posted for hearing on the 17th February."

2.29 When asked to assure the Committee that the court affair would not drag on in order to suppress the promotions and benefits accruing to the Scheduled Castes and Scheduled Tribes, the representative of the Ministry of Railways (Railway Board) stated during the course of evidence :—

"With regard to the promotions, the departmental instructions are clear.

Only with regard to the crash programme of recruitment, we had administratively a situation to contend with, whether to embark on such a crash programme of this nature when a second writ had not been heard simultaneously and a larger bench would hear it, as the Legal Advisor has just now explained. It is about to be heard in a few days time. This was the appropriate juncture. In case there should be some reversal and more confusion caused, it is only an Administrative problem that we have to contend with."

2.30 The Committee feel that when the Supreme Court has not issued any stay order during the pendency of the second writ petition before them, the Railway authorities, on the basis of the judgement given by the Supreme Court on the writ petition of the Akhil Bhartiya Sangh, should have immediately resorted to the application of reservation orders in promotions and should have made promotions as per roster system. The Committee apprehend that a great imbalance may have been created during the pendency of the first writ petition. They, therefore, recommend that a crash programme would immediately be undertaken to fill up the gap as early as possible.

G. Deputation

2.31 Asked what was the number of deputation posts categorywise in the Central Railway and how many of them were held by Scheduled Castes and Scheduled Tribes the representative of the Ministry of Railways (Railway Board) has stated during evidence that the Chief Security Officers are deputed by the Ministry of Home Affairs on each railway from among the serving police officers of the states served by Railways.

2.32 The Committee have been informed that the posts of Vigilance Inspectors are not filled in by direct recruitment but these posts are manned by staff who are brought on deputation from other departments. This practice is stated to be in consonance with the standing instructions issued by the Department of Personnel and Administrative Reforms with regard to filling up of posts on deputation basis.

2.33 The Committee hope that the Ministry of Home Affairs and the Railway authorities while filling up posts of Chief Security Officers and Vigilance Inspectors keep in view the claims of Scheduled Caste and Scheduled

Tribe candidates to these posts as per extent orders on the subject and consider suitable candidates available from these communities for appointing as Chief Security Officers and Vigilance Inspectors.

E. De-reservation

2.34 In a note submitted to the Committee, it has been stated that in Central Railway, General Manager is empowered to de-reserve reserved vacancies in technical and operational categories of non-gazetted service. General Manager, while ordering de-reservation has to satisfy that all possible measures have been taken to recruit or promote Scheduled Castes/Scheduled Tribes. General Manager has to report to the Railway Board all such cases where de-reservation orders have been issued or ordered by him.

2.35 In respect of other categories, both non-gazetted and Gazetted services, de-reservation is made with the prior approval of the Department of Personnel and Administrative Reforms, Ministry of Home Affairs.

2.36 The Committee have also been informed that the procedure laid down in the Department of Personnel and Administrative Reforms O. M. No. 28/14/74-Establishment (SCT) dated the 12-7-1976 is being followed in Central Railway. In addition to it, the Railway Board is exercising check in the matter of de-reservation of reserved vacancies by the Railways. This is being done by means of periodical statements sent by the Railway to the Railway Board.

2.37 The number of reserved vacancies which have been de-reserved during the years 1977-78, 1978-79 and 1979-80 have been stated to be as under :—

Year	No. of reserved vacancies de-reserved	
	SC	ST
1977-78		
Class I	..	..
Class II	2	2
Class III	32	78
Class IV	14	11
1978-79		
Class I	..	..
Class II	..	..
Class III	13	19
Class IV	..	..
1979-80		
Class I	..	..
Class II	..	..
Class III	13	26
Class IV	..	..

2.38 During the course of evidence it has been stated that the procedure of de-reservation as contained in brochure is meticulously followed. The statements of de-reservation are sent to the Railway authorities. In case of

non-gazetted services, de-reservations are made with the prior approval of the Board. In other categories, de-reservation is made with the prior approval of the administrative authority. The representative of the Ministry of Railways (Railway Board) has added that the power of taking decision of de-reservation and its notification has been delegated to the General Manager. He has further stated that in the year 1978-79 there has been a decrease in de-reservation as compared to the year 1977-78.

2.39 During the year, 1979-80, it has been stated that, 13 Scheduled Caste and 26 Scheduled Tribe posts were de-reserved in Class III. The number of Scheduled Caste posts de-reserved is stated to be the lowest in the last 3 years. The Scheduled Tribe posts which were de-reserved were of promotional categories and did not fall under direct recruitment.

2.40 When asked why de-reservations were made even in the years 1978 and 1979 when two Crash Programmes were launched to make up the shortfall, the representative of the Ministry has stated during evidence, that de-reservation cases are limited to certain categories only in which they do not have the personnel for promotions. There is no de-reservation so far as the recruitment categories are concerned. It was in the event of non-availability of candidates that de-reservations have been resorted to. The vacancies are carried forward, for three years and it is only after that period when de-reservation is made. The number of de-reservations has been stated to be quite low and the strength is quite substantial in the various categories.

2.41. The Committee are unhappy to note that a large number of reserved vacancies have been de-reserved in various grades during the last three years and also during the two crash programmes. The Committee are strongly of the opinion that no vacancies reserved for Scheduled Castes and Scheduled Tribes should be de-reserved.

I. Departmental Recruitment Committees/Selection Boards

2.42 In a note submitted to the Committee, they have been informed that where a large number of working casual labourers/substitutes with sufficient length of service are available, recruitment to Class IV is made by screening the working casual labourers/substitutes by a departmental Committee of Assistant Officers.

2.43 In another note furnished to the Committee, it has been stated that in Central Railway the composition of the Departmental Recruitment Committees and Promotion Boards is as under :—

From Class II to Senior Scale :

3 Head of Departments including concerned Head of Department and Chief Personnel Officer.

From Class III to Class II :

4 Head of Departments including concerned Head of Department and Chief Personnel Officer.

Within Class III for grades Rs. 550-750 (RS) and above :

3 Jr. Administrative Grade Officers including one concerned Departmental Officer and a personnel Officer.

For Grades lower than Rs. 550-750 (RS) :

3 Senior Scale Officers including concerned Departmental Officer and a Personnel Officer.

Class IV to Class III :

3 Assistant Officers including an Assistant Personnel Officer.

For Casual labour to regular Class IV :

3 Assistant Officers including an Assistant Personnel Officer.

2.44 The Committee have also been informed that as far as possible one Scheduled Caste/Scheduled Tribe Officer is included in the Recruitment Committees/Selection Boards.

2.45 The Committee would like the Ministry of Railways (Railway Board) to direct all the Railways to associate scheduled Caste and Scheduled Tribes officers with all the Departmental Recruitment Committees/Selection Boards to instil confidence among the candidates belonging to these communities and also to avoid any cause of complaint of injustice to Scheduled Castes/Scheduled Tribes at a later stage.

I. Screening and Recruitment of Casual Labour

2.46 The Committee have been informed that no period is prescribed for Casual labour to be made as a regular employee. As and when need arises for filling the vacancies in Class IV cadres the available Casual labourers are considered in the order of the length of service as Casual labour.

2.47 As far as possible Scheduled Caste/Scheduled Tribe casual labourers are appointed according to the percentage of reservation.

2.48 In Central Railway, there are 8314 Scheduled Castes and 3208 Scheduled Tribes among 32737 working as Casual Labour as on 31-12-80.

2.49 In reply to a question as to what procedure was followed while screening the Casual Labour, the representative of the Central Railway has stated during evidence that first of all all the Casual Labourers are medically examined. This is the preliminary step, when any Casual Labour started work in the Railway. Then he is given a book in which his number of working days is given. When he completes 120 days of work then he is paid on monthly basis. In that event he acquires a temporary status and is entitled to medical and other facilities but he will come on regular

establishment only when vacancies arise. A casual labour with maximum number of working days is screened and a panel is prepared.

2.50 In reply to a query it has been stated that all instructions regarding reservations under the 40 point Roster are strictly followed while making recruitment of casual workers.

2.51 The Committee hope that the percentage of recruitment of Scheduled Castes and Scheduled Tribes as casual labour will be kept up as was stated to be on 31.12.1980. They also desire that the Scheduled Castes and Scheduled Tribe casual labourers should be employed as far as possible near to their homes so that their family life is not disrupted.

K. Exchange of Vacancies Reserved for Scheduled Castes and Scheduled Tribe

2.52 The Committee have been informed that if suitable Scheduled Caste and Scheduled Tribe candidates as the case may be, are not available then the vacancies are exchanged between the Scheduled Castes and Scheduled Tribes.

2.53 Asked whether any exchange of vacancies had taken place in the Central Railway, the representative of the Central Railway, has stated during evidence that 67 vacancies were exchanged vacancies during the last three years. Out of those 67 exchanged vacancies only one was Scheduled Caste and 66 were Scheduled Tribes. The Scheduled Caste vacancy was in the category of Sign Writer and in the case of Scheduled Tribes they were mostly highly skilled Grade [II] Artisans who were technical staff.

2.54 A statement furnished to the Committee subsequently, showing details of vacancies reserved for Scheduled Castes exchanged with Scheduled Tribes and *vice versa* during the years 1977-78, 1978-79 and 1979-80 in Central Railway is at Appendix I.

2.55 The Committee hope that before exchange of vacancies reserved for Scheduled Castes and Scheduled Tribes takes place all efforts are made to fill the vacancies by the candidates of a community for whom they are reserved, so that any cause of complaint from any community is obviated.

CHAPTER III

STAFF POSITION

A. Staff Strength and Shortfalls

3.1 Total number of employees in Class I, II, III and Class IV in the Central Railway and the number of Scheduled Castes and Scheduled Tribes among them and their percentages to the total strength, as on 31-3-1980, furnished by the Ministry of Railways (Railway Board) is as follows :—

Category of posts	Total No. of employees	No. of SCs	No. of STs	Percentage		Shortfall (in number)	
				S.C.	S.T.	SCs	STs
				I	639	54	7	8.45	1.10	—	—
II	581	66	15	11.36	2.38	—	—
III	93287	12336	2556	13.26	2.74	—	—
IV (excluding Sweepers)	109228	27439	6101	25.12	5.59	—	—
IV (Sweepers)	6418	6156	152	95.92	2.37	Nil	Nil
Total	210153	46101	8834	21.9	4.2		

3.2 It has been stated in a note that in Central Railway two crash programmes were launched to make good the shortfalls in the quota of Scheduled Castes and Scheduled Tribes. In the First Crash programme which was launched between 1-12-1975 and 31-3-1976, the following Scheduled Castes and Scheduled Tribes were appointed/promoted :—

	Class	SC	ST
Number appointed upto 31-3-1976	III	62	110
	IV	73	748
Number promoted upto 31-3-1976	III	394	147
	IV	80	62

3.3 During the Second Crash programme the number of Scheduled Caste/Scheduled Tribe candidates stated to have been appointed/promoted is as follows :—

	Class	SC	ST
Number appointed upto 31-3-1978	III	112	158
	IV	48	444
Number promoted upto 31-3-1978	III	219	220
	IV	79	206

3.4 Asked what was the shortfall in Class IV categories before and after the two crash programmes were launched, the following statement has been furnished to the Committee :—

ANNEXURE II

Category	Shortfall as on 31-12-1975		No. recruited during 1-1-1976 to 31-3-1976		Balance shortfall as on 1-4-1976		Shortfall as on 31-9-1977		No. recruited during 1-10-1977 to 31-3-1978		Balance shortfall as on 1-4-1978		Reasons for Shortfall
	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Class IV	75	787	73	748	2	39	57	461	48	444	9	17	Ban on filling of vacancies of peons and vacancies not available in certain units.

3.5 The Committee have been informed that the shortfall of Scheduled Castes and Scheduled Tribes in Class III and Class IV in direct recruitment as well as in promotion categories on the 31st March, 1980 was as follows :—

	Recruitment categories	
	SC	ST
Class III	4	232
Class IV (excluding Sweepers)	6	469
Class IV (Sweepers)	—	35
	Promotion categories (Selection)	
Class III	117	160
Class IV	—	—
	Promotion categories (Non-selection)	
Class III	595	1363
Class IV	181	310

3.6 In a subsequent note the position of actual shortfall on 31-12-1980 has been stated to be as under :—

	SC	ST
Class III	28	95
Class IV (excluding Sweepers)	—	290
Class IV (Sweepers)	—	35

3.7 When asked what was the reason for the increase in shortfall even in the case of Clerks, the representative of the Ministry of Railways (Railway Board) has stated during evidence that there are vacancies in certain divisions to which Scheduled Caste/Scheduled Tribe candidates do not wish to be appointed. Elaborating it further he has stated that candidates from Maharashtra do not like to join Jabalpur and Jhansi Divisions. It has been stated that the shortfall in case of clerks had come down from 25 in 1975 to 4 in 1978 and in case of stenographers it had come down from 10 to 6. In regard to Scheduled Tribes it has been stated that they are not mobile people, as they do not want to go to far off places. There are certain types of vacancies in Bombay but the Scheduled Tribes do not want to go there.

3.8 In reply to a query why there was a backlog of 290 Scheduled Tribes (excluding sweepers) and 35 Scheduled Tribe Sweepers in Class IV the representative of the Central Railway has stated that they have asked candidates from the ITIs and polytechnics and they will be wiping out the shortfall of 290 Scheduled Tribes. He has further stated that one year ago there was a ban on Class IV recruitment. The ban has been lifted and shortfall will be made up as soon. Recruitment to Class I posts is done on all India basis and there is no separate recruitment for Central Railway. Class

II post is a promotion category and direct recruitment is not made in Class II.

3.9 About the two Crash programmes launched by the Central Railway to wipe out the shortfall in various categories, the representative of the Central Railway has stated during evidence that they have made special recruitment to make up the shortfall in Class IV posts. Recruitment of Class IV is done by Railways themselves.

Representation of the Scheduled Castes in the category was satisfactory but sufficient number of Scheduled Tribe candidates are not coming forward to fill the gap. Crash Programme is launched by Railway Service Commission as the Commission was involved in making recruitment for Class III posts

3.10. The Committee are perturbed to note that the shortfalls in recruitment and promotional categories could not be completely wiped out even after two crash programmes. On 31st December, 1980 in Class III posts there was shortfall of 28 Scheduled Castes and 95 Scheduled Tribes whereas, in Class IV posts shortfall was 325 so far as Scheduled Tribes were concerned. The Committee feel that the Central Railway will have to make more concerted efforts to wipe out the shortfalls. For the recruitment of Scheduled Tribes, the Committee suggest that recruitment teams should be sent to the areas where Scheduled Tribes are concentrated. Also help of State Directors of Social Welfare/Tribal Welfare should be sought in the matter.

B. Institutional and In-service Training

3.11 In a note furnished to the Committee, it has been stated that in the Central Railway there is a scheme of imparting training to the Scheduled Caste/Tribe candidates who are within the field of consideration for selection to higher grades and in case they fail to come up to qualifying standard, they are again given vigorous training. The training is conducted in Zonal Training School at Bhusawal.

3.12 With a view to enable the Scheduled Caste/Scheduled Tribe employees to pass the various Departmental Examinations and to bring them at par with other employees, 'Re-orientation' Courses are so arranged as to cover all the Scheduled Caste/Tribe employees falling within the Zone of consideration for promotion.

3.13 Apart from the instructions in the Class room the trainees are given training with audio-visual aids and Model Rooms and are taken for Study Tours wherever necessary.

3.14 The Ministerial, Supervisory—Technical and Non-Technical staff are given training in the Zonal Training School at Bhusawal. The Tradesmen are imparted training in the Basic Training Centres in the Workshops.

3.15 About the working and importance of Zonal Training School at Bhusawal the representative of the Central Railway has stated during

evidence that in that school they are holding training classes. These special training courses are being arranged for Scheduled Caste/Scheduled Tribe candidates so that they become specialised. Refresher courses are also held in the school. Each Railway has a Zonal Railway Training School and one such school has a capacity of about 900 persons. Boarding and lodging facilities are also provided by the schools. Assistant Station Masters and Guards are being trained there. The number of persons benefited by the training has been stated to be quite large.

3.16 The following Re-Orientation Courses for Scheduled Castes/Scheduled Tribes are conducted at the Zonal Training School, Bhusawal :—

Operating/Traffic	Duration
1. Re-Orientation course for SC/ST (for Tfc Cadre) Gr. Rs. 425-640 (RS) below	4 months
<i>OPERATING/LOCO</i>	
1. Re-Orientation course for SC/ST for Loco cadre	1 month
<i>COMMERCIAL</i>	
1. Re-Orientation course for SC/ST for Line Clerical staff	1 1/2 months
2. Re-Orientation Course for SC/ST for TTI's/ Cs/ TCR	21 days
<i>ENGINEERING</i>	
1. PWIs to PWIs (Re-Orientation Course for SC/ST	1-1/4 months
2. IOWs to IOWs (Re-Orientation Course for SC/ST	4 weeks
<i>STORES</i>	
1. Re-Orientation Course for SC/ST of Stores Departments for all grades	4 weeks

3.17 The Committee note that the Central Railway has a scheme for imparting training to the Scheduled Caste/Tribe candidates who are within the zone of consideration for selection to higher grades. Also 're-orientation' courses are being arranged to enable the employees belonging to these communities to pass various departmental examinations. The Committee trust that the intake of Scheduled Caste/Tribe candidates to these training schemes will be adequately raised so that a greater number of Scheduled Caste/Tribe employees can take advantage of these schemes to come at par with other employees

C. Annual Statements

3.18 The following periodical returns are sent to the Railway Board by the Central Railway in regard to intake of Scheduled Castes/Scheduled Tribes :—

- (i) Annual Special return showing recruitment and promotion of Scheduled Castes/Scheduled Tribes in the Calendar Year.

- (ii) Statement showing total strength as on 1st April and 1st October and percentage of Scheduled Castes/Scheduled Tribes.
- (iii) Half yearly statement showing total number of posts filled by recruitment in Class III and Class IV (other than Safaiwalla) and Class IV Safaiwalla.
- (iv) Half yearly statement showing the number of posts filled by promotion in Class III and IV on the basis of seniority-cum-suitability.
- (v) Half yearly statement showing the number of posts in Class III and IV filled by selection.

3.19 On the basis of the half-yearly reports received from the Zonal Railways, a report on the progress made in the intake of Scheduled Castes/Scheduled Tribes is prepared and presented to Parliament every half year. In the report, suitable comments are given in regard to the deficiencies noticed in the matter of intake of Scheduled Castes/Scheduled Tribes in Railway Services. Suitable directives are also given to the Zonal Railways, wherever necessary.

3.20 Asked why there was delay in sending periodical returns to the Railway Board by the Central Railway in regard to intake of Scheduled Castes and Scheduled Tribes, it was stated during evidence that such delays were in terms of days and weeks and not years. The sub-offices were said to be mainly responsible for the delays. The Committee was assured that all efforts would be made to keep to schedule.

3.21 The Committee note that annual return showing recruitment/Promotion in regard to intake of Scheduled Castes and Scheduled Tribes is sent to the Railway Board by the Central Railway. The Central Railway also sends half yearly statement in regard to the number of posts filled by promotion in class III and Class IV.

The Committee urge that the Ministry of Railways (Railway Board) should stress for timely submission of statements/returns and on receipt they should be properly analysed. Deficiencies found in these returns should be immediately brought to the notice of the concerned Railway so that remedial measures, wherever necessary, are initiated without any loss of time.

CHAPTER IV

MISCELLANEOUS

A. *Redressal of Complaints of Scheduled Castes and Scheduled Tribes*

4.1 In a note furnished to the Committee, it has been stated that separate complaint registers are maintained in the Divisions/Workshops/Units. The Complaints and grievances are entered in the register. These registers are periodically checked by Personnel/Welfare Inspector and Personnel Officers of the Division/Workshop and necessary remedial action is taken. The registers are also checked by Senior Personnel Officer (RP) and Personnel Inspectors from Headquarters Office. They continue to chase the complaints until finalised and action under the rules is taken. If necessary, the issue is taken up at administrative officer's level for prompt remedial action. Similar action is also taken on the complaints received direct through post or proper channel.

4.2 It has been stated during evidence that there is no set policy that every complaint must be heard all the time. In some cases the complainants might like to see the officer dealing with their complaints, in that case the dealing officer sends for them to hear their complaints. If a complaint pertains to a Scheduled Caste/Scheduled Tribe Association, it is examined but no communication is exchanged with them. Elaborating the point further, the representative of the Ministry of Railways (Railway Board) stated :—

“From the recognised associations, we do entertain the communication, their explanation and difficulties. At the Personnel Officer level too, there are discussions between us and them. The positions are explained. For check up, that kind of rapport is maintained just to make it known that we do entertain the communication. If need be, we also have a dialogue. There cannot be a continuous correspondence on the matter.”

4.3 About the complaints relating to harassment it has been stated that such complaints are either about promotion or about rejection for a particular post. The cases of super-session are looked after by the Cell and the Chief Personnel Officer is its in-charge. Senior Personnel Officer reservation is dealing with the checks on super-session.

4.4 Explaining the nature of miscellaneous complaints and the difficulty in deciding them the representative of the Central Railway has stated during evidence :

- (i) “Ours is a very big organisation. It is covering a vast area. Administration feels, correct action is taken. But the employees say differently. One has to go into the record. Sometimes records are not available in the field, but in divisional office. It takes time. If we feel we are not correct, we take remedial action. We tell them how it should be dealt with.”

- (ii) If it is long-pending nature, it takes time for examination and arriving at a decision. Study is made whether such a complaint is justified or not and why it should take such long time and so on. There is a complete monitoring and recording system. Disposal of cases are attended to with least delay."

4.5 About the complaints received through MPs, MLAs and other VIPs and the action taken thereon the representative of the Ministry of Railways (Railway Board) has stated :

"The Complaints which are received by the Ministry of Railways through either MPs, MLAs or other VIPs or through associations or whenever the officers of the reservation cells visit the various units they also receive representations and also when the officers of the Board go, they also get representations. It pertains to all these. These complaints when they are received, they are examined by the Cell. They have to make reference to the Railways. There may be a request for appointment of their wards or request for transfer. There could be complaints against somebody having been superseded by somebody junior to him. These complaints are referred to the Railways for their remarks and they are examined by the Board's Cell. Thereafter replies to the honourable Members or MLAs or to individuals are sent if a reply is needed. Otherwise, they are examined and seen that nothing wrong has been done and if anything wrong has been done, action is taken to advise the Railways."

4.6 In reply to a query it has been stated that during the period from 1st January, 1979 to 31st December, 1980, 406 representations were received and about 350 cases had been disposed of. Cases relating to irregularities in the maintenance of rosters and selection for promotion are looked into and if there is any omission it is corrected. To ensure correct maintenance of rosters the inspectors from Scheduled Caste/Scheduled Tribe community have been posted in the Cell. The representative of the Ministry of Railways (Railway Board) has further added that regular drives are undertaken for the clearance of complaints and the administration is trying to dispose of as expeditiously as possible.

4.7 Following analysis of 406 representations received from the employees of the Central Railways during the last two years has been furnished :

1. (a) Promotion	61
(b) Supersession	Nil
2. Seniority	8
3. Harassment	24
4. Non observance of rosters	6
5. Transfers	71
6. Allotment of Quarters	9
7. Re-instatement in service	37
8. Fresh Appointments	96

Miscellaneous

(e.g. change in date of birth, condonation of break in service, change of category, postings, fixation of Pay, Pension, Settlement dues etc.)

94

Total

406

4.8 The statements showing receipt/disposal of complaints from Scheduled Caste/Tribe employees (including associations) during the half years ending 30-9-1979 and 31-3-1980 as furnished by the Ministry of Railways (Railway Board) are given at Appendices II & III respectively.

4.9 As regards the complaints pending for more than one year, the Committee have been informed that no such complaint is pending for disposal. The number of complaint Centres in Central Railway is stated to be 34. The Committee have been informed further that during the last one year there was no complaint of supersession.

4.10 The Committee note that in Central Railway complaint registers are maintained for registering complaints/grievances of Scheduled Caste and Scheduled Tribe employees. These registers are periodically checked by Personnel Welfare Inspector and Personnel Officers of the Divisions/Workshops. The registers are also checked by the Senior Personnel Officer and Personnel Inspectors from the Headquarters Office. The Committee also note that no complaint has been pending for more than a year. The Committee are however, perturbed to note that the number of complaints received during the half year ending 30th September, 1979 was 169 from Scheduled Castes and 39 from Scheduled Tribes during the half year ending 31st March 1980.

Complaints received from Scheduled Castes were 197 and from Scheduled Tribes 39. Majority of the complaints related to promotions. No doubt it is necessary to have a proper system of receiving/registering complaints and disposing them expeditiously, but it is all the more necessary to instil confidence in the employees belonging to weaker sections of society, towards the administration so that there are less number of complaints.

B. Apprenticeship Training Scheme

4.11 The scheme as given in Apprentice Act, 1961 was applicable on the Central Railway. The number of seats were determined by the Regional Adviser under Apprenticeship Act based on staff strength of the Unit where training was to be given without any reference to vacancies. Training period was between 2 to 4 years depending upon trade. I.T.I. qualified candidates got curtailed training. Educational Qualification was the same as it was for Trade Apprentices on Railways i.e., two standards below Matriculation. There was no guarantee of employment after completion of training. But after April 1977, this scheme had been stopped as per Railways Ministry's decision. The number of Apprentices in position and continuing training as on 31-12-1977 including Scheduled Caste/Scheduled Tribe is as follows :—

No. recruited	SC	ST	Others
2006	363	90	1553

4.12 In 1977, the recruitment of apprentices under the Apprentices Act was reviewed. Although under the Apprentices Act employers

(including the Railways) are required to impart training only to the apprentices and there is no obligation on the part of the employers to employ the apprentices after completion of the training, the course completed apprentices started agitation for absorption in the Railways. Due to limited capacity of the Railways, it was found not possible to absorb all the course completed apprentices. A proposal was, therefore, mooted that the Railways should recruit only that number of apprentices which had reasonable chances of being absorbed after completion of the training. This proposal was referred to the Ministry of Labour and further recruitment of all apprentices was stopped with effect from 21-4-1977. In pursuance of the provisions of the above Act, the Government prescribed ratio of reservations in the Apprenticeship Rules, varying from State to State, keeping in view the population of Scheduled Castes/Scheduled Tribes in a particular State.

4.13 In accordance with the above Act provision and the Government instructions, the Railway Ministry have advised the various Railway Administrations and Production Units to recruit persons belonging to the Scheduled Castes and Scheduled Tribes as per the prescribed ratio stipulated in the Apprenticeship Rules. The Central Railway forms a part of Maharashtra, Madhya Pradesh, Uttar Pradesh, Haryana and Rajasthan, and prescribed ratios for these States are as under :—

State	Ratio of Scheduled Caste Apprentices to the total apprentices	Ratio of Scheduled Tribe Apprentices to the total apprentices
Maharashtra	1 : 17	1 : 17
Madhya Pradesh	1 : 8	1 : 5
Uttar Pradesh	1 : 5	1 : 20
Haryana	1 : 5	1 : 20
Rajasthan	1 : 6	1 : 8

4.14 Since the recruitment of apprentices has been suspended with effect from April 1977, the question of engaging Scheduled Castes and Scheduled Tribes during the last two years did not arise.

4.15 A temporary ban was imposed on direct recruitment of skilled artisans at the instance of organised labour who complained that serving unskilled/semi skilled staff have been stagnating. The ban was relaxed in February, 1979 after discussion with the two Federations and it was decided to fill 25% of the vacancies of skilled artisans from among course completed Act Apprentices, Industrial Training Institute trained personnel and Matriculates.

4.16 During evidence it has been stated that during the last four or five years nearly 25% of the vacancies that cropped up from year to year are being earmarked for the Apprentices. The scheme had been stopped in 1977, but a second thought is being given to revive it.

4.17 When the Committee suggested that under the Apprentices Act it was obligatory on the part of every employer to impart such training, the representative of the Ministry of Railways (Railway Board) stated:—

“Under the Act, it was obligatory on the part of an employer to train certain number of personnel without any obligation to absorb

in their own cadres after completion of the training. In the course of four or five years, we had generated so many trained artisans without corresponding absorption. That had led to a large amount of dissatisfaction and discontent and pressures being built up to such an extent that it was found necessary to suspend continuance of the training scheme. We still have large number of qualified artisans who have not been absorbed. It was a case where with a lot of training without ability to absorb them. It is determined by two factors. The Industry itself has not absorbed them. There is corresponding pressure within the industry of the men who are seeking their own betterment through promotions, not to absorb them. These are the two factors which determine to what extent the trained apprentices can be taken. We found that the pace of the absorption was not really adequate enough to absorb all the trained apprentices and there was too much discontent for continuance of this training scheme."

4.18 The legal advisor to the Ministry of Railways (Railway Board) explained the position of the revival of the scheme in these terms :—

"But my impression is that the provisions enable the scheme to be formulated by each of the concerned undertakings or the persons who fall within the purview of the Act. The Administrative Ministry is the Ministry of Labour and this scheme got cleared by that Ministry and they are implementing it. Perhaps that may not necessitate any amendment of the Act. But the provisions contained in the Act enable the scheme to be implemented and perhaps in that line for a spell of time the scheme may be kept in abeyance."

4.19 The number of Scheduled Caste/Scheduled Tribe candidates given training during the last 5 years under the Apprenticeship Scheme has been stated to be, by the Ministry of Railways (Railway Board) as follows :—

Total No. of Apprentices trained	No. of SC/ST out of Col. 1		Total No. of apprentices absorbed	No. of SC/ST out of Col. 3	
	SC	ST		SC	ST
2006	363	90	910	310	31

4.20 The Committee note that under the Apprentices Act, 1961, it is obligatory on the part of the employers of the specified industries to train certain number of personnel. The Committee Hope that, in future all training places in the designated trades in the Central Railway, 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.

C. Petty Contracts

4.21 As regards the award of petty contracts, the Committee have been informed that these contracts are awarded by the Department concerned.

While awarding these contracts the Cells both at the Railway Board and at the Central Railway have no related functions.

4.22 Asked to state the nature and type of Petty Contracts awarded by the Central Railway and the procedure followed for award of such contracts, the Committee have been informed in a note that the procedure generally followed for award of vending/catering contracts, is that whenever vacancies for awarding catering contracts occur, applications are invited through the Press and also by exhibiting notifications on the notice boards at conspicuous places. The applications are scrutinised by a duly constituted screening Committee, for selection of a suitable contractor, keeping in view the suitability of the applicants for the job, capability for personal supervision and proper performance of the contract to the satisfaction of the travelling public. His financial soundness and previous experience in managing catering establishments is also kept in view.

4.23 Petty Vending/Catering contracts (Petty Catering/Vending contracts are defined as contracts of value of half unit, when the licensee engages upto 5 salesmen), should without exception, be offered only to members of Scheduled Caste and Scheduled Tribe hereafter. The Board vide their letter No. 78.TG.III/670 of 11-6-1979 further clarified, that in the event of Scheduled Caste/Scheduled Tribe not forthcoming for such petty contracts, special exemption should be obtained in each case, from the Board, for awarding contracts to non-Scheduled Caste/Tribe persons.

4.24 From 1-8-78 onwards, the rules for awards of catering/vending contracts have been revised and now all fresh awards of catering/vending contracts upto $\frac{1}{2}$ units are exclusively reserved for Scheduled Castes and Scheduled Tribes. At the same time, it was also decided to reduce the ceiling of holdings per contractor from six units to four units and to allot the resultant vacancies to Scheduled Caste/Scheduled Tribe candidates only, irrespective of whether these surplus units are $\frac{1}{2}$ units or larger than $\frac{1}{2}$ units. Apart from the above, the intention of the Government is to ensure catering/vending jobs to more and more people and this objective of the Government can be achieved to a certain extent by retaining the ceiling limit of holding at 4 units.

4.25 The departmental Catering Committee (1979) recommended for restoration of the ceiling limit of holdings of catering/vending contracts, but this was not accepted by the Government and instructions have accordingly been reiterated to the Railways that the ceiling limit of holdings per contractor (other than Co-operatives of actual workers/vendors) should remain at 4 units only. In respect of awards of $\frac{1}{2}$ unit catering/vending contracts exclusively to Scheduled Castes/Scheduled Tribes, no change has been made.

4.26 After the receipt of Railway Board's letter No. 78.TG.III/670 of 28-7-78 only 13 petty catering/vending contracts were awarded on the Central Railway. Out of these 13, 6 contracts were in respect of sale of Neera only, which were to be allotted to the Organisation/Societies etc. which produce Neera themselves. Thus 6 contracts were awarded to the Neera producing Organisation. Out of the remaining 7 petty contracts 3 contracts were awarded to the members of Scheduled Caste/Scheduled Tribe. 4 contracts were awarded to members of other communities because no Scheduled Caste/Scheduled Tribe member applied for these contracts. As per extant policy, all fresh allotments of catering/vending

contracts upto $\frac{1}{2}$ units and all surplus contracts (irrespective of the size of the units) resulted on account of reduction of the ceiling limit of holdings from six units to 4 units are exclusively reserved for Scheduled Caste/Scheduled Tribe candidates.

4.27 Petty contracts are also awarded in the Civil Engineering Department.

4.28 All works and supply of materials costing Rs. 5000/- are considered as Petty contracts.

4.29 The following statement of petty contracts given to Scheduled Caste and Scheduled Tribe persons during the last three years have been furnished to the Committee :

Years	Total No. of Petty Contracts given	Contracts given to Scheduled Caste	Contracts given to Scheduled Tribe
1977-78	10	2	1
1978-79	7	1	—
1979-80	7	1	1

4.30 When asked why petty contracts were not given to Scheduled Caste/Scheduled Tribe people the representative of the Central Railway has stated during evidence that the reservation orders for Scheduled Castes and Scheduled Tribes came into force on 1st August, 1978. From that period to the end of 1980 a total of 13 petty contracts have been given to the Scheduled Castes and Scheduled Tribes. These contracts were published in the local vernacular papers of the area and notice was also affixed on the notice board at the Railway Stations where the vending contracts had fallen vacant. The representative assured the Committee to send notice and such vacant contracts to local MPs and MLAs. The amount involved in a petty contract was upto Rs. 5000/-. The representative assured the Committee to consider their suggestion to raise the amount of petty contract upto Rs. 10,000/-. Part payment was taken if there was such clause in the contract. No deposit was taken.

4.31 The Committee have, in their 41st Report (6th Lok Sabha) on North Eastern Railway, recommended that all catering/vending contracts upto one unit in all Railways should be awarded to Scheduled Castes and Scheduled Tribes only, as half a unit was an uneconomic unit. They expect that all such contracts up to one unit on the Central Railway will be awarded to Scheduled Castes and Scheduled Tribes only. As assured by the representative of the Central Railway during evidence, the Committee hope that the amount of the petty contract will also be raised up to Rs. 10,000/.

D. Parcel-Booking Agencies and Out Agencies

4.32 The Committee have been informed in a note that contracts for working out-Agencies/City Booking Agencies are awarded by inviting tenders from the public through Press Advertisements as well as local

publicity and finalised according to extant instructions. No special concession is given to Scheduled Caste and Scheduled Tribe persons. There are no directives from the Ministry of Railways to reserve any percentage of Parcel Booking Agencies/Out-Agencies to Scheduled Caste and Scheduled Tribe persons. Total number of parcel booking agencies/out agencies given to Scheduled Caste and Scheduled Tribe persons during the last three years i.e. from 1977 to 1980 is stated to be 3.

4.33 According to the extant policy followed in the matter of giving contracts for out agencies/Parcel Booking Agencies, there is no percentage given to the Scheduled Caste and Scheduled Tribe persons. However, Railways keep the interest of Scheduled Castes/Scheduled Tribes in mind while considering these applications, keeping in view the nature of the offers and the overall financial and commercial aspects.

4.34 Contracts for city booking offices and out agencies for passengers, goods and parcels are awarded strictly on commercial considerations as a facility to the travelling and trading public. The city booking offices and out agencies function like a station and all rules and regulations contained in various Tariffs and Commercial Manuals and circulars issued from a Railway to its stations from time to time are equally applicable to a city booking office or an out agency. The running of an out agency, therefore, involves, besides a fair knowledge of railway working, a good deal of capital investment, mobilisation and management of labour. These contracts are, therefore, not employment oriented but are directly connected with the functioning of the railway and contracts are, therefore, awarded for running of a city booking office or an out agency through the process of calling competitive tenders, to the lowest satisfactory tenderer.

4.35 The contracts for City Booking Offices or out Agencies are awarded in terms of the procedure contained in Indian Railway Traffic Code (Commercial). Para 1705, laying down the criterion for award of contract is reproduced below :

“Contracts for working Out Agencies/City Booking Agencies should be selected by calling for competitive tenders ‘Open’ or ‘Limited’ according to the circumstances of the case and the contracts awarded to the lowest satisfactory tenderer. When, however, no suitable contractor can be obtained by this means, and all the tenders received have been rejected, arrangement should be made to select a contractor by negotiation”.

4.36 Asked how many out-agencies were functioning in Central Railway the Committee have been informed that there are 6 out-agencies functioning in Central Railway at present. None is manned by Scheduled Castes and Scheduled Tribes as no tenders from them were received.

4.37 At certain stations which are not served by the Railways themselves Central Railway have out-agencies. At such stations agents have been appointed to collect traffic on behalf of Railways. Asked what was the difficulty in reserving such agencies for Scheduled Castes and Scheduled Tribes in certain areas, the representative of the Central Railway has stated during evidence :—

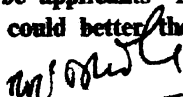
“Most of the out-agencies are at stations which are far away from the nearest rail head. In many of the cases, what we have done

is to give the out-agency contract to the State Transport Corporations because they have the transport to move goods from that place to the rail head. If we give it to any old person, it will affect my movement. From our working point of view we feel that is the State Transport Corporations which are the most convenient people for us because they are in any case, accepting booking for parcels and goods they do it for us also.

So, it is a contract of such a nature that any odd person cannot handle it well."

4.38 Regarding city-booking agencies the representative has stated during evidence that in large cities they have city booking agencies and the office is managed by the railways. But at some stations where traffic conditions are not good contractors are appointed to manage the city booking office.

4.39 The Committee note the present policy of the Central Railway with regard to the allotment of parcel booking agencies and out agencies. They feel that if there are Scheduled Caste and Scheduled Tribe applicants for these agencies they should be given preference, so that they could better their economic condition.



R.R. BHOLE,

Chairman,

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

NEW DELHI.

April 8, 1981.

Vaisakha 18, 1903(S).

APPENDIX I

(Vide Para 2.54 of the Report)

Statement showing details of vacancies reserved for Scheduled Caste exchanged with Scheduled Tribe and vice-versa during the year 1977-78, 1978-79 and 1979-80

Sl. No.	Category	Grade Rs (RS)	No. reserved	
			SC	ST
			Filled up by ST	Filled up by SC
1977-78				
1.	Str. Fitter	260-400	..	1
2.	Cutting M/c Operator	210-290	..	1
3.	H.S. Welder Gr. II	330-480	..	1
4.	Maistry Gr. I	380-560	..	3
5.	H. SK. Gr. II	330-480	..	5
6.	Skilled Artisans	260-400	..	1
1978-79				
7.	Skilled Artisans	260-400	..	7
8.	Sr. Clerk	330-560	..	1
9.	Fireman/APSE	210-290	..	1
10.	Maistry Gr. I	380-560	..	3
11.	BTM/SK	210-290	..	2
1979-80				
12.	Skilled Artisans	260-400	..	8
13.	H. S.K. Gr. II	330-480	..	7
14.	H. S. Gr. I	380-560	..	4
15.	Hd. Clerk	425-700	..	1
16.	Fitter H.S.I.	380-560	..	3
17.	Fitter H.S. II	330-480	..	4
18.	Boiler Maker H. S. I	380-560	..	1
19.	Boiler Maker H. S. II	330-480	..	2
20.	Machinist H. S. I	380-560	..	1
21.	Machinist H. S. II	330-480	..	1
22.	Turner Gr. II	330-480	..	1
23.	Sign. Writer	330-480	1	..
24.	T.C.M. (B)	330-480	..	1
25.	T.C.M. (C)	260-400	..	1
26.	M.S.M. (B)	330-480	..	1
27.	M.S.M. (C)	260-400	..	1
28.	Welder	260-400	..	1
29.	H. S. SK Driver Gr. II	330-480	..	1
30.	Sr. Clerk	330-560	..	1
			1	66

APPENDIX II

(Vide Para 4.8 of the Report)

Statement showing receipts/disposal of complaints from Scheduled Caste/Scheduled Tribe employees (Including Associations) during the half year ending 30-9-1979.

Railways/ Units/ Office	Undisposed of complaints brought forward from previous half year		Complaints received during the half year		Complaints finally disposed during the half year		Balance at the end of the half year			
	From SC	From ST	From SC	From ST	From SC	From ST	From S. C. Pending over 1 year	Pending less than 1 year	From ST Pending over 1 year	Pending less than 1 year
	11	—	169	39	174	38	—	6	—	1

Analysis of Nature of complaints received during the half year.

Nature of Complaints :	Number of Complaints							
	From Class I		From Class II		From Class III		From Class IV	
	S.C.	S.T.	S.C.	S.T.	S.C.	S.T.	S.C.	S.T.
Promotion	—	—	—	—	35	24	11	1
Suppressions	—	—	—	—	—	—	—	—
Seniority	—	—	—	—	9	—	2	—
Harassment by Superiors/colleagues .	—	—	—	—	1	—	2	—
Non-observance of Rosters	—	—	—	—	—	—	1	—
Against Transfers	—	—	—	—	7	—	18	1
Quarter	—	—	—	—	3	—	1	1
Miscellaneous	—	—	—	—	41	4	38	8
					96	28	73	11

APPENDIX III

(Vide Para 4-8 of the Report)
Statement showing receipt/disposal of complaints from Scheduled Caste/Scheduled Tribe employees
(Including Associations) during the half year ending 31-3-1980

Railways/ Units/ Office	Undisposed of complaints brought forward from previous half year		Complaints received during the half year		Complaints finally disposed during the half year		Balance at the end of the half year					
	From S.C.	From S.T.	From S.C.	From S.T.	From S.C.	From S.T.	From S.C.	Pending over 1 year	Pending less than 1 year	From S.T.	Pending over 1 year	Pending less than 1 year
6	1		197	39	194	38		9				2

Analysis of nature of complaints received during the half year.

	From Class I		From Class II		Number of complaints			
	S.C.		S.T.		From Class III		From Class IV	
	S.C.	S.T.	S.C.	S.T.	S.C.	S.T.	S.C.	S.T.
Promotion					22	5	8	1
Supernumers								
Seniority					3	1	1	
Harassment by superiors/colleagues					1			
Non-observance of Rosters					4			
Against Transfers					4	1		
Allotment of Staff Quarters					6		4	
Miscellaneous					82	20	62	12
					122	26	75	13

APPENDIX IV

(Vide para 4 of Introduction)

Summary of Conclusions/Recommendations contained in the Report

Sl. No.	Reference to para no. in the Report	Summary of Conclusion/Recommendation
1	2	3
1.	1-12	The Committee are perturbed to note that inspite of their observations in par a 1.11 of their 21st Report (Sixth Lok Sabha) that they are 'in principle opposed to any category of posts being exempted from the purview of reservation', a number of categories of posts in the Central Railway have been kept outside the purview of reservation orders in favour of Scheduled Castes and Scheduled Tribes. The Committee in their 21st Report (Sixth Lok Sabha) and 1st Report (Seventh Lok Sabha) have already suggested that the whole policy of reservations and to make reservations applicable <i>in toto</i> to all the categories of posts in the Railways should be reviewed in consultation with the Department of Personnel and Administrative Reforms." They hope this review would be undertaken soon so as to extend reservation to all categories of posts.
2.	1-27	The Committee note that the Chief Personnel Officer in the Central Railway Headquarters has been appointed as the liaison Officer to periodically inspect each unit and report the progress regarding intake of Scheduled Castes and Scheduled Tribes in the Services as per the quota reserved for them to the General Manager. The Committee also note that one of the Joint Directors (Establishment) in the Railway Board, whose Jurisdiction covers the Central Railway, also visits various units of the Railway to keep a watch over the implementation of Reservation Orders in favour of Scheduled Castes and Scheduled Tribes. The Committee need hardly stress that the liaison Officer has to ensure due compliance by the subordinate appointing authorities of the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them. The Committee suggest that the inspections by the Officers of the Ministry of Railways (Railway Board) should be made more frequently so that inadequacies detected in the functioning of the Cell in the Railway are corrected timely.
3.	1-28	The Committee are perturbed to note that the points brought out by the inspection held in 1980 were similar to the point brought out by the inspection held two years earlier. This clearly indicates that no follow up action is taken on the inspection report. The Committee expect the inspecting authorities to ensure that the deficiencies pointed out by them are properly taken note of so that similar mistake are not repeated.
4.	2-5	The Committee note that recruitment to Class-IV is made by screening available casual labourers/substitutes in the Central Railway and if requisite number of Scheduled Castes and Scheduled Tribes are not available to fill the vacancies reserved for them, recruitment is made from the open market. The Committee recommend that a Scheduled Castes/Scheduled Tribe officer should always be associated with the Screening Committee to safeguard the interests of Scheduled Castes and Scheduled Tribes. The Committee also desire that while engaging casual labourers in the initial stages, it should be ensured that adequate number of Scheduled Castes and Scheduled Tribes are recruited so that there may not be any difficulty in filling the reserved quota at the time of their screening for regular appointment.

1	2	3
18.	3-17	<p>The Committee note that the Central Railway has a scheme for imparting training to the Scheduled Caste/Tribe Candidates who are within the zone of consideration for selection into higher grades. Also re-orientation' courses are being arranged to enable the employees belonging to these communities to pass various departmental examinations. The Committee trust that the intake of Scheduled Caste/ Tribe candidates to these training schemes will be adequately raised so that a greater number of Scheduled Caste/Tribe employees can take advantage of these schemes to come at par with other employees.</p>
19.	3-21	<p>The Committee note that annual return showing recruitment/promotion in regard to intake of Scheduled Castes and Scheduled Tribes is sent to the Railway Board by the Central Railway. The Central Railway also sends half yearly statement in regard to the number of posts filled by promotion in Class III and Class IV.</p> <p>The Committee urge that the Ministry of Railways (Railway Board) should stress for timely submission of statements/returns and on receipt they should be properly analysed. Deficiencies found in those returns should be immediately brought to the notice of the concerned Railway so that remedial measures wherever necessary, are initiated without any loss of time.</p>
20.	4-10	<p>The Committee note that in Central Railway complaint registers are maintained for registering complaints/grievances of Scheduled Caste and Scheduled Tribe employees. These registers are periodically checked/personnel Welfare Inspector and Personnel Officers of the Divisions/Workshop. The registers are also checked by the Senior Personnel Officer and Personnel Inspectors from the Head Quarters Office. The Committee also note that no complaint has been pending for more than a year. The Committee are, however, perturbed to note that the number of complaints received during the half year ending 30th September, 1979 was 169 from Scheduled Castes and 39 from Scheduled Tribes. During the half year ending 31st March, 1980.</p> <p>Complaints received from Scheduled Castes were 197 and from Scheduled Tribes 39. Majority of the complaints related to promotions. No doubt it is necessary to have a proper system of receiving/registering complaints and disposing them expeditiously but it is all the more necessary to instill confidence in the employees belonging to weaker sections of society, towards the administration so that there are less number of complaints.</p>
21.	4-20	<p>The Committee note that under the Apprentices Act, 1961, it is obligatory on the part of the employers of the specified industries to train certain number of personnel. The Committee hope that, in future all training places in the designated trades in the Central Railways, will be filled up and Scheduled Caste and Scheduled Tribes candidates will be given their due representation in accordance with the quota reserved for them.</p>
22.	4-31	<p>The Committee have, in their 41st Report (6th Lok Sabha) on North Eastern Railway, Recommended that all catering/vending contracts upto one unit in all Railways should be awarded to Scheduled Castes and Scheduled Tribes only, as half a unit was an uneconomic unit. They expect that all such contracts upto one unit on the Central Railway will be awarded to Scheduled Castes and Scheduled Tribes only. As assured by the representative of the Central Railway during evidence, the Committee hope that the amount of the petty contract will also be raised upto Rs. 10,000/-.</p>

1	2	3
23	4. 39	The Committee note the present policy of the Central Railway with regard to the allotment of parcel booking agencies and out-agencies. They feel that if there are Scheduled Caste and Scheduled Tribe applicants for these agencies they should be given preference, so that they could better their economic condition.
