

**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS**

**LOK SABHA  
UNSTARRED QUESTION NO. 2750  
TO BE ANSWERED ON 03.01.2018**

**EMPLOYEE HARASSMENT REDRESSAL CELL**

**2750. SHRI HARI OM PANDAY :**

**Will the Minister of RAILWAYS be pleased to state:**

- (a) whether the Government has any Employee Harassment Redressal Cell in the Railways;**
- (b) if so, the details thereof and if not, the reasons therefor;**
- (c) whether the employee harassment cases in Lucknow Division at Arkha (Raebareilly Station) have been resolved and if so, the detailed status about the pay regularisation and settlement status of other financial dues till date; and**
- (d) if not, the reasons therefor and the action taken against the officials concerned for the severe injustice that has been done to the employee(s) alongwith status report in this regard?**

**ANSWER**

**MINISTER OF STATE IN THE MINISTRY OF RAILWAYS**

**(SHRI RAJEN GOHAIN)**

**(a) and (b): Yes, Madam. The statutory provisions governing service conditions of Railway employees provide for in-built mechanism for redressal of grievances. In addition, the mechanism of Permanent Negotiating Machinery and Joint Consultative Machinery and Compulsory Arbitration scheme are functional on the Railways for redressal of the employee grievances. Further, a dedicated portal namely NIVARAN is also operational, through which employees can register their grievances online and action taken thereon is communicated to them online.**

**(c) and (d): No case of employee harassment at Arkha (Raebareilly station) has been reported. In one case, a medically de-categorised employee posted at Arkha Railway Station under Lucknow division was offered alternative post at the same station, but he refused to join the said post, insisting for posting at the Divisional Headquarters and remained unauthorisedly absent thereafter. His request was considered and taking a lenient view, he was posted at the Divisional headquarters where he joined duty on 04.08.2017. The unauthorized absence from duty by the said employee has been dealt with as per provisions regulating service conditions, and pay regularization and other financial dues depend on the outcome thereof. As the case has been dealt with in accordance with the service conditions, no action against any official is contemplated.**

**\*\*\*\***