

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2009-2010)**

**(FIFTEENTH LOK SABHA)**

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

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

**Presented to Lok Sabha on 11.03.2010  
Laid in Rajya Sabha on 11.03.2010**



**LOK SABHA SECRETARIAT  
NEW DELHI**

**March , 2010/Phalgun, 1931 (Saka)**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED  
CASTES AND SCHEDULED TRIBES (2009-2010)**

Shri Gobinda Chandra Naskar - Chairman

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2. Ms. J.C. Namchyo – Director
3. Smt. Maya Lingi – Deputy Secretary
4. Shri M.L.K. Raja – Under Secretary
5. Shri G.C. Dobhal – Committee Officer

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Sixth Report (Fifteenth Lok Sabha) on the Ministry of Railways (Railway Board) on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in South Western Railway (SWR)".

2. The Committee took evidence of the representatives of the Ministry of Railways (Railway Board) and those of South Western Railway (SWR) on 25<sup>th</sup> March, 2008. The Committee wish to express their thanks to the officers of the Ministry of Railways (Railway Board) and the South Western Railway (SWR) for placing before the Committee the material and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 17<sup>th</sup> February, 2010.

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

**New Delhi;  
March, 2010  
Phalgun, 1931(Saka)**

**(GOBINDA CHANDRA NASKAR)**  
Chairman  
**Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes**

## CHAPTER – I

### INTRODUCTORY

#### A. Background Note

1.1 Indian Railways has one of the largest and busiest rail networks in the world, transporting over 18 million passengers and more than 2 million tonnes of [freight](#) daily. It is the world's largest commercial or utility employer, with more than 1.4 million employees. The Railways traverse the length and breadth of the country, covering 6,909 stations over a total route length of more than 63,327 kilometres (39,350 mi). Indian Railways owns over 2,00,000 wagons, 50,000 coaches and 8,000 locomotives of rolling stock.

1.2 Railways were first introduced to [India](#) in 1853. By 1947, the year of [India's independence](#), there were forty-two rail systems. In 1951 the systems were nationalised as one unit, becoming one of the largest networks in the world. Indian Railways operates both long distance and suburban rail systems on a [multi-gauge](#) network of [broad](#), [metre](#) and [narrow](#) gauges. It also owns [locomotive](#) and [coach](#) production facilities.

1.3 Indian Railways is a department owned and controlled by the [Government of India](#), via the [Ministry of Railways](#) rather than a private company. Indian Railways is administered by the Railway Board, which has six members and a chairman.

## Railway zones

1.4 Indian Railways is divided into zones, which are further sub-divided into divisions. The number of zones in Indian Railways increased from six to eight in 1951, nine in 1952, and finally 16 in 2002-03. Each zonal railway is made up of a certain number of divisions, each having a divisional headquarters. It is stated that there are a total of sixty-seven divisions.

1.5 The [Kolkata Metro](#) is owned and operated by Indian Railways, but is not a part of any of the zones. It is administratively considered to have the status of a zonal railway.

1.6 Each of the sixteen zones, as well as the Kolkata Metro, is headed by a General Manager (GM) who reports directly to the Railway Board. The zones are further divided into divisions under the control of Divisional Railway Managers (DRM). The divisional officers of engineering, mechanical, electrical, signal and telecommunication, accounts, personnel, operating, commercial and safety branches report to the respective Divisional Manager and are in charge of operation and maintenance of assets. Further down the hierarchy tree are the Station Masters who control individual stations and the train movement through the track territory under their stations' administration.

Sl. No	Name	Abbr.	Date Established	Headquarters	Divisions
1.	<a href="#">Central</a>	CR	November 5, 1951	<a href="#">Mumbai</a>	<a href="#">Mumbai</a> , <a href="#">Bhusawal</a> , <a href="#">Pune</a> , <a href="#">Solapur</a> , <a href="#">Nagpur</a>
2.	<a href="#">East Central</a>	ECR	October 1, 2002	<a href="#">Hajipur</a>	<a href="#">Danapur</a> , <a href="#">Dhanbad</a> , <a href="#">Mughalsarai</a> , <a href="#">Samastipur</a> , <a href="#">Sonpur</a>
3.	<a href="#">East Coast</a>	ECoR	April 1, 2003	<a href="#">Bhubaneswar</a>	<a href="#">Khurda Road</a> , <a href="#">Sambalpur</a> , <a href="#">Visakhapatnam</a>
4.	<a href="#">Eastern</a>	ER	April, 1952	<a href="#">Kolkata</a>	<a href="#">Howrah</a> , <a href="#">Sealdah</a> , <a href="#">Asansol</a> , <a href="#">Malda</a>
5.	<a href="#">North Central</a>	NCR	April 1, 2003	<a href="#">Allahabad</a>	<a href="#">Allahabad</a> , <a href="#">Agra</a> , <a href="#">Jhansi</a>

6.	North Eastern	NER	1952	Gorakhpur	Izzatnagar, Varanasi	Lucknow, Varanasi
7.	North Western	NWR	October 1, 2002	Jaipur	Jaipur, Ajmer, Bikaner, Jodhpur	
8.	Northeast Frontier	NFR	1958	Guwahati	Alipurduar, Katihar, Lumding, Rangia, Tinsukia	
9.	Northern	NR	April 14, 1952	Delhi	Delhi, Ambala, Firozpur, Lucknow, Moradabad	
10.	South Central	SCR	October 2, 1966	Secunderabad	Secunderabad, Hyderabad, Guntakal, Guntur, Nanded, Vijayawada	
11.	South East Central	SECR	April 1, 2003	Bilaspur, CG	Bilaspur, Raipur, Nagpur	
12.	South Eastern	SER	1955	Kolkata	Adra, Chakradharpur, Kharagpur, Ranchi	
13.	South Western	SWR	April 1, 2003	Hubli	Hubli, Bengaluru, Mysuru	
14.	Southern	SR	April 14, 1951	Chennai	Chennai, Madurai, Palakkad, Salem, Tiruchirapalli, Thiruvananthapuram	
15.	West Central	WCR	April 1, 2003	Jabalpur	Jabalpur, Bhopal, Kota	
16.	Western	WR	November 5, 1951	Mumbai	Mumbai Central, Vadodara, Ratlam, Ahmedabad, Rajkot, Bhavnagar	

## Railway Production Units

1.7 Production Units, the manufacturing plants of the Indian Railways are managed directly by the Ministry. The General Managers of the PUs report to the Railway Board. The Production Units are:

1. Chittaranjan Locomotive Works, Chittaranjan
2. Diesel Locomotive Works, Varanasi
3. Diesel-Loco Modernisation Works, Patiala
4. Integral Coach Factory, Chennai
5. Rail Coach Factory, Kapurthala
6. Rail Wheel Factory, Bangalore

These six production units (Pus) are each headed by a General Manager (GM), who also reports directly to the Railway Board.

## **B. Composition of the Railway Board**

1.8 The composition of Railway Board is Chairman and Six Board Members, viz. Member (Staff), Member (Electrical), Member (Mechanical), Member (Traffic), Member (Engineering) and Financial Commissioner. It is stated that there is one Member belonging to SC as per the information available on records.

**1.9 The Committee note that Indian Railways as a part of Central Government functions directly under the Ministry of Railways. Railway Board comprising the Chairman and 6 Members is the apex body entrusted with the management and policy making. In fact, the overall control of the Indian Railways is vested in Railway Board. The Committee note that Indian Railways is divided into zones, which are further sub-divided into divisions. Each zone and Kolkata Metro is headed by a General Manager (GM) who reports directly to Railway Board. The Committee note that there is one Member on the Board who belongs to Scheduled Caste. The Committee are of the firm view that Railways which employ a large number of people should not have any problem in having representation of at least one SC/ST Member on the Board. The Committee, therefore, recommend that with a view to safeguarding the interest and welfare of SC/ST employees and also to give confidence to all SC/ST employees of Indian Railways, the Government should ensure inclusion of at least one SC/ST Member on the Board, even if it entails amendment of the existing provisions for such appointment. The Committee should also be apprised of the existing provisions in the appointment of Chairman and Members of the Railway Board.**

### **C. Organisational Set up**

1.10 The Committee have been informed that South Western Railway(SWR) with Bangalore Division, Mysore Division, Central Workshops, Mysore, Construction Organisation, Bangalore of erstwhile Southern Railway and Hubli Division and Carriage Repair Shops, Hubli of erstwhile South Central Railway was formed with its Headquarters at Hubli on 01.04.2003. On South Western Railway, General Manager is the Administrative Head who is assisted by Principal Heads of Department/HOD of various disciplines, which are as under:

1. Civil engineering
2. Commercial
3. Electrical Engineering
4. Finance & Accounts
5. Mechanical Engineering
6. Medical
7. Operating
8. Personnel
9. Security
10. Signal & Telecommunication
11. Stores
12. General Administration
13. Vigilance
14. Audit
15. Construction Organisation

South Western Railway is divided into three Divisions which are as under:

1. Hubli
2. Bangalore
3. Mysore

Divisional Railway Manager (DRM) is the head of each Division. He is assisted by Additional Divisional Railway Manager and the Divisional Officers who are in charge of the respective departments. On South Western Railway, there are 2 major Workshops, which are as under:

1. Carriage Repair Shops/Hubli
2. Central Workshops/Ashokapuram/Mysore South

Workshops are headed by Chief Workshop Manager.

According to the latest information, none of the 3 DRMs in SW Railway belong to SC/ST category.

#### **D. Reservation Cell in Ministry**

1.11 The Ministry of Railways (Railway Board) has a separate Cell to look after the interests of SC/ST employees on the Railways and to ensure proper, strict and timely implementation of the instructions issued from time to time in regard to the Reservation Rules and procedures etc. This Cell functions under the control of Member (Staff) who is assisted by an Executive Director, Establishment (Reservation), One Director Establishment (Res), Two Joint Directors, Establishment (Res.), One Deputy Director and four Section Officers. The composition of the Cell is as under:

S.No.	Designation	Number of posts
1.	Executive Director Establishment (Reservation)	01
2.	Director Establishment (Reservation)	01
3.	Joint Director Establishment (Reservation)	02
4.	Deputy Director (Reservation)	01
5.	Section Officer	04
6.	Assistant	08
7.	Upper Divisional Clerk	01
8.	Lower Divisional Clerk	02
<b>TOTAL :</b>		<b>20</b>

1.12 The Committee have also been informed that Executive Director Establishment (Reservation) acts as a Liaison Officer in respect of matters relating to the representation of Scheduled Castes/Scheduled Tribes and Other Backward Classes in all establishments and services under the administrative control of the Ministry of Railways. It has also been stated that close liaison and co-ordination is maintained between the Ministry of Railways and the South Western Railway in regard to the implementation of Reservation Rules and

procedures. Instructions/directives; outlining the policy of the Government and; brochures/booklets containing compendium of Reservation Rules are issued by the Railway Board from time to time for guidance and follow up action by SW Railway. Board's Officers/Officials also carry out inspections in regard to the enforcement of Reservation Rules, ensuring adequate representation of SC/ST communities as per roster prescribed and for redressal of their grievances, if any. Irregularities or any violation of orders coming to their notice are brought to the notice of the competent authority of the South Western Railway for rectification. Periodical returns reflecting the state of representation of SC/ST candidates in the Organisational structures and various other statistics are submitted to the Board for their examination and further directives, if any, for compliance by South Western Railway. Representations from SC/ST staff are also dealt in this Cell. The Cell is functioning satisfactorily.

1.13 During evidence, when asked whether the Cell has been assigned other work apart from looking after SC/ST matters, the Chairman, Railway Board informed:

“..... It looks after matters concerning SC, ST and OBC only”.

He further informed:

“At top position, there is an Executive In-charge and there are three Joint Directors under him. Since the matter of reservation concerning SC, ST and OBC is important and for their implementation, provisions are almost same. The work is being dealt by this Cell”.

1.14 When asked to give reasons as to why matters other than SC/ST are being dealt within this Cell, the Ministry in their post evidence note have stated that the Cell by which reservation matters being dealt with in Railway Board is called Reservation Cell and not SC/ST Cell. As such, OBC matters and matters

pertaining to Minorities are dealt with for the time being in the cell as proposal for forming a separate cell for minorities in Board's office is under consideration.

1.15 When asked whether the strength of the Cell is adequate to cater to the need of the entire Railways and what efforts have been made by them to augment the strength of the Cell, the Ministry in their post evidence reply have stated that the Staff strength of the Reservation Cell is reviewed from time to time alongwith the other Directorates as per the administrative necessity. There are 19 staff including officers working in Reservation Directorate to look after the interests of SC/ST employees on the Railways and to ensure proper, strict and timely implementation of reservation rules and procedures etc. The Cell is functioning satisfactorily. However, further two more Section Officers are being posted in Reservation Cell in pursuance of cadre restructuring undertaken recently.

1.16 In regard to number of SC/ST officials posted in the Cell, it has been stated that as many as 6 SC and 10 ST staff and officers are working in Reservation Cell of the Ministry of Railways (Railway Board).

**1.17 The Committee note that Ministry of Railways has a separate Cell to look after the interests of SC/ST employees of the Railways and to ensure proper, strict and timely implementation of the instructions issued from time to time. The Committee also note that the Executive Director Establishment (Reservation) acts as Liaison Officer in matters relating to reservation for SCs/STs, OBCs and Minorities. It has also been stated that the Cell functions under the control of Member (Staff) who is assisted by a strength of 20 officers/staff including 6 SC and 10 ST and that two more Section Officers are being posted therein in pursuance of cadre**

restructuring undertaken recently. The Committee further note that close liaison and co-ordination is maintained between the Ministry and the South Western Railway in regard to implementation of Reservation Rules and procedures. The Committee, however, are surprised to note that the Cell which was earlier set up to look after the interests of SC/ST employees, has now been entrusted with reservation matters in respect of OBCs and Minorities too, which the Committee feel is simply against the spirit for which it was set up. The original idea to set up a Cell was to mainly assist the Liaison Officer appointed specifically to oversee SC/ST matters and to discharge his duties effectively. It should not, therefore, be proper to convert this Cell meant for SCs/STs as Reservation Cell for OBCs and Minorities as well. The Committee feel that the nature of problem and the basis on which reservation is being provided to SCs and STs are completely different from that of OBCs and Minorities. It is, therefore, not acceptable to the Committee that reservation matters of all the categories should be clubbed together and the Cell meant for looking after the interest of SCs/STs should be entrusted to look after reservation matters of OBCs and Minorities on grounds that all relate to reservation matters. By entrusting the extra work relating to OBCs and Minorities, the Cell would not be able to give proper attention to the interest of SC/ST employees for which it has been set up. The Committee, therefore, recommend that the workforce posted in the Cell should exclusively be engaged in work relating to the welfare and interests of SC/ST employees and that the Liaison Officer should also not to be entrusted with the work relating to OBCs and Minorities. The Committee also recommend that separate Cells

**for Minorities and OBCs should be set up in the Ministry of Railways so that these Cells work to ensure proper implementation of reservation policy for those categories effectively.**

**E. Liaison Officer/Cell in SW Railway**

1.18 The Committee have been informed that a Reservation Cell has been set-up on South Western Railway in Headquarters Office as well as on each Division to look after the interest of SC and ST employees. The Reservation Cell (HQ) of South Western Railway functions under the control of SPO/IR which is manned by the following officers/staff to look after the interest of SC/ST employees as per details given below:-

<b>Sl.No.</b>	<b>Designation</b>	<b>No. of posts</b>	<b>SC</b>	<b>ST</b>	<b>UR</b>
1.	Senior Personnel Officer (Res.)	1	1	-	-
2.	Assistant Personnel Officer (Welfare)	1	-	-	1
3.	S&W-I- Grade-I	1	1	-	-
4.	Head Clerk	1	-	-	1
		4	2		2

1.19 It has also been informed that to ensure that the reservation orders issued from time to time by the Railway Board are strictly implemented, Chief Personnel officer is functioning as the Chief Liaison Officer at Headquarters level and SPO/IR as Liaison Officer at Headquarters level. Sr. DPOs/DPOs are functioning as the Liaison Officer at Divisional level and WPOs are functioning as the Liaison Officer at Workshop level.

1.20 In reply to a question whether Liaison Officers at any point of time discuss the matter of common interest, it has been stated that this is being done during the meetings held with Personnel Officers at a regular interval i.e. twice a year to exchange experiences gained by them and sort out the problems faced by them in implementing the reservation rules for SC/STs.

1.21 The Committee note that a Reservation Cell has been set up in South Western Railway in Headquarters Office as well as on each Division to look after the interest of SC/ST employees. The total staff strength posted in the Cell at Headquarters of SW Railway is reported to be four. The Committee are of the view that the Reservation Cell should only be entrusted with the work relating to reservation matters of SCs and STs only so that the staff posted in the Cell should be able to cope up with the work assigned to them otherwise the very existence of the Cell becomes meaningless. The Committee emphasise that the workload of the Cell should be assessed periodically. The Committee also stress that staff preferably from SC/ST community should be posted after giving them proper training on reservation matters.

1.22 The Committee further note that Liaison Officers meet with Personnel Officers at regular intervals to exchange experiences gained by them and to sort out the problems faced by them in implementing the reservation rules for SCs/STs. The Committee recommend that atleast one meeting of all the Liaison Officers should be held at Railway Board level and minutes thereof should be kept for future guidance.

1.23 The Committee view that the Liaison Officer has been entrusted with important functions as far as the interest of SCs and STs are concerned. He is responsible for ensuring correct implementation of reservation policy in an organisation. The Committee, therefore, stress that the person to be appointed as Liaison Officer should possess sufficient experience and should be well conversant with reservation orders/rules and that he should be given training on reservation related matters. Further, the Committee

would like to stress that the Liaison Officer should be allowed to function independently without any external pressure within the ambit of his jurisdiction. His views/opinions on matters like promotions/selections should not be overruled but should be taken note of and corrective action be taken. The Committee also desire that the Liaison Officers should be protected from frequent transfers and postings so as to utilize their services for a considerable period of time.

#### **F. Maintenance of Rosters**

1.24 The Committee have been informed that post based rosters for both recruitment and promotional categories were introduced in 1997 replacing the vacancy based rosters as per the directives of DOP&T and all vacancies were filled up before switching over to post based rosters.

1.25 In regard to inspection of rosters during the years 2004-2007 the Committee have been informed that the Liaison Officer/SPO/IR has verified the rosters maintained in various Divisions and Workshops as per the Inspection Programme. During the periodical inspections, the following discrepancies were found:

- a) The post based roster is to be maintained separately for Direct Recruitment and Promotional Quota.
- b) The ad-hoc promotion continuing more than 45 days is not reflected in the Post Based Roster.
- c) The Controlling Officers are not watching the sanctioned, actual vacancy and percentage shortfall for SC, ST and OBC in the category and Grade-wise in the post based roster and instructed to follow the above.

1.26 To overcome the aforesaid shortcomings, it has further been stated that there is a need for separate training classes for all staff with regard to reservation and roster maintenance at Zonal Railway Training Institute (ZRTI).

1.27 When asked whether there was any increase/decrease in the number of posts reserved for SCs/STs before and after switching over to post based rosters in recruitment and promotion, it has been stated that there was variation to some extent. On this point the Ministry vide their post evidence note have stated that variation was due to number of vacancies arrived under vacancy based roster and number of post earmarked under post based roster and the same have been progressively resolved.

**1.28 The Committee note that post based rosters for both recruitment and promotion are being maintained since 1997. The Committee note that no specific reply has been given as to how often the inspection of rosters were carried out during the years 2004 to 2007. The reply furnished is that these rosters have been verified by Liaison Officer/SPO/IR at various Divisions and Workshops as per the Inspection Programme. The Committee note that some discrepancies like not maintaining separate post based rosters for direct recruitment and promotional quota, not reflecting ad-hoc promotions continuing more than 45 days, and the Controlling Officer not sanctioning actual vacancy and percentage of shortfall for SC, ST in the category and grade-wise were noted during the inspection. The Committee are surprised that such serious negligence and lapses have been taken lightly by the Department. It is the duty of the Liaison Officer to bring to the notice of the Head of Department and the Ministry of Railways. In fact, appropriate action against such Controlling Officers should have**

been taken for such lapses and negligence. The Committee recommend that the inspection of rosters should be done at regular intervals by the Liaison Officer and any case of negligence or lapses in the matter of following the reservation and other orders relating to SCs/STs should be brought to the notice of the Ministry of Railways (Railway Board) for taking necessary action. Rosters should clearly be signed and authenticated with official stamp of the Liaison Officer concerned as a proof of having been inspected the same. The Committee also recommend that the rosters should be computerised and copies may be neatly bound and paginated. The Committee also recommend that all the staff working in the Cell should undergo training in regard to reservation and maintenance of rosters at Zonal Railway Training Institute (ZRTI) before they are posted.

1.29 The Committee view that rosters are very important documents as far as the interest and welfare of SCs/STs are concerned. In fact, the successful implementation of reservation rules entirely depends on proper maintenance of the rosters. Even slight miscalculation of roster points whether for recruitment or promotion by the official concerned may hamper employment/promotional opportunities for SCs/STs. The Committee, therefore, urge that the maintenance of rosters should not be taken casually and only such official who is well conversant with the reservation orders/rules and roster points should be entrusted with the job. It should be ensured that all necessary information in the respective columns provided for the purpose made in the rosters are filled neatly and that no over writing is done.

## **CHAPTER - II**

### **RESERVATION IN SERVICES**

#### **A. Reservation Orders**

2.1 The Committee have been informed that the Ministry of Railways do not issue Presidential Directives to Zonal Railways/Public Undertakings etc. Presidential directives are issued by the Bureau of Public Enterprises/Public Sector Undertaking. Ministry of Railways (Railway Board) generally follow the orders on reservation for the SCs/STs issued from time to time by the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) which is the nodal Ministry administering the reservation rules for the SCs/STs. On the basis of the orders issued by the Department of Personnel and Training, necessary instructions are issued by the Railway Board to South Western Railway and other Zonal Railways/Production Units etc.

2.2 It has also been informed that Railway Board's order relating to reservation for SCs/STs in Railway Service are contained in the Brochure on reservation for SCs/STs in Railway Services and in a number of office circulars/orders issued subsequently from time to time. These were consolidated into one Master Circular on the subject and issued in June, 1993. The Master Circular No.52 which was last issued on 16.11.2006 has included all the circulars on reservation matters issued till 7.08.2003. The instructions issued thereafter would be included/updated in the next master circular. This is a very good referral book and very informative regarding the instructions on reservation matters. Zonal Railways and field offices occasionally refer to and follow master circular, while examining cases.

2.3 The Committee have also been informed that percentage of reservation made in the South Western Railway in favour of Scheduled Castes and Scheduled Tribes in respect of posts filled by direct recruitment and promotion is as under:-

i) Posts filled by Direct Recruitment.

For all Group 'C' and 'D' categories, percentage of reservation made in the South Western Railway is as under:

**SC – 15%**

**ST – 7.5%**

The above instructions are effective from 31.7.2003 as per the extant instructions.

ii) Posts filled by Promotion.

For all Group 'C' and 'D' categories, percentage of reservation made in the South Western Railway is as under:

**SC – 15%**

**ST – 7.5%**

iii) Posts filled by Deputation.

Reservation rules do not apply to the posts filled by deputation.

2.4 The Committee have been informed that there are certain categories of posts to which reservation orders do not apply. These are as under:-

- i) Vacancies filled by transfer.
- ii) Promotions against leave vacancies of less than 45 days.
- iii) Posts filled by deputation.
- iv) Posts filled up in production control organization by drafting staff from the shop floor on ex-cadre tenure basis.
- v) Post of Vigilance Inspectors in different grades; as they are filled on ex.cadre tenure basis.
- vi) Posts of Instructors in Training Schools filled by drafting employees from other departments on tenure basis.

- vii) Vacancies filled by promotion in grades or posts in which the element of direct recruitment, if any, exceeds 75%.
- viii) Temporary appointments/promotion of less than 45 days duration.
- ix) Those work charged posts which are required for emergencies like flood relief work, accident restoration and relief etc.
- x) Appointment of Casual Labours/Substitutes. However, recruiting authority is required to ensure intake of SC/ST according to prescribed percentage.

2.5 When asked about the reasons and authority by which such a large number of category of posts have been exempted from applicability of reservation orders the Ministry in their post evidence reply have stated that the posts kept outside the purview of reservation are ex-cadre posts filled up on tenure basis which does not involve promotion. Number of such posts being very negligible, these posts (including posts of Vigilance Inspector) are kept outside the purview of reservation as per DOP&T's extant instructions.

2.6 In regard to detailed procedure for selecting the incumbents to the posts of Vigilance Inspector/Investigation Inspector their function and tenure, the Committee have been informed that the posts of Inspectors in the Vigilance Organizations are designated as Investigating Inspectors (Vigilance) in Railway Board and as Vigilance Inspectors on Zonal Railways/Units. The procedure for selection of Investigating Inspectors (Vig.) in Railway Board and Vigilance Inspectors in Zonal Railways/Units is similar except that in the case of Investigating Inspectors (Vig.) a notification is issued inviting applications from eligible and willing staff of all Zonal Railways/Units and the Chief Vigilance Officers of all Zonal Railways/Units are requested to forward the applications of all eligible candidates having sound integrity. In the case of Vigilance Inspectors of a Zonal Railway/Unit, the heads of department/Divisional Railway Managers of the particular Railway/Unit are requested to forward applications of eligible and

willing staff having sound integrity. After receipt of applications, the same are scrutinized and the eligible candidates are called for a written test. The selection of Vigilance Inspector is done with the help of a Selection Board consisting of not less than three officers, one of whom is a Personnel Officer and one belonging to the department concerned including one SC/ST member. The posts are duly notified in all departments and options are called from the volunteers two grades below on which the selection is being made after passing successfully in the written and viva-voce test. At the viva-voce test, the ACRs of the concerned candidates are also taken into account and based on the overall performance a panel is prepared as per the vacancy position.

2.7 It has also been stated that the functions of the Vigilance Inspectors are mainly to keep watch over the works done as per rule and prevent corruption. The functions of the Investigating Inspectors (Vig.)/Vigilance Inspectors are to collect source information and to conduct preventive checks and decoy checks in the sensitive areas prone to corruption, investigate the complaints entrusted to them for investigation and to submit the investigation report to their controlling officers.

2.8 It has further been stated that the normal period of tenure of the posts of Investigating Inspectors (Vig.)/Vigilance Inspectors is four years which can be extended upto six years in individual cases meriting such a consideration by the CVO (Chief Vigilance Officer) of the Ministry of Railways in the case of Investigating Inspectors (Vig.) of Railway Board and by the General Manager of the concerned Railway/Unit based on the recommendation of the concerned CVO in the case of Vigilance Inspectors of Zonal Railways/Units. The tenure of the Investigating Inspectors (Vig.)/Vigilance Inspectors can be extended beyond

six years in exceptional cases with the approval of the Chief Vigilance Officer of the Ministry of Railways. When asked about the total number of such posts in the South Western Railway, the following information has been provided:-

1.	No. of posts	-	27
2.	No. occupied as on date	-	19
3.	No. of SC/ST official amongst the above – SC – Nil, ST- NIL		

2.9 In reply to a query whether any effort has been made by the Ministry to bring these posts under the ambit of the reservation orders, it has been stated that no efforts has been made by them since these rules are as per the orders of DOP&T and that it is upto DOP&T to revise the same.

**2.10 The Committee note that the Ministry of Railways (Railway Board) generally follow the orders on reservation for SCs/STs issued from time to time by the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training). On the basis of the orders issued by the DOP&T necessary instructions are issued by the Railway Board to Zonal Railways/Production Units etc. The Committee appreciate the efforts made by the Railway Board to consolidate orders relating to reservation for SCs/STs in one Master Circular as a referral book. The Committee note that there are certain categories of posts which have been exempted from the applicability of the reservation orders as per orders of the DOP&T. In SW Railway, the number of such posts is 27 which are exempted from applicability of the reservation orders. Presently, there are only 19 posts which have been occupied, but none of them belongs to SC/ST category. The reasons for keeping the posts of Vigilance Inspector/Investigating Inspector are that these are ex-cadre posts filled up on tenure basis which do not involve promotion. The Committee are dismayed that not a single**

SC/ST official has been selected to the posts of Vigilance Inspector/Investigating Inspector in SW Railway. The Committee, therefore, impress upon the Government that while appointing incumbents for these posts, SC/ST employees having the requisite qualifications should not be ignored just because there is no reservation but should be given fair opportunity to occupy such posts on ex-cadre tenure basis.

#### **B. Recruitment Procedure**

2.11 The Committee have been informed that Direct Recruitment to posts in various Group "A" services on Indian Railways (including South Western Railway) is done centrally by Railway Board through Union Public Service Commission. No Direct Recruitment is generally made to Group "B" posts in this Railway, being a promotional grade. Recruitment to Group 'C' categories of posts is generally done by Railway Recruitment Board (RRB), Bangalore. Normally indents are placed on the Railway Recruitment Board one year in advance in respect of categories where no training is involved, two years in advance for categories involving one year training and three years in advance for categories involving two years training.

2.12 It has further been informed that the requirements of all the Divisions, Workshops and extra divisional units are obtained and compiled at the Headquarters level and indents placed, duly following the appropriate Rosters for reservation for Scheduled Castes and Scheduled Tribes, on the Railway Recruitment Board with the approval of concerned Head of the Department in the Divisions and approval of CPO. Based on these requirements, the Railway

Recruitment Board issues Employment Notice duly indicating the vacancies reserved for Scheduled Castes and Scheduled Tribes separately.

2.13 It has also been stated that since 18/07/2005, the recruitment of staff against various Group 'D' posts on Zonal Railways is being done by Zonal Railways themselves by clubbing their total Group 'D' requirements. This is done by issuing notifications in Employment News/Newspapers etc. and inviting applications for the same and then conducting a Physical Efficiency Test (PET) and written exam.

2.14 In reply to a query whether UPSC is asked to maintain due representation of SCs/STs as per prescribed percentage of reservation while conducting recruitment in various Group 'A' services on Indian Railways, the Committee have been informed that while sending/placing indents to UPSC, the details of total number of vacancies, specifying number of vacancies reserved for SC/ST are mentioned as per the post based roster so as to maintain prescribed percentage of recruitment.

2.15 When asked how it is ensured that proper representation/ reservation in Group 'B' posts is followed as no direct recruitment is made in any categories of post in Group 'B' on zonal Railways, it has been stated that Railway Board have issued model roster to ensure proper representation/ reservation in Gr. 'B' categories and the same is being followed by Zonal Railways

2.16 In reply to a query regarding recruitment of Group 'D' posts being made at zonal level, the Committee have been informed that recruitment to all Group 'D' categories in scale Rs. 2550-3200 and Rs. 2610-3540 such as Trackman, Khalasi, Luggage Porter, Safaiwala, Peons are made by Zonal Railways through Railway Recruitment Cell, Compassionate Ground Appointments, Sports quota,

Cultural quota and Scout & Guide quota. In reply to a query as to why the recruitment of Group 'D' categories is done at Zonal level, it has been stated that on review, a decision was taken by the Minister of Railways that henceforth recruitment in Gr. 'D' would be done by the Zonal Railways themselves. Accordingly, Board has issued instructions on the subject in 2005.

2.17 The Committee have been informed that the advertisements indicating complete details including number of posts reserved for scheduled Castes and Scheduled Tribes mentioned in the Employment Notification / Advertisement through Employment News are published in English /Hindi Languages. A short version of the notification is also published in the regional Newspapers. A copy of the said notification is also given / sent to the District Employment Exchange. Vacancies are advertised in Employment Notices published in Employment News and Indicative Advertisements are given in local Newspapers in English, Hindi and Kannada. As per the extant instructions, a copy of the advertisement is also sent to All India Radio/Doordarshan for wide publicity. Besides, this notification with detailed vacancies is uploaded on RRB Website. Copies of advertisements are also sent to the SC/ST welfare Associations recognized by the South Western Railway.

2.18 The Committee have also been informed that the present system of recruitment against various Group 'C' & 'D' post is open competition for which advertisements are given in leading Newspapers and Employment News; Employment Exchanges do not play any role in this process. They are simply given a copy of notification of all vacancies against which a recruitment is being done either through RRB or Zonal Railway as the case may be. Interview letters as well as appointment letters for specified category candidates are sent by

registered post, 30 days in advance of interview / appointment or record verification date. However, when candidates are found absent for record verification, one more chance is given to the candidate to appear on revised date communicated to the candidates. The minimum period of notice given to the candidates is three weeks for written test and interview. However, the candidates are being informed of the written test / interview through call letters one month in advance. The intimation regarding holding of tests / interviews etc. is also being notified through press. The appointment letters are issued to the selected candidates giving one month's period to report. The copies of advertisement/ Employment notice are sent to All India SC/ST Association. Presently Railway Recruitment Boards (RRBs) conduct written examinations only for recruitment to various categories of posts and in most of the selections, interviews have been done away except in few categories of posts like Teacher, Law Assistant, Physiotherapist and Telephone Operator. Wherever interviews were/are held, SC/ST candidates were/are interviewed in separate block. No examination centres were set up in the tribal areas for not having concentration of tribal people in the areas.

### **C. Relaxations/Concessions**

2.19 The Committee have been informed that the following relaxations/ concessions are allowed to Scheduled Castes and Scheduled Tribes at the time of recruitment:-

1.	Age limit	i) The maximum age limit prescribed for direct Recruitment shall be increased by 5 years. ii) Age relaxation upto the age of 40 years for widows, divorced or judicially separated women belonging to SC/ST.
2.	Fees	Exemption from payment of examination fees.
3.	Travelling facility	Free Second Class Rail pass is issued from the normal place of residence and to the place of written examination / interview / document verification and back.

4.	Posting	As far as possible appointment should be made to their nearest home town or at places where administration can able to provide quarters subject to availability
5.	Physical Standard	Rakshaks and Sub-Inspectors or Railway Protection Force are allowed relaxation in physical standards.
6.	Training	SC/ST candidates who fail in the initial training course are allowed repeat training course as under: 1. Initial training course with stipend. 2. Repeat course without stipend (for the SC/ST candidates those failed in the initial training course)

Some of the relaxations/concessions viz. fee concession, maximum age relaxation, free second class pass facility are also mentioned in the advertisements made for recruitment.

2.20 When asked to furnish the number of SC/ST trainees who availed training course with stipend after failing in the initial training course during the last three years, the Committee have been informed that there were two such cases. In reply to action taken by the Railways if the trainee is unable to clear training in all attempts, it has been stated that the trainees who were unable to clear training in all permissible attempts, their candidature for appointment were cancelled.

#### **D. Details of recruitment**

2.21 The Committee have been informed that recruitment in Group A (Jr. Scale) is done by Railway Board centrally through UPSC. No direct recruitment is done in Group B by the Zonal Railway. The following recruitment had been made in Group C & D posts during the years 2004 to 2007:-

Year	Category of posts	Total No. of vacancies actually occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Scheduled Castes			No. of vacancies reserved for Scheduled Tribes			No. of candidates appointed		No. of vacancies carried forward		Remarks
				C/F from previous year	Reserved during the year	Total	C/F from previous year	Reserved during the year	Total	SCs	STs	SCs	STs	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
2004	C	579	594	49	116	165	93	80	173	106	80	59	93	
	D	404	409	177	63	240	122	50	172	116	62	124	110	
2005	C	919	847	59	127	186	93	83	176	62	42	124	134	
	D	653	653	124	108	232	110	82	192	90	19	142	173	
2006	C	919	874	124	90	214	134	42	176	142	68	72	108	
	D	367	500	142	34	176	173	23	196	72	34	104	162	
2007	C	501	441	72	113	185	108	32	140	108	67	77	73	
	D	302	309	104	81	185	162	7	169	140	11	45	158	

2.22 The following information has been furnished in regard to recruitment made by

SW Railway in Group C & D posts during the years 2008 and 2009 till date:

Year	Category of posts	Total No. of vacancies actually occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Scheduled Castes			No. of vacancies reserved for Scheduled Tribes			No. of candidates appointed		No. of vacancies carried forward		Remarks
				C/F from previous year	Reserved during the year	Total	C/F from previous year	Reserved during the year	Total	SCs	STs	SCs	STs	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
2008	C	569	374	77	82	159	73	43	116	80	39	79	77	
	D	432	516	45	25	70	158	12	170	103	39	00	131	
2009	C	192	159	79	17	96	77	12	89	35	16	61	73	
	D	106	60	00	13	13	131	12	14	18	22	00	121	

2.23 When asked about the reasons for such a large number of carried forward vacancies of SCs/STs in Group 'C' and 'D' categories of post every year during the years 2004 to 2007, the Committee have been informed that there were no eligible candidates available for these posts. Regarding taking corrective/remedial steps in this regard, it has been informed that carry forward vacancies have also been taken into account for placing the indents to RRB for Group 'C' category and to RRC for Group 'D' categories.

**2.24 The Committee note that Direct Recruitment to posts in various Group 'A' services on Indian Railways including South Western Railway is done centrally by Railway Board through Union Public Service Commission and no direct recruitment is generally made to Group 'B' posts being a promotional grade. The recruitment to Group 'C' posts is done by Railway Recruitment Board (RRB), Bangalore. The Committee also note that recruitment in Group 'D' posts is being done at Zonal Railways by way of issuing notifications in Employment News/Newspapers etc. and inviting applications for the same and then conducting physical efficiency test and written exam. The Committee recommend that the Ministry of Railways (Railway Board) should monitor the recruitment of various Group 'D' posts being made by Zonal Railways periodically so as to ensure that sufficient number of SCs and STs are recruited. The Committee also desire that Railway Board should maintain zone-wise records in this regard.**

2.25 The Committee note that the present system of recruitment against various Group 'C' and 'D' posts is an open competition for which advertisements are given in leading Newspapers and Employment News. Employment Exchanges, therefore, do not seem to play any role in this

process. The Committee feel that even after having a well placed method of recruitment adopted by the Ministry of Railways and South Western Railway, the desired results especially in the matter of recruitment of sufficient number of SCs/STs in Group 'C' and 'D' posts have not been achieved. The Committee are of the firm view that since recruitment of Group 'C' and 'D' posts is an open competition, every effort should be made to give wide publicity to such posts in areas predominantly inhabited by SC/ST population. However, no examination centre has been set up in such areas. It may be true for South Western Railway not to have tribal concentrated areas in their zone, but that does not mean that other zones do not have tribal concentrated areas. The Committee, therefore, strongly recommend that necessary examination centers be set up in such areas particularly in all the capitals of North East States and also tribal concentrated areas in different Divisions/Zones of Railways on rotational basis so that candidates from these areas do not have to travel long distances to appear for recruitment examinations.

2.26 The Committee note that various concessions/relaxations are allowed to SCs and STs at the time of recruitment. The Committee desire that Railway authorities should increase the number of attempts for SC/ST candidates who fail in the initial training course.

2.27 The Committee are dismayed to note that in respect of recruitment made during the years from 2004-2007, the vacancies reserved for SCs/STs in Group 'C' and 'D' remained unfilled resulting in carrying forward of the posts to next recruitment year. In respect of recruitment made during the years 2008 and 2009 (till the information was furnished), barring the SC

posts in Group D, the problem of carrying forward of SC and ST posts persisted. The Committee find it difficult to accept the fact that there was no eligible candidates available for SC/ST posts. The Committee would like to point out that there is large number of educated unemployed SC/ST candidates in the country. Therefore, it is not correct to say that no eligible candidates are available for Group 'C' and 'D' posts from the SC/ST category. Had the South Western Railway/RRB made any effort to have those SC/ST posts publicized widely in the SC/ST inhabited areas, the Committee strongly feel that if not all but most of those posts would have been filled up. The Committee note that a large number of Group C and D posts have not been filled up and are allowed to accumulate over the years. It is a matter of great concern that the vacancies of 61 SCs and 73 STs in Group 'C' and 121 STs in Group 'D' during the year 2009 are still to be filled up and no serious effort seems to have been made for clearance of vacancies reserved for SCs/STs. The Committee are not happy with this trend of carrying forward of vacancies year after year which is against the interest of SCs and STs. The Committee desire that this trend should be stopped immediately at all costs so that interest of SCs/STs are well protected. The Committee, therefore, impress upon the Ministry of Railways (Railway Board) to make credible and concerted efforts so that vacancies reserved for SCs/STs are not carried forward from one recruitment year to another but filled up during every recruitment year. The Committee strongly recommend that all unfilled Group C and D posts reserved for SCs and STs should be filled up at the earliest by publicising those reserved posts widely in SC/ST inhabited areas.

## **E. Staff Strength and Shortfall**

2.28 The Committee have been informed that South Western Railway is a newly created Railway which came into force from 1.4.2003. The total staff strength as well as percentage of SCs and STs amongst them are as under:-

Category of posts	Total No. of employees in position	Number of		Percentage of total		No. of Shortfalls		Percentage of shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10
<b>1.1.2005</b>									
Group A	208	42	17	20.2	8.17	0	0	0	0
Group B	130	27	21	20.8	16.2	3	0	2.3	0
Group C	19941	2427	1071	12.2	5.4	564	424	2.8	2.1
Group D excluding Safaiwala	10485	1195	479	11.4	4.6	377	337	3.6	2.9
Group D Safaiwala	573	315	28	54.9	4.9	0	15	0	2.6
<b>1.1.2006</b>									
Group A	218	45	20	20.6	9.2	0	0	0	0
Group B	164	32	24	19.5	14.6	0	0	0	0
Group C	23638	3083	1405	13.0	5.9	462	368	2.0	1.6
Group D excluding Safaiwala	9275	1035	519	11.1	5.5	356	177	3.9	2.0
Group D Safaiwala	647	237	14	36.6	2.2	0	35	0	5.3
<b>1.1.2007</b>									
Group A	220	38	17	17.3	7.7	#			
Group B	179	38	25	21.2	14.0	3	0	1.7	0
Group C	24227	3328	1528	13.7	6.3	306	289	1.3	1.2
Group D excluding Safaiwala	9158	1068	628	11.7	6.9	306	306	3.4	3.4
Group D Safaiwala	551	301	16	54.6	2.9	0	25	0	4.6
<b>1.1.2008</b>									
Group A	228	49	22	21.49	09.64	-	-	-	-
Group B	196	34	32	17.34	16.32	-	-	-	-
Group C	24970	4311	1730	17.26	06.92	254	371	1.01	1.48
Group D	9329	1947	483	20.87	05.17	277	309	2.96	3.31
<b>1.1.2009</b>									
Group A	235	45	31	19.14	13.19	-	-	-	-
Group B	218	44	39	20.18	17.88	-	-	-	-
Group C	24827	4080	1714	16.13	06.90	355	372	1.42	1.49
Group D	9472	2172	935	22.93	09.87	258	312	2.72	3.29

2.29 When asked about the reasons for shortfall of SC/ST categories in Group 'D' excluding Safaiwala and of STs in Group 'D' Safaiwala, the Ministry in their post evidence note have stated that the notification of 4,701 vacancies in Group 'D' categories including SC/ST was issued but the recruitment could not be completed on account of local/regional protest/agitations. The recruitment process has been postponed.

2.30 When asked about the actual shortfall in recruitment and promotional posts in both the Groups and for technical and non technical posts the Ministry have furnished the following details as under:

<b>Category</b>	<b>Technical</b>		<b>Non-Technical</b>	
	<b>SC</b>	<b>ST</b>	<b>SC</b>	<b>ST</b>
<b>Recruitment</b>	265	242	43	70
<b>Promotion</b>	225	239	77	64

2.31 When specifically asked what steps South Western Railway proposes to take to wipe out the shortfall completely in all categories of posts, it was stated that once the process of recruitment of Group 'D' is started and finalized all shortfall vacancies will be filled as early as possible.

2.32 When asked to explain the reasons for shortfall in the employment of SCs and STs, it has been stated that there is generally no difficulty in getting adequate SC & ST candidates for the non-technical popular categories. There is no adequate response to most of the categories specially technical, diploma, graduate and para-medical categories from the 'ST' candidates to fill up the vacancies reserved for them. Further, posts left vacant are due to failure in aptitude /medical test etc. also. Similarly, in case of promotion reserved posts

sometimes are left unfilled due to non-availability of SC/ST candidates with requisite length of service in feeder grades. As per extant instructions, two years service in the immediate lower grade both in safety and non-safety categories is essential for promotion to the next higher grade.

2.33 When asked as to whether any professional/technical institute has been approached to have campus recruitment for technical, diploma, graduate and para medical posts reserved for STs, it has been stated that no system is available on Indian Railways.

2.34 When specifically asked about the remedial measures taken to wipe out the shortfall, the following remedial measures were reported to have been taken to wipe out the shortfall:-

- i) In the past, panel from another Railway Recruitment Board was also utilized to fulfill the quota for SC Community candidates.
- ii) Screening of substitutes has been organized which will make good the shortfall of SC/ST to some extent.
- iii) Wide publicity is also given to recruitment notices in other regions of the country with greater population of Scheduled Tribes.
- iv) Special recruitment drive was undertaken to make good the shortfall vacancies in 2004. Under the said Special Recruitment Drive as many as '225' (SC- 113 & ST- 112) backlog vacancies were identified which have been fully wiped out.

The details are as under:

	GROUP 'C'		GROUP 'D'		TOTAL		
	SC	ST	SC	ST	SC	ST	TOTAL
No. of vacancies identified	53	23	60	89	113	112	<b>225</b>
No. of recruitment done through RRB	35	20	5	83	40	103	143
Other modes like screening/C.G. Appointment	18	3	55	6	73	9	82

Total recruitment made	53	23	60	89	113	112	<b>225 (100%)</b>
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Similarly, a Special Promotion Drive was launched in the year 2004 on South Western Railway with a view to wipe out the backlog vacancies existing as on 1.7.2004. As many as 2048 vacancies have since been filled up as against 2325 backlog vacancies identified. The balance (277) would be filled up expeditiously in due course.

2.35 During evidence, Chairman, Railway Board clarified in regard to filling up of reserved vacancies by way of launching Special Recruitment Drive:

“Every effort is made to fill up the reserved vacancies by the reserved candidates as early as possible..... occurrence of vacancies and filling them up is a continuous process. Before receiving instructions in terms of Common Minimum Programme of the Government, on the basis of commitment made by the Railway Minister while presenting the rail budget of 2004-05 the process of special recruitment drive for SCs and STs had already been started. Special recruitment and promotion drives were conducted in 2004 so that vacancies existing as on 31.03.2004 and 01.07.2004 could be filled up. Special recruitment drive has almost been completed. With our concerted efforts out of 9,366 vacancies of SCs/STs, 9,276 (i.e. 99%) vacancies have already been filled up through special recruitment drive and remaining 90 vacancies (i.e. approximately 1%) are being filled up through Railway Recruitment Boards.....”

2.36 When asked the category-wise break up of 90 vacancies and steps taken to fill them, it has been informed that 31 SC and 59 ST backlog vacancies are left unfilled in Group ‘C’ category and every efforts are being made to fill up these vacancies expeditiously to achieve 100% progress. In their post evidence reply, the Ministry have furnished category-wise figure of backlog vacancies for SCs/STs as on 1.1.2009 as under:

Category	SC	ST	TOTAL
A	-	-	-
B	-	-	-
C	76	56	132
D	172	140	312

2.37 When asked to furnish the details of Special Recruitment Drive undertaken by the Ministry in pursuance of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) O.M. No. F. No. 36038/1/2008-Estt.(Res), dated 19<sup>th</sup> November, 2008, the Ministry in their post evidence reply have furnished the following information:-

Vacancies identified for Special Recruitment Drive for SCs and STs as on 01.11.2008:-

		SC		Total	ST		Total
		Group C	Group D		Group C	Group D	
a.	Vacancies to be filled through RRB	82	173	255	63	140	203
b.	Others	-	-	-	-	-	-
	i) Screening of casual labourers/substitutes	-	-	-	-	-	-
	ii) Compassionate Appointments	-	-	-	-	-	-
	Total (a+b)	82	173	255	63	140	203

**2.38 The Committee note that as on 1.1.2007, there was shortfall of SC and ST employees in Group 'C', Group 'D' excluding Safaiwala and Group 'D' Safaiwala posts. According to the information submitted recently, the shortfall of SC and ST still persists as on 1.1.2009. The Committee also observe that data in respect of Group D staff for the years 2008 and 2009 does not have separate information for Group 'D' excluding Safaiwala and Group 'D' Safaiwala. The Committee should be apprised as to why no separate data for Group 'D' posts has been maintained.**

2.39 In regard to reason for shortfall in Group 'D' posts as on 1.1.2007, it was stated that a notification for 4701 vacancies in Group 'D' categories including SCs/STs was issued but the recruitment could not be completed on account of local/regional protests/agitations. The Committee should be apprised whether the recruitment has now been undertaken and, if so, details of recruitments made should be furnished to them.

2.40 The Committee note that there is still shortfall of SCs and STs in technical and non-technical categories of posts both in recruitment and promotional posts. The Committee are distressed by the reply that there is no adequate response to most of the categories of posts especially technical, diploma, graduate and para medical categories from ST candidates whereas there is generally no difficulty in getting adequate SC/ST candidates for non-technical popular categories. The Committee are of the strong view that there should not be any dearth of eligible SC/ST candidates for Group C and D posts especially in ST dominated areas like Northeast States where many educated unemployed STs are clamouring for an opportunity to get jobs in Railways. Moreover, for technical, diploma, graduate and para medical categories, the Railways should have contacted campuses of professional/technical colleges/institutes which have come up in towns and cities all over the country. The Committee, however, note that on Indian Railways the system for campus recruitment does not exist. Had the Indian Railways been a little innovative and had gone to the professional/technical colleges/institutes for campus recruitment, the Committee feel that most of the posts in regard to technical, diploma, graduate and para medical categories for ST candidates

would not have remained vacant. The Committee urge the Ministry to move with time and bring about change in their recruitment system. The Committee, therefore, recommend that Indian Railways should recruit the SC/ST candidates from the professional colleges/institutes for technical and para-medical jobs if they do not receive adequate response and the posts reserved for them remain vacant.

2.41 The Committee also note that South Western Railway also took several measures to wipe out shortfall of SCs and STs. A panel from another Railway Recruitment Board was utilized to fulfill the quota for SC communities; screening of substitutes has been organized which make good the shortfall of SC/ST to some extent; wide publicity was given to recruitment notices in other regions of the country with greater population of STs. The Committee should be apprised as to the details of advertisements for recruitment that have been published in tribal dominated areas. It has also been stated that a special recruitment drive was undertaken to make good the shortfall of vacancies in 2004 by which as many as 225 (SC – 113 and ST – 112) backlog vacancies were identified and fully wiped out. During evidence, Chairman, Railway Board had also mentioned that out of 9,366 vacancies which existed as on 31.3.2004, 9276 vacancies were already filled up through Special Recruitment Drives and that only 90 vacancies in Group 'C' i.e. 31 of SCs and 59 of STs remained to be filled up. The Committee also note that in pursuance of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) OM No. F. No.36038/1/2008-Estt.(Res). dated 19<sup>th</sup> November, 2008, a total of 255 vacancies of SCs in (Group C & D) and 203 vacancies of STs

**in (Group C & D) have been identified as on 01.11.2008 for conducting Special Recruitment Drives. The Committee should be apprised whether all the 90 (31 SC and 59 ST) posts in Group C posts have since been filled up as also the status of the identified posts i.e. 255 SC and 203 ST posts in Group C and Group D posts as on 1.11.2008.**

#### **F. Promotion Procedure**

2.42 The Committee have been informed that promotion to various categories of posts on South Western Railway is made in the following manner:-

**i) By positive act of Selection**

Where posts are filled by positive act of selection, candidates who are within the field of eligibility are subjected to a written test, where such a test is prescribed. Those who qualify in the written test are considered and placed on the panel by scrutinizing their Service Record and Annual Confidential Report etc. by a Selection Board consisting of three officers including one from SC/ST community. Viva-voce test has been conducted for few categories like Teachers, Law Assistant etc.

**ii) By Seniority-cum-Suitability**

Where posts are filled by seniority-cum-suitability, the candidates are considered for promotion in the order of seniority and placed in the select list by Competent Authority. Suitability of eligible persons adjudged on the basis of Service Record/Confidential Reports.

**iii) By Trade Tests**

Where posts are filled by trade tests, the candidates are subjected to prescribed practical test and those who pass the practical test are to be considered for promotion.

2.43 The following concessions/relaxations are given to SC/ST employees while considering them for promotion:

- i) Pre-selection coaching for safety category posts; and
- ii) Eligibility for empanelment:-

(a) **Safety Categories:** An employee should obtain 60% marks in the professional ability and 60% marks in the aggregate, excluding marks for seniority. Thus a candidate securing 30 marks out of 50 in the professional ability and an aggregate of 51 out of 85 (i.e. excluding 15 marks for seniority) would be eligible for empanelment.

(b) **Non-Safety Categories:**

- i) An employee should obtain 50 marks in the professional ability and 50% overall, excluding the marks for seniority. Thus a candidate obtaining 25 out of 50 marks for professional ability and an aggregate of 43 marks out of 85 (excluding 15 marks for seniority) would be eligible for empanelment.
- ii) However, the relaxation of 50% marks or selection of the "Best among the failed" should be applied only when required number of candidates belonging to the reserved communities equal to the number of posts reserved for them are not available by applying the general standards. In other words, the selection committee should first draw a list of candidates who can be empanelled by applying the general standard. In case of deficiency the same should be made good by applying the relaxed standard of 50% marks. If there is still deficiency, the policy of the best among the failed should be followed by calling for viva-voce where the post is prescribed for viva-voce also those SC/ST employees who have secured not less than 7 marks out of 35 in the written test. If the viva-voce is not prescribed for the post, the selection is to be finalized as per position indicated in preceding para.
- iii) There is a provision of "best amongst failure" scheme in non-safety posts, which is also called "in-service-training" to SC/ST candidates. In this scheme the best amongst the failed candidates, who gets a minimum 20% marks in each head of the marks awarded in a selection is put to work on the post for a period of six months and after completion of six months, in case, his working is found satisfactory, he is also considered for empanelment.

## G. Details of Promotion

2.44 The Committee have been provided with the details of persons promoted during the years 2004 to 2007 in Group "A", "B", "C" and "D" posts and the number and percentage of SCs and STs among them as under:-

Year	Category of posts	Total No. of employees promoted	No. of posts filled		Percentage of		Shortfall		% of Shortfall	
			SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11
2004	Group A		@							
	Group B	15	0	2	0	20	2	0	20	0
	Group C	2822	529	461	18.7	16.3	--	--	--	--
	Group D	940	239	48	25.4	5.1	--	23	--	2.4
2005	Group A		@							
	Group B	58	13	7	22.4	12.1	--	--	--	--
	Group C	2654	391	141	14.7	5.3	7	58	0.3	2.2
	Group D	822	100	32	12.2	3.9	23	30	2.8	3.6
2006	Group A		@							
	Group B	18	4	2	22.2	11.1	--	--	--	--
	Group C	1644	288	106	17.5	6.4	--	17	--	1.1
	Group D	602	110	27	18.3	4.5	--	18	--	3.0
2007	Group A	03	2	0	66.2%	0	*	*	-	-
	Group B	18	2	4	11.1	22.2	1	--	3.9	--
	Group C	1419	224	90	15.8	6.3	--	16	--	1.2

@. Prior to 2007, the Group 'A' officers of South Western Railway were covered in the parent Railways. As such, no promotion order specifically in respect of South Western Railway issued prior to 2007.

\*. Reservation is applicable up to junior scale of Group 'A' posts only. The number of posts reserved for SC and ST are calculated on the total cadre of Jr. scale for all the Railways put together and SC/ST vacancies are allotted to those Railways where SC/ST officers are the senior most. Hence, the question of Railway-wise shortfall does not arise.

2.45 When asked about the efforts that have been made to wipe out the shortfall in Group 'B' for SCs and Group 'C' and 'D' for STs for the year 2007, it has been stated in their post evidence reply that the shortfall in Group 'B' for SCs is mainly due to the fact that most of the SC employees were empanelled and promoted against unreserved points, as they had come up on their own merit. The present backlog of vacancies would be included for fresh assessment / selection. Pre-promotion training is being imparted before selection in order to bring them up to the requisite standard. In respect of Group 'C' & 'D' for ST for the year 2007, the shortfall has already been taken in the present Group 'D' recruitment on South Western Railway.

2.46 In regard to Special Recruitment Drive for promotional posts, the Chairman, Railway board, during evidence stated:

“..... In respect of promotions, out of 33,062 identified vacancies, 27,404 (approximately (84%) vacancies have been filled up and remaining 5,658 vacancies could not be filled up due to non-availability of eligible candidate in feeder cadre, Court cases and smaller cadre”.

2.47 When asked to give the category-wise break up of 5,658 SC and ST posts which are to be filled up and number of such vacancies related to South Western Railway, the information has been furnished as under:

<b>Group 'A'</b>	<b>Group 'B'</b>	<b>Group 'C'</b>	<b>Group 'D'</b>	<b>Total</b>
<b>18</b>	<b>58</b>	<b>3679</b>	<b>1903</b>	<b>5658</b>
<b>Position of South Western Railway</b>				
<b>Nil</b>	<b>Nil</b>	<b>196</b>	<b>83</b>	<b>279</b>

2.48 When asked about any strategy that has been worked out by the Ministry to wipe out shortfall completely in promotions, it has been stated that these shortfall vacancies in promotional quota are taken into account while assessing the vacancies for the subsequent selection/promotion. However, in spite of their

best efforts, reserved posts remain unfilled due to reasons, such as non-availability of eligible candidates, court cases, etc. As such, the same could not be achieved.

2.49 The following information has been furnished in regard to details of promotions in Group A, B, C and D posts during the years 2008 and 2009 (till the information was finalized as under):

Year	Category of posts	Total No. of employees promoted	No. of posts filled		Percentage of		Shortfall		% of Shortfall	
			SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11
2008	Group D	477	126	24	26.4	5.0	--	12	--	2.5
	A (from 1.1.08 to till date)	655	163	75	24.89	11.45	-	-	-	--
	Group B	29	05	11	17.24	37.93	-	-	-	-
	Group C	2065	421	125	20.38	6.05	271	316	1.08	1.26
2009	Group D	989	291	51	29.42	5.15	84	166	0.90	1.77
	Group A	Consolidated figure for 2008 till date given above								
	Group B	8	1	1	12.5	12.5	-	--	2.5	--
	Group C	623	113	48	18.13	7.70	281	316	1.13	1.27
	Group D	61	11	5	18.03	8.19	86	172	0.90	1.81

2.50 When asked about the details of Special Promotion Drive undertaken by the Ministry in pursuance of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) O.M. No. F.No. 36038/1/2008-Estt. (Res) dated the 19<sup>th</sup> November, 2008, the Ministry in their post evidence reply have furnished the following details:-

Vacancies identified for Special Promotion Drive for SCs and STs as on 01.11.2008:-

Category	SC		ST	
	No. of vacancies	Total	No. of vacancies	Total
C	278	278	323	323
D	83	83	164	164

2.51 In reply to a query whether the Ministry have ever thought to convert these promotional posts into direct recruitment posts, it has been stated that the promotional posts are kept vacant for want of eligible SC/ST candidates, such posts are down graded and eligible employees in feeder category are promoted. If still shortfall exist such posts are diverted to the Recruitment Grade and indents are placed on RRB for Direct Recruitment.

**2.52 The Committee note that there was shortfall of SCs in Group 'B', STs in Group 'C' and 'D' in South Western Railway in the year 2007. The reason for shortfall of SC employees in Group B posts is that most of SC employees were empanelled and promoted against unreserved posts, as they had come up on their own merit. No reason has been mentioned in respect of shortfall of ST in Group C and D posts. The Committee note that shortfall of SC and ST still persists in Group 'C' and 'D' posts in South Western Railway in the year 2009. The Committee recommend that further relaxation in the length of service may be granted to SC/ST employees if otherwise they are fit for promotion. During evidence, it had also been stated that out of 33,062 identified vacancies, 27,404 vacancies were filled up and 5,658 vacancies could not be filled up due to non availability of eligible candidates in feeder cadre, court cases and smaller cadre. In case of SW Railway, there is shortfall of 279 SC and ST posts i.e. 196 in Group C and 83 in Group D posts. The Committee note that promotional posts are also not filled up due to the court cases and small cadre. The Committee desire that shortfall in all the categories of posts should be wiped out by giving relaxation in the eligible criteria, by expediting action to dispose of all pending court cases at the earliest and by converting the promotional**

posts, wherever permissible, to direct recruitment posts. The Committee should be apprised of the action taken within three months of the presentation of the report to the Parliament. The Committee should also like to know the fate of all the vacancies identified by the Ministry as on 01.11.2008 under the Special Promotional Drive for SCs and STs.

## CHAPTER – III

### MEASURES TO IMPROVE REPRESENTATION

#### A. Training

3.1 The Committee have been informed that at present there is no scheme for giving pre-recruitment training to SC/ST candidates by South Western Railway. However, there is pre-promotional training scheme for SC/ST employees, who are coming up for promotion to higher grade particularly in safety categories and few other non-safety categories. These trainings are given for 3 to 4 weeks for a particular grade/category. The object of this training is to bring SC/ST to the standard level and quality in the selection for promotion. This has been achieved in South Western Railway.

3.2 The Committee have been informed that the scheme of “in -service-training” has been provided to SC/ST employees for their promotion to higher grade in non-safety categories when they are found below the required standard. As per this scheme, the best amongst the failed SC/ST candidates, who could not get the required marks in the written test but has secured a minimum of 20% marks is put to officiate in that post for a specific period of six months during which all kind of help is provided, and after completion of the six months period, if the official’s working is found satisfactory, he continues to work on that post on promotion and his name is interpolated in the original panel with the approval of competent authority. In order to enable the SC/ST employees to qualify for promotion to posts in safety categories, arrangements are made to give them suitable pre-selection coaching without fail.

3.3 When asked about the number of SC/ST candidates promoted from the list of best amongst failed SC/ST candidates during the years 2005, 2006 and 2007, the Committee have been informed as under:

<u>YEAR</u>		<u>SC</u>	<u>ST</u>
2005	-	03	02
2006	-	NIL	01
2007	-	06	03

3.4 Similarly, in regard to safety categories, the total number of employees who were imparted pre-selection coaching and number of SC/ST candidates among them during the years 2005, 2006 and 2007 were as under:

<u>YEAR</u>		<u>SC</u>	<u>ST</u>
2005	-	81	30
2006	-	45	18
2007	-	30	20

3.5 In reply to a query whether any improvement has been noticed in SC/ST candidates after introduction of these schemes in both safety and non-safety categories, it has been replied in affirmative. It has also been stated that many SC/ST employees are getting empanelled by their own merit against unreserved points which indicates that pre selection coaching has proved to be fruitful.

## **B. Apprentices**

3.6 When asked about the total number of apprentices taken under the Apprentice Act during the years 2004 to 2006, the Ministry have informed as under: -

Year	Total trained	No. of Employees	
		SC	ST
2004	46	7	2
2005	83	11	6
2006	43	13	6

3.7 The Ministry have also stated that the Trained Apprentices are not offered jobs in the Railways in a mandatory manner. However, they are given preference in recruitment to certain categories subject to the fulfillment of the terms and conditions specified thereof. Number of such Apprentices absorbed during the year 2004 to 2006 are indicated here under :

Year	No. Absorbed	No. of Employees	
		SC	ST
2004	NIL	-	-
2005	556	207	32
2006	159	43	14

3.8 When asked about the number of apprentices trained during the years 2007 and 2008 and the number of them absorbed during the same period, the information furnished is as under:

Year	Total Apprentices	No. of		Total No. of persons absorbed	No. of	
		SC	ST		SC	ST
2007-08	62	10	2	20	5	0
2008-09	138	21	4	48	6	0

3.9 With regard to any pending such cases in Divisions as on 2009 (till date) the reply of the Ministry is in negative.

**3.10 The Committee note that there is no scheme for giving pre-recruitment training for SC/ST candidates by South Western Railway. The Committee, however, are pleased to note that there is pre-promotional training scheme for SC/ST employees who are coming up for promotion to higher grade particularly in safety categories and few other non-safety categories. In-service training is being imparted to SC/ST employees for their promotion to higher grade in non-safety categories when they are found below the required standard. To qualify for promotion to posts in**

safety categories, it is stated that arrangements are made to give them suitable pre-selection coaching without fail. The Committee are of the considered view that while many public sector undertakings including Banks are providing pre-recruitment training for SCs and STs as a part of recruitment process, the Railways being the largest employer can also provide such training to SC and ST candidates especially in categories where availability of suitable SC/ST candidates are not adequate. By providing pre-recruitment training more SC/ST candidates can be helped to qualify in the selection process. The Committee, therefore, recommend that the Ministry of Railways (Railway Board) should take the initiative and provide pre-recruitment training to SC/ST candidates as being done in case of promotion. The Committee should be apprised of the action taken in this regard.

3.11 The Committee also note that the Railways have not offered jobs under the Apprentice Act in a mandatory manner. However, the Committee are surprised to know that not a single ST person was absorbed by the Railways in the years 2007 and 2008 despite the fact that 2 and 4 ST Apprentices were imparted training in those years. The Committee would like to be apprised of the reasons in this regard. The Committee recommend that the Ministry should arrange training under the Apprentice Act in such a manner that at least all the SC and ST Apprentices thus imparted training could get absorbed in the Railways, otherwise the very purpose of such training is defeated.

### C. False Caste Certificates

3.12 The Committee have been informed that there are instances where persons have obtained employment in the South Western Railway on the basis of false caste certificates. 6 cases of employment obtained on the basis of false caste certificates have been detected, out of which 3 employees have been dismissed from service. All the three candidates have moved to Court. One of them has been re-instated as per orders of court of law. However, all the three cases are pending with Hon'ble High Court. Further 3 cases have been received recently from the Deputy Commissioner and action is under process.

3.13 When asked to state the number of pending complaints regarding false caste certificates, the Committee were informed that there are 50 complaints of false caste certificates pending with different Deputy Commissioners/ District Collectors since 2005. The year-wise pending complaints are as under:-

<u>YEAR</u>		<u>No. of Complaints pending</u>
2005	-	50
2006	-	Nil
2007	-	Nil
2008	-	Nil
2009	-	2 (received in May 2009 and verification is under process)

3.14 When asked whether any criminal proceedings/FIR lodged against any person found guilty, it was replied that they have not done since the dismissed employees have filed a case before court of law. Regarding steps taken for expeditious finalisation of the Court cases, it has been stated that the Deputy Commissioners of the concerned districts have been persuaded to conduct fresh enquiries of the case as per the directives of Hon'ble court. In regard to present position of 3 cases received from the Deputy Commissioner, it has been informed that out of 3 cases, 2 employees have been dismissed. And in respect

of one case, fresh/final enquiry report is yet to be received from the Deputy Commissioner.

**3.15 When asked to state the present position regarding 50 complaints pending with different Deputy Commissioners / District Collectors since 2005 and the reasons for their non-settlement, it has been stated that Deputy Commissioner/ District Collectors are being persuaded to conduct the enquiry in order to settle the cases early. In reply to a query as to the efforts made by South Western Railway, it has been stated that several written reminders have been sent to Deputy Commissioners/District Collectors concerned apart from approaching in person for early settlement of the cases.**

**3.16 The Committee note that 6 cases of employment secured on the basis of false caste certificates were detected, out of which 3 employees were dismissed from service but one of them has been reinstated as per orders of Court of Law. However, other 3 cases are pending in High Court. Apart from this, 3 cases had also been received from Dy. Commissioner, out of which 2 employees have been dismissed and in respect of one case, fresh/final enquiry report is yet to be received from Dy. Commissioner. The Committee are distressed to note that 50 complaints are pending with Dy. Commissioner/District Collector since 2005. Another 2 complaints of false caste certificates seem to have been received in May 2009. The Committee are pained to note that no serious and concerted efforts seem to have been taken by the South Western Railway to settle all the old cases as a result of which these cases have been allowed to linger on for such a long time. The Committee are of the view that timely action to dismiss persons who had obtained employment on the basis of false caste certificates and**

initiation of necessary criminal proceedings against them could have avoided the present situation. The Committee, therefore, recommend that South Western Railway should write to Dy Commissioners/District Collectors to complete the enquiries within a stipulated date to settle all pending cases failing which action should be taken for initiating criminal proceedings against the persons who obtain employment on the basis of false caste certificates. The Committee should be apprised of the action taken in each of the 50 complaints as also the other complaints which are pending within three months of the presentation of this Report. The Committee also recommend that necessary action should be initiated to expedite court cases pending in High Court.

## CHAPTER IV

### MISCELLANEOUS

#### A. Redressal of Complaints/Grievances

4.1 The Committee have been informed that the SC/ST employees can represent their grievances orally or in writing. They are allowed to seek interviews in regard to their grievances during the inspections / visits of Railway Officers to Railway Stations / their places of working. The grievances of SC/ST railway employees are received from various agencies like M.R.Cell / Railway Board / Commissioner for Scheduled Castes and Scheduled Tribes, All India SC/ST Railway Employees' Association and the persons concerned. These complaints are registered in a separate register maintained for the purpose. The application of SC/ST is forwarded to the concerned officer / Division for furnishing para-wise comments and factual position for further action at Headquarters level. After receiving required information from the respective officers, the cases of SCs/STs are finalised on merits and concerned office/individual is advised accordingly. Every effort is made to dispose/finalize the grievances within three months as per the extant instructions.

4.2 It has further been informed that the complaints register is being maintained in every office in order to register the grievances of SC/ST Railway employees. These registers are checked during the visit of the officers of the Division and Headquarters office as well.

4.3 The Committee have been informed that generally the grievances of SC and ST Railway employees are concerning their promotions or seniority etc. It has been also stated that complaints are generally disposed of within a period of

one month depending upon the nature of complaint. The number of complaints received and disposed of during the years 2004 to 2007, is as under:-

Year	No. of complaints received	No. of complaints disposed of
2004	7	7
2005	4	4
2007	7	7
Total	18	18

4.4 Further in their post evidence reply, the Ministry have also furnished the following additional information:-

Year	Category	Total Grievances received	Complaint Received		Complaints Disposed		Pending Complaints		Remarks
			SC	ST	SC	ST	SC	ST	
2008	C	22	6	3	6	3	-	-	1 case is pending at GSD/UBL
	D	-	-	-	-	-	-	-	
2009 (Till date)	C	11	3	2	2	2	1	-	1 case is pending at GSD/UBL
	D	-	-	-	-	-	-	-	

4.5 In regard to role of Liaison Officer in disposal of complaints/grievances, it has been informed that the Liaison Officer carries out inspections in the Divisions/Extra Divisional Units to see the pending complaints/grievances and brings it to the notice of the Chief Liaison Officer in the Headquarters i.e. Chief Personnel Officer/South Western Railway. The grievances are attended to on priority and disposed of /redressed in a time bound manner duly obtaining the details from Divisions/Units. The SC/ST Association members, if they desire, can meet the Liaison Officers at various levels and submit the grievances of the SC/ST employees for its speedy disposal. The Liaison Officer ensures expeditious disposal of complaints/ grievances.

4.6 The Committee note that South Western Railway has a well defined procedure prescribed for the redressal of complaints/grievances of SC/ST employees. Complaint registers are being maintained and checked during the visit of the officers from Divisions and Headquarters office and that the complaints are generally disposed of within a period of one month depending upon the nature of complaint. The Committee also note that Liaison Officer also carries out inspections in Divisions/Extra Divisional Units (EDU) to see the pending complaints/grievances. The Committee are satisfied that except 1 all complaints/grievances had been disposed of during the years 2004-2009. The Committee desire that the remaining complaint should also be disposed of expeditiously. The Committee urge South Western Railway to endeavour to redress grievances of SC/ST employees satisfactorily in future too.

#### **B. Appointment on compassionate grounds**

4.7 The details of persons appointed on compassionate grounds in South Western Railway during the years 2002-2003 to 2006-2007 and the number of SC/ST among them are as under:

<b>Year</b>	<b>Total no. of persons appointed</b>	<b>SC</b>	<b>ST</b>
2002-03	276	72	14
2003-04	195	37	11
2004-05	189	42	12
2005-06	161	31	10
2006-07	389	93	24

4.8 It has been informed that there are 120 cases pending in Divisions in regard to employment on compassionate grounds, out of which 21 cases pertain to SC and 4 cases to ST community.

4.9 During evidence, a representative of South Western Railway explained in regard to employment on compassionate grounds:-

“If a Railway staff dies on duty, then we have certain instructions according to which we do the recruitment on compassionate grounds to give help to the family. There is no problem when the issue involves a son or a daughter, but the problem arises when there is no son or daughter and the widow does not want the job. In such a scenario, the case lingers on for a period of time.

We have a clear policy on this issue. Of course, 120 cases are arising for about six months. Every year we are doing about 250 cases of appointment on which the Welfare Inspector goes and enquires about the living conditions, educational qualifications, etc. There is a procedure for this recruitment. Therefore, we will give you all the details concerning this in writing”.

4.10 When asked about the reasons for pendency of above cases, the representative of Ministry explained:

“..... It takes 3 to 6 months time for enquiry. This is an ongoing process. All cases will be settled.....”

4.11 When further enquired as to when these cases will be settled, the representative added:

“It will be completed within 6 months. There is no case pending for more than 6 months.....”

4.12 In reply to a question as to since when these cases are pending, the following details have been furnished to the Committee in their post evidence reply:-

Year	SC	ST	Reasons
2005	1	1	As these cases are of missing employees. The widow / ward has to submit police report, the same has not been received yet.
2006	1	0	This is a case of bigamy. The case has been verified and is under process.
2007	19	3	These are fresh cases and all have been appointed.

It has also been stated that pending 3 cases will be finalised as per the rules

4.13 The following additional information have also been furnished to the Committee with regard to the number of employees appointed on compassionate grounds and number of SCs/STs among them during the years 2007, 2008 and 2009 (till date):-

Year	Category	Total No. of posts filled	Posts filled by	
			SC	ST
2007	C	95	16	04
	D	257	72	20
2008	C	207	56	06
	D	121	49	11
2009 (Till date)	C	45	10	04
	D	43	14	02

4.14 The Committee note that during the years from 2002-03 to 2006-07, a total of 1210 persons were provided employment on compassionate grounds out of which 275 belonged to SC and 71 to ST communities. The Committee also note that during the years 2007 to 2009, till the information submitted on 29<sup>th</sup> July, 2009, 82 SC and 14 ST out of 347 persons in Group 'C' and 135 SC and 33 ST persons out of 421 in Group 'D' posts, have been employed on compassionate grounds. The Committee also note that 120 cases are pending in divisions out of which 21 cases pertain to SC and 4 cases to ST communities. However, as informed by the Ministry, 2 cases are pertaining to the year 2005, are of missing employees for which police report from widow/ward has not been received and 1 case pertaining to the year 2006 is a case of bigamy which is under process. In regard to the year 2007, it has been informed that there were 19 cases of SCs and 3 cases of STs who were given employment on compassionate grounds. The

Committee had been informed during evidence, that there is no case pending for more than 6 months. However, the Committee note that there are two cases pertaining to the year 2005 and 1 case pertaining to the year 2006. The Committee, therefore, recommend that these 3 pending cases should be settled expeditiously. The Committee appreciate the positive attitude in regard to providing employment to the wards of deceased railway employees in indigent circumstances. The Committee should be apprised of the progress of the pending cases.

#### C. Housing Facilities

4.15 The Committee have been informed that in order to give relief to Scheduled Caste and Scheduled Tribe employees, a specific percentage for allotment of quarters to SC/ST employees has been fixed. The SC/ST employees, who are senior enough and are covered in general waiting list in their turn, are given allotment from general pool. A representative of SC/ST employees is included in the Housing Allotment Committee in all cases where it exists. It has further been informed that in order to give relief to SC non-essential categories, the extant instructions provide for reservation of 10% of Type I and II and 5% in Type III and IV Railway Quarters in favour of SC/ST employees in all areas where the number of quarters is 50 or more. The detailed position regarding allotment of quarters is as under:-

Type of Quarters	Total No. of Quarters	No. of Quarters allotted to SC/ST	Percentage
Type -I	8046	685	8.5
Type -II	4060	321	8.0
Type -III	652	39	6.0
Type -IV	327	56	9.0
Type -V	121	15	13.0
<b>Total</b>	<b>13206</b>	<b>1116</b>	<b>8.45%</b>

4.16 It has been stated that the main role of Housing Allotment Committee is to look after the allotment of the quarters as per the priority and recommend genuine cases for out of turn allotment etc.

4.17 When asked to explain the meaning of essential and non-essential categories and the provision for reservation in allotment of quarters under essential category, it has been stated that staff coming under essential categories needs to be provided with housing facility closer to the place of work as they may be called upon to perform duty at short notice during exigencies. The other categories of staff are classified as non-essential. There is no separate provision for reservation in allotment of quarters under essential category.

4.18 When enquired about the reasons for not achieving prescribed percentage of reservation in allotment of Type I and II quarters, it has been stated that the variation is meagre, as most of the SC/ST employees are availing the facility of House Rent Allowance. When asked how soon the South Western Railway proposes to achieve the required percentage, it was stated that all Divisions and Workshops in that Railway have been advised to allot the quarters to SC/ST employees in order to achieve the required percentage.

**4.19 The Committee note that for allotment of railway quarters in non-essential categories, the extant instructions provide reservation of 10% in Type I and II and 5% in Type III and IV in favour of SC/ST employees in all areas where the number of quarter is 50 or more. The Committee also note that out of total of 13,206 quarters, 1116 i.e. 8.45% have been allotted to SC/ST employees in Type I to IV. However, in Type I and II, prescribed percentage of 10% has not been achieved for which it has been informed that the variation is meagre and all Divisions/Workshops in South Western**

**Railway have been advised to allot the quarters to SC/ST employees in order to achieve the required percentage. The Committee should be apprised of the latest position in achieving the prescribed percentage in allotment of Type I and Type II quarters to SCs and STs.**

#### **D. Petty Contracts**

4.20 The Committee have been informed that the Catering Policy – 2005 provides reservation of 49.5% for various categories. This includes 12% for SCs and 8% for STs for small catering units at 'D', 'E' and 'F' category stations. 10% reservation is for freedom fighters and women including war widows and widows of Railway employees and 2% reservation for physically and mentally challenged persons. Further, a reservation of 10% (6% for SCs and 4% for STs) out of 25% in award of small catering units at 'A', 'B' and 'C' category stations has been provided in the new catering policy. However, the eligibility criteria regarding reputation/ business standing/financial standing of the applicants belonging to SCs/STs shall be deemed to be desirable criteria and not an essential qualification. In the Book Stall Policy dated 12.10.2004, a reservation of 10% (6% for SCs and 4% for STs) out of 25% has been provided in the allotment of new bookstalls at 'B', 'C', 'D', 'E' and 'F' category of stations.

4.21 When asked to explain the break up of 49.5% reservation for various categories for small catering units at 'D', 'E' and 'F' category stations, the following information has been provided:-

(i)	Scheduled Castes	12%
(ii)	Scheduled Tribes	8%
(iii)	Other Backward Classes	20%
(iv)	Minorities*	9.5%
	Total	49.5%**

- \* The term minorities will include the communities namely (i) Muslims, (ii) Christians, (iii) Sikhs, (iv) Buddhists and (v) Zorastrian (Parsis).
- \*\* Out of this 49.5%, there will be sub quota of 10% for freedom fighters and women including war widows and widows of Railway employees and another sub-quota of 2% will be for physically and mentally challenged people. Within 49.5% of total reservation, 2% sub quota will be provided to the persons who have been dislocated/displaced due to their land having been taken over by the Railways for its own use.

The sub-quota of 10% for freedom fighter and women including war widows and widows of Railway employees; sub-quota of 2% for physically & mentally challenged people will also apply in the general category of 50.5%.

4.22 When asked about the criteria for providing 10% (6% for SCs and 4% for STs) reservation out of 25% in award of small catering units at 'A', 'B' and 'C' category stations as also in case of Book Stalls instead of providing prescribed percentage of 15% and 7.5% for SCs and STs respectively out of 100 percent, the Committee were informed that there is no Constitutional provision for reservation in commercial contracts. Ministry of Railways on their own have made provision for reservation to the weaker sections of the society in various commercial contracts including those of catering and bookstalls. The total percentage of reservation as well as break-up thereof to different categories have also been decided by the Ministry of Railways on their own from time to time.

4.23 The Committee were informed that the catering/vending licenses (petty contract) awarded in South Western Railway during the last three years and SCs/STs amongst them is Nil. However, already 5 SCs and 3 STs are running catering stalls under reservation prior to 2004-05. When asked to furnish the

category and name of railway stations together with the nature of catering units of 5 SC and 3 ST people who were given allotment prior to 2004-05, the following information has been furnished:-

**Allotment of Catering Units under Reserved Category prior to 2004-05**

<b>HUBLI DIVISION</b>			
<b>Station</b>	<b>Type of stall</b>	<b>Category</b>	<b>License</b>
DWR	PF Stall	B	SC
KBL	PF stall	E	SC
<b>BANLGAORE DIVISION</b>			
SBC	VEG Rest	A	SC
KJM	TCS	A	SC
YPR	TCS	A	ST
TK	NVRR	B	ST
PCV	TCS	E	SC
YNK	TCS	D	SC
SGWF	VRR	D	SC
<b>MYSORE DIVISION</b>			
TTR	FS & TS	D	SC
CTA	FS & TS	E	SC
HRR	FS	D	ST
RNR	PFS	E	SC
HVR	PFS	E	SC
JRU	FS	E	SC
JRU	TS	E	ST

**Summary**

<b>Category of station</b>	<b>No. of License</b>	
	<b>SC</b>	<b>ST</b>
A	2	1
B	1	1
D	3	1
E	6	1
<b>Total</b>	<b>12</b>	<b>4</b>

4.24 When asked to furnish the details of existing catering/vending stalls (petty contract) at A, B, C, D and E category stations and book stall at B, C, D, E and F category stations, it has been stated that catering stalls at A and B category of stations are being managed by IRCTC from January, 2006. In regard to other details, the information has been given in **Appendices I and II**.

4.25 During evidence, the Committee were informed that Catering Policy has been challenged in the Supreme Court. The Chairman, Railway Board stated:

“We had made the policy. It has got stayed now. The matter is in Supreme Court. They have not agreed to the policy. They are of the opinion that in commercial contracts reservation is not good. We are fighting for it.”

4.26 When asked about the reasons as to why the policy has been challenged and since when the case is pending in court, the Committee have been informed that Ministry of Railways' Catering Policy was challenged in the High Court of Bombay, on grounds of renewal of licence, percentage of reservation in catering license, classification of small static units as general minor units and special minor catering units on the basis of categorization and stipulating the fee of tender is much in excess of the licence fee levied @ 12% of the sales turnover which is contrary to the objective of providing cheap and wholesome food. On being heard of both the parties, Hon'ble High Court of Bombay had delivered Judgment on 12.04.2007 in favour of Ministry of Railways. However, the petitioners have filed SLP against the judgment of High Court of Bombay. While hearing the case, the Hon'ble Supreme Court has directed to club similar cases. Ministry of Railways have filed counter affidavit duly settled by ASG and requested Central Agency Section to approach the Court for early hearing. The case has not been listed for further hearing. The matter is sub-judice. It has further been stated that the SLP is being defended, on behalf of UOI by Shri Gopal Subramanian, ASG and Shri R.Venkataramani, Senior Advocate and Shri Ashwani Bharadwaj are assisting the Hon'ble ASG.

4.27 The Committee note that Catering Policy – 2005 provides reservation of 49.5% for various categories in small catering units at ‘D’, ‘E’ and ‘F’ category stations, the break up of reservation is 12% for SCs, 8% for STs, 20% for OBCs and 9.5% for Minorities. The Committee also note that a reservation of 10% (6% for SCs and 4% for STs) out of 25% in award of small units at ‘A’, ‘B’, and ‘C’ category stations has been provided. However, the same has not been provided in award of licenses in major units. The Committee opine that if reservation is provided in award of major catering contracts, many SC/ST aspirants/entrepreneurs would be willing to make investments. The Committee, therefore, recommend that reservation should be made in award of major catering contracts in the Indian Railways or certain quota of contracts should be earmarked exclusively for SCs/STs.

4.28 Similarly, in the Book Stall Policy, dated 12.10.2004, a reservation of 10% (i.e. 6% for SCs and 4% for STs) out of 25% has been provided in the allotment of new book stalls at ‘B’, ‘C’, ‘D’, ‘E’ and ‘F’ category of stations whereas reservation has not been provided in allotment of new book stall at ‘A’ category stations. The Committee observe that the Book Stall Policy is not in the best of interest for SCs/STs because reservation has not been provided for them in allotment of licenses for book stalls at major stations. The Committee would like to stress that SCs/STs should be given a chance to prove their mettle in this field. The Committee, therefore, recommend that reservation should also be provided in allotment of book stalls at major stations. The Committee appreciate that despite that there is no

constitutional provision for reservation in commercial contracts the Ministry of Railways on their own have provided certain provisions for reservation in various commercial contracts including catering and book stalls. The Committee impress upon the Government that Indian Railways being the largest employer in Government sector and taking into consideration their social responsibility towards weaker sections, the reservation should be made applicable in all commercial contracts including catering and book stalls as well as for all the categories of stations.

**4.29** The Committee are saddened by the fact that the Catering Policy has been stayed and the matter is in Supreme Court. The Committee appreciate that the Railways are fighting to get the stay vacated. The Committee would like to know the latest position in this regard.

#### **E. Socio-economic Development**

**4.30** When asked about the contribution of Railways in development of specific SC/ST dominated areas in the regions covered by the South Western Railway, it was stated that South Western Railway has not been given specific assignment in this regard. Moreover, there are no specified backward tribal areas in the territorial jurisdiction of South Western Railway.

**4.31** When asked to furnish a note on the role of the Ministry of Railways in regard to formulation and implementation of Special Component Plan (presently known as Scheduled Castes Sub Plan) and Tribal development Programmes etc., the Committee were informed that identification of backward region and a comprehensive plan for their development is under the purview of Planning Commission, National Development Council etc. Railways are, however, actually

participating in the development of backward areas and are engaged in building a Rail Transport Infrastructure by constructing new lines, conversion of meter gauge/narrow gauge lines to Broad gauge to have industrial and economic development of those areas, which have potential for growth, but have not been able to develop for want of Rail Infrastructure. A large number of new line and gauge conversion projects have been taken up for the development of backward, tribal, remote hilly and other under developed areas. These projects have not been considered justifiable on the basis of financial rate of return but have been taken up purely on socio-economic consideration.

**4.32 The Committee note that there are no specified backward tribal areas in the territorial jurisdiction of South Western Railway. However, the Railways are participating in the development of backward areas and are engaged in building a Rail Transport Infrastructure by constructing new lines, conversion of meter gauge/narrow gauge lines to broad gauge to have industrial and economic development of those areas, which have potential for growth, but have not been able to develop for want of Rail Infrastructure. The Committee also note that a large number of new lines and gauge conversion projects have been taken up for the development of backward, tribal, remote hilly and other under developed areas even though these projects have not been considered justifiable on the basis of financial rate of return but taken up purely on socio-economic consideration. The Committee are of the view that keeping apart economic consideration these projects be accorded priority so that fruits of the rapid economic growth also reach the under privileged strata of the society. The**

**Committee should be apprised of the progress of projects undertaken especially in tribal, remote hilly and backward areas.**

**New Delhi;  
March, 2010  
Phalgun, 1931(Saka)**

**(GOBINDA CHANDRA NASKAR)  
Chairman  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes**

**APPENDIX-I**  
(Vide Para 4.24)

Statement showing details of Catering/vending Stalls at A, B, C, D and E category stations under the South Western Railways.

<b>Position of stalls at A &amp; B Category Stations Handed over to IRCTC on Hubli Division</b>			
<b>Sl.No.</b>	<b>Catg</b>	<b>Name of Station</b>	<b>Type of stall</b>
1	A	Hubli	Milk Parlour
2	A	Hubli	Curio Stall
3	A	Hubli	Fruit Juice Stall
4	A	Hubli	Fruit stall
5	A	Bellary	VRR
6	A	Bellary	NVRR
7	A	Bellary	PF Tea Stall
8	A	Bellary	Fruit Juice Stall
9	A	Belgaum	VRR/NVRR
10	A	Belgaum	PF Tea Stall
11	A	Belgaum	Milk Parlour
12	A	Belgaum	Fruit Juice Stall
13	A	Vasco	PF Tea Stall
14	A	Vasco	Fruit Juice Stall
15	B	Gadag	PF Tea Stall
16	B	Gadag	VRR
17	B	Hospet	PF Tea Stall/ VRR
18	B	Hospet	Fruit Juice Stall
19	B	Dharwad	PF Tea Stall
20	B	Bijapur	VRR
21	B	Bijapur	PF Tea Stall

\* \* \* \* \*

**Position of stalls at A & B Category Stations Handed over to  
IRCTC on Bangalore Division**

<b>Sl.No.</b>	<b>Catg</b>	<b>Station Code</b>	<b>Type of stall</b>
1	A	SBC	Fast Food Stall
2	A	SBC	CFTS
3	A	SBC	CFTS
4	A	SBC	Coffee/Tea/Beverage Stall
5	A	SBC	Bakery Stall
6	A	SBC	Milk Stall
7	A	SBC	CFTS
8	A	SBC	Trolleys for sale of Mango Jelly Khara Sev etc
9	A	SBC	Apple Juice Stall
10	A	SBC	Milk Stall
11	A	SBC	HOPCOMS
12	A	SBC	Bamul Milk Stall
13	A	SBC	Gala FS
14	A	SBC	Cold AVMS
15	A	SBC	Cold AVMS
16	A	BNC & SBC	Hot AVMS
17	B	BNC & SBC	Hot AVMS
18	A	BNC & SBC	Hot AVMS
19	A	SBC	NVRR
20	A	SBC	Vending Contract
21	A	SBC	CFTS
22	A	YPR	CFTS
23	B	BNC	VLR Cum FS
24	B	TK	VRR
25	B	TK	Fruit Stall
26	B	TK	NVRR
27	B	BWT	VRR
28	B	BWT	CFTS
29	B	HSRA	CFTS
30	B	KJM	CFTS

\* \* \* \* \*

<b>Position of stalls at A &amp; B Category Stations Handed over to IRCTC on Mysore Division</b>			
<b>Sl.No.</b>	<b>Catg</b>	<b>Name of Station</b>	<b>Type of stall</b>
1	A	Mysore	VRR
2	A	Mysore	FS & TS
3	A	Mysore	FS & TS PF-2
4	A	Mysore	FS PF-1 HOPCOMS
5	A	Mysore	Gala FS
6	A	Mysore	AVM/FHCL/BO
7	A	Mysore	AVM/FHCL/PF-1
8	A	Mysore	AVM/NESTLE/PF-2
9	B	Davanagere	VLRR/FS
10	B	Davanagere	NVRR/
11	B	Shimoga	PFS
12	B	Shimoga	FS & TS
13	B	Shimoga	AVM/NESTLE/PF-1

\* \* \* \* \*

**CATERING STALLS ON HUBLI DIVISION AT D,E & F CATEGORY STATIONS**

Sl.No	Station Code	Catg	Type of stall
1	GPB	D	P.F.Stall
2	GPB	D	VRR
3	IDR	E	P.F.Stall
4	LD	E	P.F.Stall
5	LD	E	P.F.Stall
6	LD	E	P.F.Stall
7	MRB	E	P.F.Stall
8	LMT	E	P.F.Stall
9	BGK	E	P.F.Stall
10	CLR	E	P.F.Stall
11	KM	E	P.F.Stall
12	SVM	E	P.F.Stall
13	KPL	E	P.F.Stall
14	KNP	E	P.F.Stall
15	LWR	E	VRR
16	BSRX	E	P.F.Stall
17	BSRX	E	P.F.Stall
18	LMT	E	P.F.Stall
19	HLAR	E	P.F.Stall
20	BDM	E	P.F.Stall
21	MNL	E	P.F.Stall
22	CKR	E	P.F.Stall
23	RBG	E	P.F.Stall
24	CNC	E	P.F.Stall
25	TNGL	D	P.F.Stall
26	UNK	E	P.F.Stall
27	NGR	E	P.F.Stall

\* \* \* \* \*

<b>CATERING STALLS ON BANGALORE DIVISION AT D,E &amp; F CATEGORY STATIONS</b>			
<b>Sl.No</b>	<b>Station Code</b>	<b>Catg</b>	<b>Type of Unit</b>
1	KGI	D	TCS
2	RMGM	D	TCS
3	MAD	D	VRR
4	MAD	D	FS
5	PANP	D	TCS
6	S	E	VRR
7	S	E	FS
8	BNCE	D	TCS
9	WFD	D	TCS
10	SGWF		VRR
11	COL	E	TCS
12	RYC	E	TCS
13	PCV	E	TCS
14	DPJ	D	TCS
15	YNK	D	TCS
16	DBU	E	VRR
17	TDV	E	VRR
18	GBD	D	TCS
19	PKD	E	VRR
20	NYH	E	TCS
21	BID	E	TCS
22	CPT	D	TCS
23	MWM	D	TCS
24	BYPL	E	TCS
25	TPP	E	TCS
26	HLE	E	TCS
27	BAW	E	Milk stall
28	KIAT	E	TCS

\* \* \* \* \*

**CATERING STALLS ON MYSORE DIVISION AT D,E & F CATEGORY STATIONS**

Sl.No.	Station Code	Cat	Type of Unit
1	NTW	E	PFStall
2	CMJ	E	FS/TS
3	KRNR	D	VLRS
4	MGF	E	VLRS
5	SKLR	E	FS/TS
6	HAS	D	VLRS
7	ASK	D	FS/TS
8	ASK	D	VLRR
9	TTR	D	FS/TS
10	DRU	D	VLRS
11	DRU	D	FS/TS
12	RRB	D	FS/TS
13	RRB	D	VRR
14	JRU	D	VRR
15	JRU	D	FS/TS
16	JRU	D	PFStall
17	HRR	D	VRR
18	HRR	D	FS/TS
19	HRR	D	NVRR
20	HVR	E	PFStall
21	RNR	E	PFStall
22	KJG	E	VRR
23	KJG	E	FS/TS
24	SNVR	E	PFStall
25	YLG	E	PFStall
26	GDI	E	PFStall
27	KNO	E	PFStall
28	CTA	E	FS/TS
29	BDVT	D	VLRS
30	TKE	E	PFStall
31	KBPR	E	PFStall
32	SBHR	E	PFStall
33	YDK	E	PFStall
34	BNTL	E	PFStall
35	HAS	D	PFStall
36	AMSA	E	PFStall
37	BVR	E	PFStall
38	HLK	E	PFStall
39	HSD	E	PFStall
40	CHKE	E	PFStall
41	BSN	E	PFStall
42	SME	F	PFStall

43	KAG	E	PFStall
44	SHV	E	PFStall
45	AP	E	PFStall
46	BYD	E	PFStall
47	DAD	E	PFStall
48	KJS	E	PFStall
49	HLN	E	PFStall
50	HVL	E	PFStall
51	GBB	E	PFStall
52	HPA	E	PFStall
53	CMNR	E	PFStall
54	NTW	E	PFStall
55	AKK	E	PFStall
56	MNGT	E	PFStall
57	VNR	E	PFStall

**APPENDIX – II**  
(Vide Para 4.24)

Statement showing details of Book Stalls at B, C, D, E and F category stations under the South Western Railways.

<b>SI.No</b>	<b>Divisions</b>	<b>Name of the Station</b>	<b>Category</b>
1	UBL	GDG	B
2		BJP	
3		LD	
4		IDR	D
5		BGK	
6		SVM	
7		BSRX	E
8	SBC	BWT	B
9		TK	
10		KJM	
11		MYA	
12	MYS	HAS	B
13		HRR	
14		HVR	
15		NTW	D
16		DRU	D
17		JRU	D
18		RNR	D

\* \* \* \* \*

**APPENDIX – III**  
 (Vide Para 2 of Introduction)

MINUTES

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
 SCHEDULED TRIBES  
 (2007-2008)

(FOURTEENTH LOK SABHA)

SEVENTEENTH SITTING  
 (25.03.2008)

The Committee sat from 1100 to 1230 hrs.

**PRESENT**

Shri Kailash Meghwal - (In Chair)

MEMBERS

Lok Sabha

- 2. Shri Kailash Baitha
- 3. Shri Eknath M. Gaikwad
- 4. Shri Virchandra Paswan
- 5. Shri Ashok Pradhan
- 6. Smt. K. Rani
- 7. Shri Baju Ban Riyan

Rajya Sabha

- 8. Shri Krishan Lal Balmiki
- 9. Miss Anusuiya Uikey

SECRETARIAT

- 1. Shri P.K. Misra, Joint Secretary
- 2. Shri Gopal Singh, Director,
- 3. Ms. J.C. Namchyo, Deputy Secretary
- 4. Smt. Maya Lingi, Under Secretary

## **WITNESSES**

### **REPRESENTATIVES OF THE MINISTRY OF RAILWAYS (RAILWAY BOARD)**

1. Shri K.C. Jena, Chairman
2. Shri S. Khurana, Member Staff
3. Shri S.N. Mukherjee, Addl. Member (Commercial)

### **SOUTH WESTERN RAILWAY**

1. Shri Praveen Kumar, General Manager
2. Shri Prithwi Thaware, Chief Personnel Officer
3. Shri S.K. Behera, Chief Commercial Manager
4. Shri V.V. Kokate, Chairman, RRB, Bangalore

2. At the outset, the Committee were informed by the Director that due to some urgent work, Shri Ratilal Kalidas Varma, Chairman will not attend the sitting. As provided in Rule 258(3) of Rules of Procedure and Conduct of Business in Lok Sabha Shri Kailash Meghwal, M.P. was chosen by the Committee to act as Chairman for the sitting.

3. Thereafter the Chairman welcomed the representatives of the Ministry of Railways (Railway Board) and South Western Railway. The Committee then took evidence of the representatives of the Ministry of Railways and South Western Railway on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in South Western Railway (SWR)".

4. The evidence was completed.

(The witnesses then withdrew)

5. A verbatim record of the proceedings was kept.

**The Committee then adjourned.**

**APPENDIX – IV**  
 (Vide Para 3 of Introduction)

MINUTES

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
 SCHEDULED TRIBES  
 (2009-2010)

(FIFTEENTH LOK SABHA)

THIRTEENTH SITTING  
 (17.02.2010)

The Committee sat from 1430 to 1530 hrs. in Committee Room No. “139”, Parliament House Annexe, New Delhi.

PRESENT

Shri Gobinda Chandra Naskar – Chairman

MEMBERS

Lok Sabha

2. Shri M. Anandan
3. Shri Bhudeo Choudhary
4. Shri Kamal Kishor ‘Commando’
5. Shri Baju Ban Riyan
6. Shri Sajjan Singh Verma
7. Shri Bausaheb Rajaram Wakchaure

Rajya Sabha

8. Ms. Sushila Tiriya
9. Shri Brij Bhushan Tiwari
10. Miss Anusuya Uikey

SECRETARIAT

1. Dr. R.K. Chadha	---	Joint Secretary
2. Ms. J.C. Namchyo	---	Director
3. Smt. Maya Lingi	---	Deputy Secretary
4. Shri M.L.K. Raja	---	Under Secretary

At the outset, the Chairman welcomed the Members of the Committee. The Committee then considered the draft report on the subject “Reservation for and Employment of Scheduled Castes and Scheduled Tribes in South Western Railway (SWR)” and adopted the same with minor modifications.

2. The Committee authorized the Chairman to finalize the Report in the light of consequential changes and present the same to both the Houses of Parliament.

**The Committee then adjourned.**

**APPENDIX – V**  
 (Vide Para 4 of Introduction)

**SUMMARY OF CONCLUSIONS/RECOMMENDATIONS CONTAINED IN THE REPORT**

Sl. No.	Para No.	Conclusions/Recommendations
1	2	3
1.	1.9	<p>The Committee note that Indian Railways as a part of Central Government functions directly under the Ministry of Railways. Railway Board comprising the Chairman and 6 Members is the apex body entrusted with the management and policy making. In fact, the overall control of the Indian Railways is vested in Railway Board. The Committee note that Indian Railways is divided into zones, which are further sub-divided into divisions. Each zone and Kolkata Metro is headed by a General Manager (GM) who reports directly to Railway Board. The Committee note that there is one Member on the Board who belongs to Scheduled Caste. The Committee are of the firm view that Railways which employ a large number of people should not have any problem in having representation of at least one SC/ST Member on the Board. The Committee, therefore, recommend that with a view to safeguarding the interest and welfare of SC/ST employees and also to give confidence to all SC/ST employees of Indian Railways, the Government should ensure inclusion of at least one SC/ST Member on the Board, even if it entails amendment of the existing provisions for such appointment. The Committee should also be apprised of the existing provisions in the appointment of Chairman and Members of the Railway Board.</p>
2.	1.17	<p>The Committee note that Ministry of Railways has a separate Cell to look after the interests of SC/ST employees of the Railways and to ensure proper, strict and timely implementation of the instructions issued from time to time. The Committee also note that the Executive Director Establishment (Reservation) acts as Liaison Officer in matters relating to reservation for SCs/STs, OBCs and Minorities. It has also been stated that the Cell functions under the control of Member (Staff) who is assisted by a strength of 20 officers/staff including 6 SC and 10 ST and that two more Section Officers are being posted therein in pursuance of cadre</p>

		<p>restructuring undertaken recently. The Committee further note that close liaison and co-ordination is maintained between the Ministry and the South Western Railway in regard to implementation of Reservation Rules and procedures. The Committee, however, are surprised to note that the Cell which was earlier set up to look after the interests of SC/ST employees, has now been entrusted with reservation matters in respect of OBCs and Minorities too, which the Committee feel is simply against the spirit for which it was set up. The original idea to set up a Cell was to mainly assist the Liaison Officer appointed specifically to oversee SC/ST matters and to discharge his duties effectively. It should not, therefore, be proper to convert this Cell meant for SCs/STs as Reservation Cell for OBCs and Minorities as well. The Committee feel that the nature of problem and the basis on which reservation is being provided to SCs and STs are completely different from that of OBCs and Minorities. It is, therefore, not acceptable to the Committee that reservation matters of all the categories should be clubbed together and the Cell meant for looking after the interest of SCs/STs should be entrusted to look after reservation matters of OBCs and Minorities on grounds that all relate to reservation matters. By entrusting the extra work relating to OBCs and Minorities, the Cell would not be able to give proper attention to the interest of SC/ST employees for which it has been set up. The Committee, therefore, recommend that the workforce posted in the Cell should exclusively be engaged in work relating to the welfare and interests of SC/ST employees and that the Liaison Officer should also not to be entrusted with the work relating to OBCs and Minorities. The Committee also recommend that separate Cells for Minorities and OBCs should be set up in the Ministry of Railways so that these Cells work to ensure proper implementation of reservation policy for those categories effectively.</p>
3.	1.21	<p>The Committee note that a Reservation Cell has been set up in South Western Railway in Headquarters Office as well as on each Division to look after the interest of SC/ST employees. The total staff strength posted in the Cell at Headquarters of SW Railway is reported to be four. The Committee are of the view that the Reservation Cell should only be entrusted with the work relating to reservation matters of SCs and STs only so that the staff posted in the Cell should be able to cope up with the work assigned to them otherwise the very existence of the Cell becomes meaningless. The Committee emphasise that the workload of the Cell</p>

		should be assessed periodically. The Committee also stress that staff preferably from SC/ST community should be posted after giving them proper training on reservation matters.
4.	1.22	The Committee further note that Liaison Officers meet with Personnel Officers at regular intervals to exchange experiences gained by them and to sort out the problems faced by them in implementing the reservation rules for SCs/STs. The Committee recommend that atleast one meeting of all the Liaison Officers should be held at Railway Board level and minutes thereof should be kept for future guidance.
5.	1.23	The Committee view that the Liaison Officer has been entrusted with important functions as far as the interest of SCs and STs are concerned. He is responsible for ensuring correct implementation of reservation policy in an organisation. The Committee, therefore, stress that the person to be appointed as Liaison Officer should possess sufficient experience and should be well conversant with reservation orders/rules and that he should be given training on reservation related matters. Further, the Committee would like to stress that the Liaison Officer should be allowed to function independently without any external pressure within the ambit of his jurisdiction. His views/opinions on matters like promotions/selections should not be overruled but should be taken note of and corrective action be taken. The Committee also desire that the Liaison Officers should be protected from frequent transfers and postings so as to utilize their services for a considerable period of time.
6.	1.28	The Committee note that post based rosters for both recruitment and promotion are being maintained since 1997. The Committee note that no specific reply has been given as to how often the inspection of rosters were carried out during the years 2004 to 2007. The reply furnished is that these rosters have been verified by Liaison Officer/SPO/IR at various Divisions and Workshops as per the Inspection Programme. The Committee note that some discrepancies like not maintaining separate post based rosters for direct recruitment and promotional quota, not reflecting ad-hoc promotions continuing more than 45 days, and the Controlling Officer not sanctioning actual vacancy and percentage of shortfall for SC, ST in the category and grade-wise were noted during the inspection. The Committee are surprised that such serious negligence

		<p>and lapses have been taken lightly by the Department. It is the duty of the Liaison Officer to bring to the notice of the Head of Department and the Ministry of Railways. In fact, appropriate action against such Controlling Officers should have been taken for such lapses and negligence. The Committee recommend that the inspection of rosters should be done at regular intervals by the Liaison Officer and any case of negligence or lapses in the matter of following the reservation and other orders relating to SCs/STs should be brought to the notice of the Ministry of Railways (Railway Board) for taking necessary action. Rosters should clearly be signed and authenticated with official stamp of the Liaison Officer concerned as a proof of having been inspected the same. The Committee also recommend that the rosters should be computerised and copies may be neatly bound and paginated. The Committee also recommend that all the staff working in the Cell should undergo training in regard to reservation and maintenance of rosters at Zonal Railway Training Institute (ZRTI) before they are posted.</p>
7.	1.29	<p>The Committee view that rosters are very important documents as far as the interest and welfare of SCs/STs are concerned. In fact, the successful implementation of reservation rules entirely depends on proper maintenance of the rosters. Even slight miscalculation of roster points whether for recruitment or promotion by the official concerned may hamper employment/promotional opportunities for SCs/STs. The Committee, therefore, urge that the maintenance of rosters should not be taken casually and only such official who is well conversant with the reservation orders/rules and roster points should be entrusted with the job. It should be ensured that all necessary information in the respective columns provided for the purpose made in the rosters are filled neatly and that no over writing is done.</p>
8.	2.10	<p>The Committee note that the Ministry of Railways (Railway Board) generally follow the orders on reservation for SCs/STs issued from time to time by the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel &amp; Training). On the basis of the orders issued by the DOP&amp;T necessary instructions are issued by the Railway Board to Zonal Railways/Production Units etc. The Committee appreciate the efforts made by the Railway Board to consolidate orders relating to reservation for SCs/STs in one Master Circular as a referral book. The Committee</p>

		<p>note that there are certain categories of posts which have been exempted from the applicability of the reservation orders as per orders of the DOP&amp;T. In SW Railway, the number of such posts is 27 which are exempted from applicability of the reservation orders. Presently, there are only 19 posts which have been occupied, but none of them belongs to SC/ST category. The reasons for keeping the posts of Vigilance Inspector/Investigating Inspector are that these are ex-cadre posts filled up on tenure basis which do not involve promotion. The Committee are dismayed that not a single SC/ST official has been selected to the posts of Vigilance Inspector/Investigating Inspector in SW Railway. The Committee, therefore, impress upon the Government that while appointing incumbents for these posts, SC/ST employees having the requisite qualifications should not be ignored just because there is no reservation but should be given fair opportunity to occupy such posts on ex-cadre tenure basis.</p>
9.	2.24	<p>The Committee note that Direct Recruitment to posts in various Group 'A' services on Indian Railways including South Western Railway is done centrally by Railway Board through Union Public Service Commission and no direct recruitment is generally made to Group 'B' posts being a promotional grade. The recruitment to Group 'C' posts is done by Railway Recruitment Board (RRB), Bangalore. The Committee also note that recruitment in Group 'D' posts is being done at Zonal Railways by way of issuing notifications in Employment News/Newspapers etc. and inviting applications for the same and then conducting physical efficiency test and written exam. The Committee recommend that the Ministry of Railways (Railway Board) should monitor the recruitment of various Group 'D' posts being made by Zonal Railways periodically so as to ensure that sufficient number of SCs and STs are recruited. The Committee also desire that Railway Board should maintain zone-wise records in this regard.</p>
10.	2.25	<p>The Committee note that the present system of recruitment against various Group 'C' and 'D' posts is an open competition for which advertisements are given in leading Newspapers and Employment News. Employment Exchanges, therefore, do not seem to play any role in this process. The Committee feel that even after having a well placed method of recruitment adopted by the Ministry of Railways and South Western Railway, the desired results especially in the matter of recruitment of sufficient number of SCs/STs in Group 'C'</p>

		<p>and 'D' posts have not been achieved. The Committee are of the firm view that since recruitment of Group 'C' and 'D' posts is an open competition, every effort should be made to give wide publicity to such posts in areas predominantly inhabited by SC/ST population. However, no examination centre has been set up in such areas. It may be true for South Western Railway not to have tribal concentrated areas in their zone, but that does not mean that other zones do not have tribal concentrated areas. The Committee, therefore, strongly recommend that necessary examination centers be set up in such areas particularly in all the capitals of North East States and also tribal concentrated areas in different Divisions/Zones of Railways on rotational basis so that candidates from these areas do not have to travel long distances to appear for recruitment examinations.</p>
11.	2.26	<p>The Committee note that various concessions/relaxations are allowed to SCs and STs at the time of recruitment. The Committee desire that Railway authorities should increase the number of attempts for SC/ST candidates who fail in the initial training course.</p>
12.	2.27	<p>The Committee are dismayed to note that in respect of recruitment made during the years from 2004-2007, the vacancies reserved for SCs/STs in Group 'C' and 'D' remained unfilled resulting in carrying forward of the posts to next recruitment year. In respect of recruitment made during the years 2008 and 2009 (till the information was furnished), barring the SC posts in Group D, the problem of carrying forward of SC and ST posts persisted. The Committee find it difficult to accept the fact that there was no eligible candidates available for SC/ST posts. The Committee would like to point out that there is large number of educated unemployed SC/ST candidates in the country. Therefore, it is not correct to say that no eligible candidates are available for Group 'C' and 'D' posts from the SC/ST category. Had the South Western Railway/RRB made any effort to have those SC/ST posts publicized widely in the SC/ST inhabited areas, the Committee strongly feel that if not all but most of those posts would have been filled up. The Committee note that a large number of Group C and D posts have not been filled up and are allowed to accumulate over the years. It is a matter of great concern that the vacancies of 61 SCs and 73 STs in Group 'C' and 121 STs in Group 'D' during the year</p>

		2009 are still to be filled up and no serious effort seems to have been made for clearance of vacancies reserved for SCs/STs. The Committee are not happy with this trend of carrying forward of vacancies year after year which is against the interest of SCs and STs. The Committee desire that this trend should be stopped immediately at all costs so that interest of SCs/STs are well protected. The Committee, therefore, impress upon the Ministry of Railways (Railway Board) to make credible and concerted efforts so that vacancies reserved for SCs/STs are not carried forward from one recruitment year to another but filled up during every recruitment year. The Committee strongly recommend that all unfilled Group C and D posts reserved for SCs and STs should be filled up at the earliest by publicising those reserved posts widely in SC/ST inhabited areas.
13.	2.38	The Committee note that as on 1.1.2007, there was shortfall of SC and ST employees in Group 'C', Group 'D' excluding Safaiwala and Group 'D' Safaiwala posts. According to the information submitted recently, the shortfall of SC and ST still persists as on 1.1.2009. The Committee also observe that data in respect of Group D staff for the years 2008 and 2009 does not have separate information for Group 'D' excluding Safaiwala and Group 'D' Safaiwala. The Committee should be apprised as to why no separate data for Group 'D' posts has been maintained.
14.	2.39	In regard to reason for shortfall in Group 'D' posts as on 1.1.2007, it was stated that a notification for 4701 vacancies in Group 'D' categories including SCs/STs was issued but the recruitment could not be completed on account of local/regional protests/agitations. The Committee should be apprised whether the recruitment has now been undertaken and, if so, details of recruitments made should be furnished to them.
15.	2.40	The Committee note that there is still shortfall of SCs and STs in technical and non-technical categories of posts both in recruitment and promotional posts. The Committee are distressed by the reply that there is no adequate response to most of the categories of posts especially technical, diploma, graduate and para medical categories from ST candidates whereas there is generally no difficulty in getting adequate SC/ST candidates for non-technical popular categories. The Committee are of the strong view that there should not be any dearth of eligible SC/ST candidates for Group C and D posts especially in ST dominated areas like

		Northeast States where many educated unemployed STs are clamouring for an opportunity to get jobs in Railways. Moreover, for technical, diploma, graduate and para medical categories, the Railways should have contacted campuses of professional/technical colleges/institutes which have come up in towns and cities all over the country. The Committee, however, note that on Indian Railways the system for campus recruitment does not exist. Had the Indian Railways been a little innovative and had gone to the professional/technical colleges/institutes for campus recruitment, the Committee feel that most of the posts in regard to technical, diploma, graduate and para medical categories for ST candidates would not have remained vacant. The Committee urge the Ministry to move with time and bring about change in their recruitment system. The Committee, therefore, recommend that Indian Railways should recruit the SC/ST candidates from the professional colleges/institutes for technical and para-medical jobs if they do not receive adequate response and the posts reserved for them remain vacant.
16.	2.41	The Committee also note that South Western Railway also took several measures to wipe out shortfall of SCs and STs. A panel from another Railway Recruitment Board was utilized to fulfill the quota for SC communities; screening of substitutes has been organized which make good the shortfall of SC/ST to some extent; wide publicity was given to recruitment notices in other regions of the country with greater population of STs. The Committee should be apprised as to the details of advertisements for recruitment that have been published in tribal dominated areas. It has also been stated that a special recruitment drive was undertaken to make good the shortfall of vacancies in 2004 by which as many as 225 (SC – 113 and ST – 112) backlog vacancies were identified and fully wiped out. During evidence, Chairman, Railway Board had also mentioned that out of 9,366 vacancies which existed as on 31.3.2004, 9276 vacancies were already filled up through Special Recruitment Drives and that only 90 vacancies in Group 'C' i.e. 31 of SCs and 59 of STs remained to be filled up. The Committee also note that in pursuance of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) OM No. F. No.36038/1/2008-Estt.(Res). dated 19 <sup>th</sup> November, 2008, a total of 255 vacancies of SCs in (Group C & D) and 203 vacancies of STs in (Group C & D) have been identified as on 01.11.2008 for conducting Special Recruitment Drives. The

		Committee should be apprised whether all the 90 (31 SC and 59 ST) posts in Group C posts have since been filled up as also the status of the identified posts i.e. 255 SC and 203 ST posts in Group C and Group D posts as on 1.11.2008.
17.	2.52	<p>The Committee note that there was shortfall of SCs in Group 'B', STs in Group 'C' and 'D' in South Western Railway in the year 2007. The reason for shortfall of SC employees in Group B posts is that most of SC employees were empanelled and promoted against unreserved posts, as they had come up on their own merit. No reason has been mentioned in respect of shortfall of ST in Group C and D posts. The Committee note that shortfall of SC and ST still persists in Group 'C' and 'D' posts in South Western Railway in the year 2009. The Committee recommend that further relaxation in the length of service may be granted to SC/ST employees if otherwise they are fit for promotion. During evidence, it had also been stated that out of 33,062 identified vacancies, 27,404 vacancies were filled up and 5,658 vacancies could not be filled up due to non availability of eligible candidates in feeder cadre, court cases and smaller cadre. In case of SW Railway, there is shortfall of 279 SC and ST posts i.e. 196 in Group C and 83 in Group D posts. The Committee note that promotional posts are also not filled up due to the court cases and small cadre. The Committee desire that shortfall in all the categories of posts should be wiped out by giving relaxation in the eligible criteria, by expediting action to dispose of all pending court cases at the earliest and by converting the promotional posts, wherever permissible, to direct recruitment posts. The Committee should be apprised of the action taken within three months of the presentation of the report to the Parliament. The Committee should also like to know the fate of all the vacancies identified by the Ministry as on 01.11.2008 under the Special Promotional Drive for SCs and STs.</p>
18.	3.10	<p>The Committee note that there is no scheme for giving pre-recruitment training for SC/ST candidates by South Western Railway. The Committee, however, are pleased to note that there is pre-promotional training scheme for SC/ST employees who are coming up for promotion to higher grade particularly in safety categories and few other non-safety categories. In-service training is being imparted to SC/ST employees for their promotion to higher grade in non-safety categories when they are found below the required</p>

		standard. To qualify for promotion to posts in safety categories, it is stated that arrangements are made to give them suitable pre-selection coaching without fail. The Committee are of the considered view that while many public sector undertakings including Banks are providing pre-recruitment training for SCs and STs as a part of recruitment process, the Railways being the largest employer can also provide such training to SC and ST candidates especially in categories where availability of suitable SC/ST candidates are not adequate. By providing pre-recruitment training more SC/ST candidates can be helped to qualify in the selection process. The Committee, therefore, recommend that the Ministry of Railways (Railway Board) should take the initiative and provide pre-recruitment training to SC/ST candidates as being done in case of promotion. The Committee should be apprised of the action taken in this regard.
19.	3.11	The Committee also note that the Railways have not offered jobs under the Apprentice Act in a mandatory manner. However, the Committee are surprised to know that not a single ST person was absorbed by the Railways in the years 2007 and 2008 despite the fact that 2 and 4 ST Apprentices were imparted training in those years. The Committee would like to be apprised of the reasons in this regard. The Committee recommend that the Ministry should arrange training under the Apprentice Act in such a manner that at least all the SC and ST Apprentices thus imparted training could get absorbed in the Railways, otherwise the very purpose of such training is defeated.
20.	3.16	The Committee note that 6 cases of employment secured on the basis of false caste certificates were detected, out of which 3 employees were dismissed from service but one of them has been reinstated as per orders of Court of Law. However, other 3 cases are pending in High Court. Apart from this, 3 cases had also been received from Dy. Commissioner, out of which 2 employees have been dismissed and in respect of one case, fresh/final enquiry report is yet to be received from Dy. Commissioner. The Committee are distressed to note that 50 complaints are pending with Dy. Commissioner/District Collector since 2005. Another 2 complaints of false caste certificates seem to have been received in May 2009. The Committee are pained to note that no serious and concerted efforts seem to have been taken by the South Western Railway to settle all the old cases as a result of which these cases have

		been allowed to linger on for such a long time. The Committee are of the view that timely action to dismiss persons who had obtained employment on the basis of false caste certificates and initiation of necessary criminal proceedings against them could have avoided the present situation. The Committee, therefore, recommend that South Western Railway should write to Dy Commissioners/District Collectors to complete the enquiries within a stipulated date to settle all pending cases failing which action should be taken for initiating criminal proceedings against the persons who obtain employment on the basis of false caste certificates. The Committee should be apprised of the action taken in each of the 50 complaints as also the other complaints which are pending within three months of the presentation of this Report. The Committee also recommend that necessary action should be initiated to expedite court cases pending in High Court.
21.	4.6	The Committee note that South Western Railway has a well defined procedure prescribed for the redressal of complaints/grievances of SC/ST employees. Complaint registers are being maintained and checked during the visit of the officers from Divisions and Headquarters office and that the complaints are generally disposed of within a period of one month depending upon the nature of complaint. The Committee also note that Liaison Officer also carries out inspections in Divisions/Extra Divisional Units (EDU) to see the pending complaints/grievances. The Committee are satisfied that except 1 all complaints/grievances had been disposed of during the years 2004-2009. The Committee desire that the remaining complaint should also be disposed of expeditiously. The Committee urge South Western Railway to endeavour to redress grievances of SC/ST employees satisfactorily in future too.
22.	4.14	The Committee note that during the years from 2002-03 to 2006-07, a total of 1210 persons were provided employment on compassionate grounds out of which 275 belonged to SC and 71 to ST communities. The Committee also note that during the years 2007 to 2009, till the information submitted on 29 <sup>th</sup> July, 2009, 82 SC and 14 ST out of 347 persons in Group 'C' and 135 SC and 33 ST persons out of 421 in Group 'D' posts, have been employed on compassionate grounds. The Committee also note that 120 cases are pending in divisions out of which 21 cases pertain to SC and 4 cases to ST communities. However, as informed by the

		Ministry, 2 cases are pertaining to the year 2005, are of missing employees for which police report from widow/ward has not been received and 1 case pertaining to the year 2006 is a case of bigamy which is under process. In regard to the year 2007, it has been informed that there were 19 cases of SCs and 3 cases of STs who were given employment on compassionate grounds. The Committee had been informed during evidence, that there is no case pending for more than 6 months. However, the Committee note that there are two cases pertaining to the year 2005 and 1 case pertaining to the year 2006. The Committee, therefore, recommend that these 3 pending cases should be settled expeditiously. The Committee appreciate the positive attitude in regard to providing employment to the wards of deceased railway employees in indigent circumstances. The Committee should be apprised of the progress of the pending cases.
23.	4.19	The Committee note that for allotment of railway quarters in non-essential categories, the extant instructions provide reservation of 10% in Type I and II and 5% in Type III and IV in favour of SC/ST employees in all areas where the number of quarter is 50 or more. The Committee also note that out of total of 13,206 quarters, 1116 i.e. 8.45% have been allotted to SC/ST employees in Type I to IV. However, in Type I and II, prescribed percentage of 10% has not been achieved for which it has been informed that the variation is meagre and all Divisions/Workshops in South Western Railway have been advised to allot the quarters to SC/ST employees in order to achieve the required percentage. The Committee should be apprised of the latest position in achieving the prescribed percentage in allotment of Type I and Type II quarters to SCs and STs.
24.	4.27	The Committee note that Catering Policy – 2005 provides reservation of 49.5% for various categories in small catering units. At 'D', 'E' and 'F' category stations, the break up of reservation is 12% for SCs, 8% for STs, 20% for OBCs and 9.5% for Minorities. The Committee also note that a reservation of 10% (6% for SCs and 4% for STs) out of 25% in award of small units at 'A', 'B', and 'C' category stations has been provided. However, the same has not been provided in award of licenses in major units. The Committee opine that if reservation is provided in award of major catering contracts, many SC/ST aspirants/entrepreneurs would be willing to make investments. The Committee, therefore, recommend that reservation should be made in award of major

		catering contracts in the Indian Railways or certain quota of contracts should be earmarked exclusively for SCs/STs.
25.	4.28	Similarly, in the Book Stall Policy, dated 12.10.2004, a reservation of 10% (i.e. 6% for SCs and 4% for STs) out of 25% has been provided in the allotment of new book stalls at 'B', 'C', 'D', 'E' and 'F' category of stations whereas reservation has not been provided in allotment of new book stall at 'A' category stations. The Committee observe that the Book Stall Policy is not in the best of interest for SCs/STs because reservation has not been provided for them in allotment of licenses for book stalls at major stations. The Committee would like to stress that SCs/STs should be given a chance to prove their mettle in this field. The Committee, therefore, recommend that reservation should also be provided in allotment of book stalls at major stations. The Committee appreciate that despite that there is no constitutional provision for reservation in commercial contracts the Ministry of Railways on their own have provided certain provisions for reservation in various commercial contracts including catering and book stalls. The Committee impress upon the Government that Indian Railways being the largest employer in Government sector and taking into consideration their social responsibility towards weaker sections, the reservation should be made applicable in all commercial contracts including catering and book stalls as well as for all the categories of stations.
26.	4.29	The Committee are saddened by the fact that the Catering Policy has been stayed and the matter is in Supreme Court. The Committee appreciate that the Railways are fighting to get the stay vacated. The Committee would like to know the latest position in this regard.
27.	4.32	The Committee note that there are no specified backward tribal areas in the territorial jurisdiction of South Western Railway. However, the Railways are participating in the development of backward areas and are engaged in building a Rail Transport Infrastructure by constructing new lines, conversion of meter gauge/narrow gauge lines to broad gauge to have industrial and economic development of those areas, which have potential for growth, but have not been able to develop for want of Rail Infrastructure. The Committee also note that a large number of new lines and gauge conversion projects have been taken up for

		<p>the development of backward, tribal, remote hilly and other under developed areas even though these projects have not been considered justifiable on the basis of financial rate of return but taken up purely on socio-economic consideration. The Committee are of the view that keeping apart economic consideration these projects be accorded priority so that fruits of the rapid economic growth also reach the under privileged strata of the society. The Committee should be apprised of the progress of projects undertaken especially in tribal, remote hilly and backward areas.</p>
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