



राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A constitutional body under Article 338A of the Constitution of India)

File No.: NCST-12031/12/2025-Cord

New Delhi, the 26th May, 2026

To

Shri Satish Kumar,
Chairman & Chief Executive Officer
Railway Board
Ministry of Railways
Rail Bhawan, Raisina Road
New Delhi – 110001
Email- crb@rb.railnet.gov.in

Subject: Review of the Implementation of Constitutional Safeguards, Welfare, and Development Schemes for Scheduled Tribes of the Railway Board conducted by the NCST - reg.

Sir,

I am directed to refer to the subject mentioned above and to forward herewith the report of the National Commission for Scheduled Tribes (NCST) pertaining to the review meeting conducted on 06th April 2026. A copy of the Review report, along with the Commission's recommendations, is enclosed for necessary action.

2. You are requested to furnish the Action Taken / to be taken on the recommendations within 30 days of receipt of this communication. The ATR may kindly be sent via email to member, with a copy marked to : ru4-hq@ncst.nic.in and sonal.raj@gov.in .

Enclosure: As above

Yours faithfully,

(Purnendu Kant)

Director (Coord/ RU-IV.)

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Copy for information:

1. PS to Hon'ble Chairperson, NCST
2. PS to Hon'ble Member (NC), NCST
3. PS to Hon'ble Member (AL), NCST
4. PS to Hon'ble Member (JH), NCST
5. Sr. PPS to Secretary, NCST
6. PA to Joint Secretary, NCST

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File No.- NCST-12031/2/2025 -Cord

Report on the Review of the Implementation of Constitutional Safeguards, Welfare and Development Schemes for Scheduled Tribes (STs) of the Railway Board conducted by NCST held on 06th April, 2026.

I. Introduction

The National Commission for Scheduled Tribes (NCST) is a constitutional body set up under Article 338A of the Constitution of India to investigate and monitor all matters relating to the protection, welfare and socio-economic development of Scheduled Tribes in the country. As per constitutional provisions, the Union and every State Government shall consult the Commission on all major policies and decisions affecting Scheduled Tribes. The Commission is required to present to the Hon'ble President of India reports upon working of those safeguards and all such reports are to be laid before each House of Parliament along with Memorandum explaining the Action Taken or propose to be taken on the recommendations relating to the Union and the reasons for non- acceptance, if any, of any of such recommendations.

2. In pursuance of the above constitutional mandate, the Commission reviewed the Implementation of Constitutional Safeguards, Welfare, and Development Schemes for Scheduled Tribes (STs), including the reservation policy in the Railway Board, at Rail Bhawan, New Delhi 110001. The NCST team was led by Shri Antar Singh Arya, Hon'ble Chairperson, accompanied with Shri Nirupam Chakma, Hon'ble Member, Dr. Asha Lakra, Hon'ble Member, Shri Jatothu Hussain, Hon'ble Member, and accompanied by Shri Prashant Kumar Singh, Secretary, Shri Amit Nirmal, Joint Secretary and other officers from NCST.

3. The Railway Board team was led by Sh Satish Kumar, Chairman and CEO, Railway Board, accompanied by Executive Director (Reservation), Executive Director (Pay Commission), Principal Executive Director (IR), Director General (HR) and other officers from Railway Board. The list of participants is enclosed at **Enclosure I**.

II. Meeting with All India SC ST Railway Employees Association and ST employees of M/o Railways on 06th April 2026

4. Hon'ble Chairperson, Hon'ble Members and NCST team members, prior to the meeting with

Railway Board, held a meeting with All India SC/ST Railway Employees Association and other ST employees to understand the issues pertaining to Scheduled Tribes in M/o Railways. The Memorandum as received by the Association is also enclosed for reference (**Enclosure II**). The summary of issues raised by the Association are as follows:

a) Main demands for facilities of Association up-to branch level:

The Association has requested that monthly informal meetings at Zonal/Divisional/Workshop levels be restored as recommended earlier; Card Pass facility be extended to the Senior Vice President of CEC; Special Casual Leave and Special Passes be granted at all levels for attending Association meetings; office bearers should not be transferred without prior consent of the Zonal President and Zonal Secretary; compliance of representations be communicated in writing to the Association; participation of the Association be ensured in all relevant committees and conferences, including POMS & AOMS; license fees and electricity charges for office accommodation be exempted; facilities under the PREM Scheme be provided at par with other members; and residential accommodation be provided to the President and General Secretary at New Delhi.

b) Demand for safeguards of the Scheduled Tribes:

- i) Unjustified practice of privatization and contract system in Railways**
The unjustified practices privatization and outsourcing and introduction of contract system on railway is hampering the rights of SC/ST reservation, as there is no provision of reservation in private sectors.
- ii) Non-implementation of Railway Board's transfer policy of SC/ST railway employees**
The transfer policy for SC/ST employees regarding home posting or in nearby station is not being implemented by Zonal railways and several local transfer policies are framed by zonal/divisional level railways superseding the orders of Railway board
- iii) Transfer policy issued by Railway Board for mutual transfer**
The policy of railway board for transfer of mutual exchange basis for employees belonging to the same category is against the basic rules of mutual transfer and its causing difficulties for transfer of Sc/ST category employees.
- iv) Transfer policy issued by GM/NWR for inter-railway own request transfer**
There is only one-way transfer policy being followed by North West Railway, while the transfer from Northwest Railway to other zones are permitted without any restriction; the transfer from other railways zones to northwest railway is being allowed only subject to a slot being available for that community which is overriding the overall railway board policy.
- v) Non-imparting of sufficient and proper pre-selection training**
As per the recommendations of the parliamentary committee on the welfare of SC and STs special training needs to be organized for pre-selection training of candidates, however some of the production units are not providing sufficient time and dedicated training for the same.
- vi) Non-implementation of L-type roster system**
L-type roster system is not being followed for isolated posts or cadre of single post which is depriving the SC/STs of reservation
- vii) Appointment of Gr D categories on regional basis**
Direct recruitment to Group D post normally attracts candidates from the particular

locality and region hence for Group D posts, reservation should be done on regional basis instead of all India.

c) Representation of individual cases:

The association also submitted individual grievances of ST employees from Western Railway, West Central Railway, South Western Railway, South East Central Railway, which also has been enclosed as per para (4) point xv of their Memorandum.

III. Review Meeting by the NCST with the Railway Board held at Rail Bhawan, New Delhi on 06th April 2026

5. At the outset, the Hon'ble Chairperson, Hon'ble Members, and Secretary of the National Commission for Scheduled Tribes (NCST) were formally welcomed by the Chairman, Railway Board. Thereafter, the senior officers of the Railway Board introduced themselves.

6. This was followed by a brief presentation on policy matter under the Railway Board viz., the Functions of Railway Board, its Organizational Structure, various Zones, Production Units and Autonomous Bodies under it. The presentation also included reservation norms for Scheduled Tribes, existing representation of STs in Railways, introduction of Digital Roster System, relaxation norms for ST candidates in both Direct Recruitment and Promotion. Further, a presentation was also given on Infrastructure Development in ST dominated regions, with special focus to Madhya Pradesh, Chhattisgarh, Jharkhand and North East Region. A copy of the Minute to Minute Programme and Presentation is enclosed with this report at **Enclosure III** and **Enclosure IV** respectively.



Fig. Review Meeting by the NCST with Railway Board in Rail Bhawan, New Delhi on the 06th April, 2026

IV. Observation and Recommendation of the Commission

7. The Commission noted the subject matters assigned to Railway Board, viz. government railways, including Railway revenues and expenditure excluding audit/inspection, matters of policy formulation of railways & its operations, personnel matters including recruitment, service conditions and reservation,

infrastructure development, matters of non-government railways, viz contracts, safety, fare regulation and Administration of pension to railway employees. The Commission noted that Railway Board is headed by Chairman & CEO, consists of 5 Board members, Director General & Secretary that undertakes the supervision and management of 17 Zonal Railways, Metro, 8 Production Units, 14 PSU/Autonomous Bodies and other units under M/o Railways.

8. M/o Railways is Cadre Controlling Authority for Indian Railway Management Services (IRMS reorganized in 2019), Railway Protection Force (RPF), Indian Railway Health Services (IRHS), Railway Board Secretariat Services (RBSS and RBSSS). The PSUs/ Autonomous Bodies under M/o Railways are itself cadre controlling authority of their units. In addition to above, posting of other cadres like IES, IPS and ILS are done in M/o Railways. Direct Recruitment are done for Group A posts through UPSC and for Group C through RRBs/RRCs, Group B posts are filled through promotion only.

9. Prior to the meeting of the Commission with the Railway Board, the Commission also conducted Review of various Railway Zones/ Production Units under M/o Railways, the details of which are as follows:

Sl.No.	Name of Railway zones /Production Units	Place of meeting	Date of Review	Date of receiving ATR
1.	South East Central Railways	Bilaspur	15.09.2025	21.11.2025 & 19.03.2026
2.	South East Railways	Kolkata	16.12.2025	19.03.2026
3.	Eastern Railways	Kolkata	17.12.2025	19.03.2026
4.	East Coast Railways	Bhubaneswar	06.01.2026	24.03.2026
5.	Northern Railways	Delhi	07.01.2026	23.03.2026
6.	South Central Railways	Secunderabad	12.01.2026	18.03.2026
7.	Chittaranjan Locomotive Works	Paschim Bardhaman	05.02.2026	20.03.2026

10. The Commission observes that, against the total sanctioned strength of 14,93,104 posts in the Ministry of Railways, 11,96,555 employees were in position, out of which 98,925 belong to Scheduled Tribe (ST) category, i.e. 8.27% representation as on 01.01.2026 and 11,74,300 employees were in position as on 01.01.2023, of which 91,876 belong to the Scheduled Tribe (ST) category. The representation of ST employees stands at 7.68% in Group A, 8.38% in Group B, 7.84% in Group C, and 6.37% in Group D (Safai Karamchhari) posts. As per the reply of the Railway Board, there are 19,725 sanctioned posts in PSUs under the Ministry of Railways, out of which 14,510 employees are in position. Of the 4,936 employees in the executive category, only 223 belong to the Scheduled Tribe (ST) category (4.52%), and of the 9,307 employees in the non-executive category, only 610 are STs (6.55%). With reference to backlog vacancies, the Commission observes that against the sanctioned strength of 14,93,104 posts in the Ministry of Railways, only 11,74,300 employees are in position. While reservation norms in promotion and direct recruitment are stated to be followed, a substantial backlog persists in Direct Recruitment under Group C posts, with 5,131 vacancies in 2022, 4,399 in 2023, and 4,599 in 2024.

11. The Commission further commends the steps undertaken by Railway Board for effective management of lakhs of employees, being the largest employer in Centre government. The

Commission also appreciates the steps undertaken for online digital roster through Human Resource Management System (HRMS) which is also being followed in line at other ministries of Centre Government. The Commission also appreciates that Railway empaneled 2,00,905 candidates out of which 15,190 were STs from 2020-21 to 2025-26 against various Group C posts, through RRB and RRC. The Commission also notes the various provision of relaxations for direct recruitment and promotion, like relaxation in qualifying marks, pre-selection coaching in LDCE, exam fees waiver, along-with a unique feature of "best among failed scheme". The Commission was also informed that 104 ST employees benefitted under "best among failed scheme" in past three years. The Commission was also briefed about the meeting and facilities provided to recognized All India SC/ST Railway Employees Association.

12. The Commission was also briefed about the current status and progress in railway infrastructure in Scheduled Tribe dominated regions in Madhya Pradesh, Maharashtra, Gujarat, Uttar Pradesh, Chhattisgarh, Odisha, Jharkhand and North East Region. The Commission was briefed on the following Railway Lines: Manmad to New Dhule and Nardana to Dr Ambedkar Nagar (Mhow) new line of 309km; Dahod-Indore line via Jhabua, Sardarpur and Dhar of 205 km; Chota Udepur-Dhar new line of 157 km; Lalitpur-Singrauli new line of 541 km; DhalliRajhara-Rowghat new line of 95km; Kirandul-Jagdarpur doubling line of 150km; Koraput-Jalgaon doubling line of 110km; Bondamunda-Ranchi(Hatia) line of 158km; Kharagpur-Adityapur 3rd line of 132km; Bhairabi-Sairang 51km line in Mizoram; Byrnihat-Shillong 108km line in Meghalaya; Dimapur(Assam) to Kohima(Nagaland) line of 82km; Jiribam to Imphal 111km line in Manipur; Sivok to Rangpo New BG line of 45km in Sikkim & WB; Teteliya to Byrinhar line of 22km in Meghalaya; Murkongselek to Pasighat line of 27k in Arunachal Pradesh & Assam; Mahisasan (India) to Zero Point (Bangladesh) 3km line; Kokrajhar (India) to Gelephu (Bhutan) line of 69km; New Bongaigaon – Goalpara – Guwahati line of 176km in Assam; Aghori to Kamakhya 7km line in Assam; Lunding – Furkating doubling line of 140 km in Assam & Nagaland and Furkating to New Tinsukia Doubling line of 194 km.

- **Issues raised by Hon'ble Chairperson and Hon'ble Members of NCST during Railway Board Review:**

13. **Hon'ble Member Shri Nirupam Chakma**, during the Review Meeting, drew attention to the need for enhanced rail connectivity in Scheduled Areas, Autonomous District Councils in the North-Eastern Region, and districts having more than 50% tribal population. Hon'ble Member recommended that the Railway Board undertake a mapping exercise of Scheduled Areas and tribal-dominated districts to assess the extent to which rail connectivity is benefiting Scheduled Tribes and whether such districts are fully, partially, or inadequately covered by the railway network. Hon'ble Member further recommended that examination centres for Railway Recruitment Boards (RRBs) and Railway Recruitment Cells (RRCs) should be established in tribal areas of the North-Eastern Region to make recruitment examinations more accessible to tribal candidates. He also emphasized that dedicated helplines for women passengers and tribal passengers should be ensured in trains operating to and from tribal areas, in coordination with the DG, CRPF. In this regard, Hon'ble Member observed that initiatives such as "Operation Saheli" and "Rail MADAD" are welcome steps towards ensuring passenger safety and grievance redressal.

14. **Hon'ble Member, Dr. Asha Lakra**, referred to the observations of the Commission during the review meetings of various Railway Zones and Production Units. Hon'ble Member recommended that compassionate appointments should be made in accordance with the qualifications and suitability of

candidates. She highlighted delays in promotional training for ST candidates, particularly for the post of Loco Pilot, and expressed concern over the large backlog of reserved vacancies, especially in safety category posts, recommending that Railways take time-bound steps to fill such vacancies. Hon'ble Member also raised concerns regarding non-payment of minimum wages and PF contributions to contractual/outsourced employees and recommended regular inspections and strict compliance with labour and contractual provisions by contractors. She further recommended non-discriminatory work allocation, particularly for Safai Karamcharis. Hon'ble Member also recommended that ST SHG groups may also be given opportunity for running stalls/shops under One Station One Shop scheme of Indian Railways. Hon'ble Member also recommended development of railway connectivity in tribal regions such as Gumla–Ambikapur–Jashpur and Gumla–Lohardaga to improve connectivity in tribal areas.

15. **Hon'ble Member Shri Jatothu Hussain**, sought category-wise data of candidates selected under SC, ST, OBC and UR categories from the year 2021 onwards till date. Hon'ble Member highlighted issues relating to inter-zonal transfers and observed that the criteria relating to availability of category-wise vacancies creates difficulties in such transfers; accordingly, he recommended that the existing norms may be suitably relaxed. Hon'ble Member further recommended that transfer requests of PwD employees be considered on humanitarian grounds and the requirement of completion of five years of service be relaxed in deserving cases. He also recommended that frequent transfers of office bearers of Railway SC/ST Associations be avoided and that electricity and utility charges of association offices be waived. Additionally, Hon'ble Member highlighted the need for improved railway connectivity in Mahabubabad, Telangana, halting of trains such as Grand Trunk Express connecting Chennai and Delhi, Halting of Garb rath express in Mahabubabad in Secunderabad -Visakapatnam route besides Raphisagar express for the convenience of pilgrims travelling to Sabarimala, Kerala. Hon'ble Member raised the issue of need for disabled friendly accessibility measures for ease of PwD passengers at Mahabubabad station besides taking necessary steps for establishment of facilities especially the crèches and makeshift restrooms for the Railway manual labour working on tracks. The Hon'ble Member suggested expediting the establishment of mega maintenance/ overhaul depots at Mahabubabad for employment generation in ST Predominant Mahabubabad District. A passenger friendly uncomplicated renewal of railway passes granted for the families of Freedom fighters is suggested to be examined by the authorities concerned.

16. **Hon'ble Chairperson Shri Antar Singh Arya**, appreciated the developmental works undertaken by Indian Railways in Scheduled and tribal areas, particularly in Madhya Pradesh, and observed that the Indore–Manmad railway line is likely to significantly benefit tribal communities residing in the region. Hon'ble Chairperson emphasized that the Railway Board should adopt a proactive and positive approach in addressing connectivity issues in tribal areas and appreciated the initiatives and projects highlighted in the presentation made by the Railway Board. He further observed that the recommendations and observations of the Commission are based on reviews conducted across various Railway Zones and therefore timely action should be taken on the issues raised by the Commission. Hon'ble Chairperson also recommended that stalls for ST Self-Help Groups (SHGs) and TRIFED products may be established at major railway junctions across the country. Further, he suggested that the Railway Board may explore the feasibility of establishing a railway yard at Julwania, Barwani district, Madhya Pradesh. Hon'ble Chairperson also emphasized the important role of Indian Railways in achieving the vision of "Viksit Bharat 2047" envisioned by the Hon'ble Prime Minister of India.

- **Based on the interaction with the Senior Officers of the Railway Board and on the information furnished by the Railway Board as per NCST's Questionnaire, the Commission has made the following Observations and Recommendations:**

Sl.No.	Observation	Recommendation/ Action to be taken
A.	Based on issues raised by All India SC/ST Railway Employees Association	
1.	The Commission notes the issues raised by All India SC/ST Railway Employees Association as per their Memorandum dt 06.04.2026 (copy enclosed) and other ST employees, as mentioned in para 4 of this Report.	The Commission recommends that the issues raised by the SC/ST Association as mentioned at para 4 above and their Memorandum, may be attended on priority basis in consultation with the concerned office bearers of the Association.
B.	Based on Railway Board's reply to NCST's Questionnaire and presentation during Review	
1.	The Commission observes that the percentage of ST employees in Group D posts is below 7.50%, whereas the representation in Group B posts exceeds 7.50%.	The Commission recommends that measures should be undertaken by the Railway Board to address the same. The Commission further seeks clarification regarding the higher percentage of ST employees in Group B posts, including whether any special recruitment/relaxation drives were undertaken and whether candidates promoted on own merit have also been included in the said data.
2.	The Commission notes with serious concern the low representation of STs in PSUs, viz. only 4.52% ST in executive and 6.55% in non-executive category.	The Commission also recommends that the Railway Board identify those PSUs where ST representation is significantly low and undertake targeted recruitment drives to improve representation in such units. The Commission further seeks clarification on whether any technical posts have been exempted or relaxed from reservation norms.
3.	With reference to backlog vacancies, the Commission observes that against the sanctioned strength of 14,93,104 posts in the Ministry of Railways, only 11,96,555 employees are in position. While reservation norms in promotion and direct recruitment are stated to be followed, a substantial backlog persists in Direct Recruitment under Group C posts, with 5,131 vacancies in 2022, 4,399 in 2023, and 4,599 in 2024. The Commission further notes with concern that a significant proportion of reserved vacancies are being carried forward each year. As per the data provided by the Railway Board, 26.22% of reserved posts remained unfilled in 2022, 14.48% in 2023, and 4% in 2024. It has also been observed during the Commission's	The Commission recommends that the backlog of vacancies be addressed by Railway Board, with special focus on un-filled reserved vacancies advertised. The Commission further views this matter seriously, as it leads to increased workload on existing employees and recommends that backlog vacancy particularly in safety-sensitive divisions such as RSO, and in critical posts like Loco Pilots (including LPG, LPP, LPM cadres) and Technicians be addressed in priority manner. The Commission further seeks clarification on the policy regarding carry-forward of such backlog vacancies, specifically the maximum period for which vacancies are carried forward, and whether such vacancies are eventually de-reserved or shifted to subsequent roster points if they remain unfilled.

Sl.No.	Observation	Recommendation/ Action to be taken
	review of various Railway Zones that, although requisitions are submitted by Zones to the Railway Board, only a fraction of such posts are actually advertised.	
4.	The Commission has observed that although provisions for pre-selection coaching exist, the concerned employees are not being properly relieved for attending such training, and some Zones are following the practice of on-job training. The Commission views this as a failure in effective implementation of the provisions if not ensured in practice.	The Commission recommends that pre-selection training in safety categories be provided in a dedicated manner. Further, pre-selection coaching should also be extended to reserved category employees who are eligible to compete for unreserved posts.
5.	Apart from the above relaxation/concessions, there exists a unique scheme in the Railways for promotion of ST (including SC) candidates, known as the "Best Amongst the Failed Scheme." The Commission has observed that although candidates are promoted on an ad-hoc basis under this scheme, their confirmation and regularization are often delayed due to pendency in performance assessment.	The Commission recommends that timely and fair assessment be conducted to ensure expeditious confirmation of such candidates.
6.	The Commission noted that reservation rosters are maintained separately for permanent/ad-hoc appointments and for contractual/temporary appointments (contractual appointments made by the department). The Reservation Module of the Human Resource Management System (HRMS) for the promotion segment has been launched in 2024, and the module for direct recruitment through the Centre for Railway Information System (CRIS) is under implementation and has been rolled out in selected divisions of Indian Railways.	The Commission recommends that a similar provision for an online roster system may also be developed and implemented for Production Units under the Ministry of Railways. The Commission further seeks information on whether mechanisms for checks and oversight by the Liaison Officer have been integrated into the system, and the levels at which such oversight is operationalized.
7.	The Railway Board, in its reply, has stated that informal meetings with representation of the All India SC/ST Welfare Association are held thrice a	The Commission recommends that copies of the minutes of previous meetings with the employees' associations be forwarded to the Commission. The Commission further observes

SLNo.	Observation	Recommendation/ Action to be taken
	year, and that the All India SC/ST Railway Employees Association has recently submitted its agenda for the forthcoming meeting.	that regular meetings at the Zonal level are not being conducted with the respective associations and recommends that the Railway Board issue suitable instructions/circulars to ensure regular holding of such meetings.
8.	The Railway Board has informed that 114 cases of false caste certificates have been reported in the Ministry, out of which 104 cases have been referred to the State Level Scrutiny Committee, 1 case is sub judice, and in 9 cases the employees have been removed from service after verification.	The Commission recommends that such cases be expedited and pursued to their logical conclusion in a time-bound manner.
9.	Employees can register their grievances through the Reservation Cell set up under the direct control of the Liaison Officer, through Complaint Registers maintained by the administration, or through the online grievance redressal system available on CPGRAM	The Commission further recommends that a separate complaint register for ST employees be maintained at each office, section, and railway station at the Zonal and Divisional levels, which should be regularly reviewed by the Liaison Officer. The Commission also recommends that a dedicated SC/ST Grievance Cell, comprising at least five members including one ST representative and one female member, be established under the control of the Liaison Officer at the earliest, with intimation to the Commission.
C.	Based on NCST's Review of Railway Zones/ Production Units	
1.	The Commission has observed that Indian Railways follows the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013 in consultation with the concerned State Government authorities. However, the Commission notes with serious concern that issues relating to Rehabilitation and Resettlement (R&R) remain a pressing concern across various Railway Zones and have also emerged as a major category of grievances received by the Commission under Land and Development matters.	The Commission recommends that the Railway Board undertake a comprehensive review of all unsettled and pending cases of land acquisition and resettlement in tribal areas across all Zones and submit a detailed report to the Commission. The Commission further recommends that special provisions for Scheduled Tribes be ensured, including payment of an additional amount equivalent to 500 days of minimum agricultural wages for loss of customary rights, provision of 25% higher R&R benefits for STs resettled outside the concerned district, additional compensation in cases of resale of acquired land, and provision of employment to at least one family member of the affected household. The Commission also recommends that a comprehensive policy document covering such provisions be shared with the Commission, if

Sl.No.	Observation	Recommendation/ Action to be taken
		already in existence. In case such a policy has not been formalized, the Railway Board may formulate and circulate a comprehensive policy to all Railway Zones, and furnish a copy of the same to the Commission.
2.	The Commission, during its review of various Railway Zones, has observed that third-party contractors engaged under the Ministry of Railways often do not adhere to prescribed labor laws, particularly payment of minimum wages, and instances have been reported where persons other than those registered on the contractors' payrolls are deployed for work.	The Commission, therefore, recommends that provisions for periodic and surprise inspections of such contractors be institutionalized to ensure compliance.
3.	The Commission has observed during its review of Railway Zones that there is significant delay in processing cases of compassionate appointment in Indian Railways. This is a matter of serious concern, as the affected families are often entirely dependent on the deceased employee for their livelihood.	The Commission recommends that a clearly defined and time-bound mechanism for disposal of compassionate appointment cases be strictly followed by all Zones.
4.	The Commission in its Review Meeting with Railway Zones have observed that the representatives of SC/ST Employees Association are frequently transferred without prior consultation with Liaison Officer, which hampers the association work.	The Commission recommends that employees actively involved in Association's work be transferred only after prior consultation with Liaison Officer, so that association is aware of such administrative decisions and association work is not affected. The Commission also recommends that objectivity and reasons for transfers be explicitly mentioned during transfer orders, eg. home posting, spouse grounds, etc.
5.	Allotment of stalls/ shops for tribal individuals for their livelihood	The Commission recommends that allotment of Stalls/ Shops in Railway Stations to ST individuals may be encouraged in areas having significant tribal population and circular for same may be issued to all Railway Zones.
D.	Presentation of Railway Board on Infrastructure Development in ST dominated regions	
1.	The Commission observed that construction of Bondamunda- Ranchi (Hatia) of 158 km is under process, but delayed due to compensation and resettlement issue. Further, the construction on the 132 km Kharagpur-	The Commission recommends that that such delay due to compensation and resettlement be dealt in consultation with local authorities and Gram Sabha of the tribal belt. The Commission further recommends that passengers travelling through Kharagpur zone be given

Sl.No.	Observation	Recommendation/ Action to be taken
	Adityapur line is making daily headlines due to major train delays and re-routing.	regular updates through IRCTC booking app, railway website and local newspaper, until the construction is complete.
2.	The Commission observed that the 108 km Byrnihat–Shillong railway line project in Meghalaya has been planned by Indian Railways; however, commissioning of the project has not commenced till date.	The Commission recommends that the present status of the project be furnished to the Commission for taking up the matter with the Chief Secretary, Meghalaya.
3.	The Commission observed that many railway infrastructure projects have been planned and are ongoing in ST dominated regions, crucial for increasing connectivity and reducing travel time.	The Commission recommends that Indian Railways undertake periodic review and monitoring of all ongoing and proposed railway projects in tribal regions and ensure their time-bound execution, preventing any spillover. The Commission also recommends that adequate consultation with local tribal communities and State Governments may be ensured during project implementation, along with proper Rehabilitation and Resettlement measures wherever applicable.

V. Way forward

Based on observations and recommendations, the Commission acknowledges and commends the Railway Board for taking significant steps in implementation of service safeguards for its lakhs of employees. The Commission accolades the Ministry in its present ongoing projects commissioned for increasing connectivity in tribal areas especially in North-East region. At the same time, the Commission emphasizes the need for focused and time-bound action on issues relating to backlog vacancies, implementation of reservation safeguards, welfare of ST employees, rehabilitation and resettlement, labour law compliance, and railway connectivity in tribal-dominated regions. The Commission expects the Railway Board to take necessary follow-up action on the recommendations of the Commission in coordination with all Railway Zones, Production Units, PSUs, and concerned State Governments.
