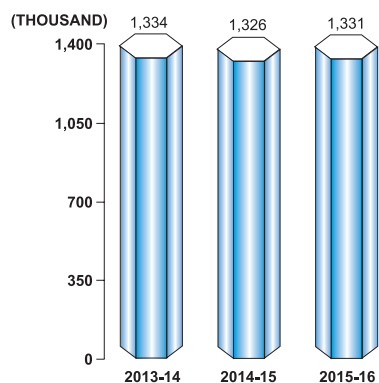


NUMBER OF EMPLOYEES



Personnel

Industrial Relations

A healthy and harmonious industrial relation exists across railway system because of active participation of recognised Federations/Associations in decision making process at all levels of the management.

Industrial relations on IR remained cordial throughout 2015-16. There were regular exchange of views between the organized labour and the management at all levels to ensure greater understanding and transparency in the decision-making process. Recognized Federations/Unions have participated in all important meetings thereby resulting in effective and meaningful involvement of staff in achieving the corporate objectives of IR.

Number of personnel

Group-wise and Department-wise break-up of Railway employees (excluding MTP/Railways) as on 31-03-2016 vis-a-vis 31-03-2015 are as follows:

Group-wise break-up	As on 31-3-2015*	As on 31-3-2016
Group A	9,459	9,557
Group B	7,610	7,103
Group C:		
(i) Workshop & Artisan	3,40,204	3,36,020
(ii) Running	1,12,228	1,13,902
(iii) Others	7,77,366	7,80,500
Group D:		
(i) Workshop & Artisan	22,102	23,895
(ii) Others	57,288	60,456
Total	13,26,257	13,31,433
*revised		
Department-wise break-up	As on 31-03-2015*	As on 31-3-2016
Administration	40,421	39,170
Accounts	27,379	26,409
Engineering	3,22,827	3,22,938
Signal and Telecom	66,173	67,343
Transportation	1,65,929	1,66,403
Commercial	89,543	87,988
Mechanical Engineering	3,11,922	3,09,752
Stores	25,920	24,908
Electrical	1,69,276	1,71,422
Medical	41,256	40,262
R.P.F.	47,956	55,840
Railway Board/other railway offices, including RPSF	17,655	18,998
Total	13,26,257	13,31,433
*revised		



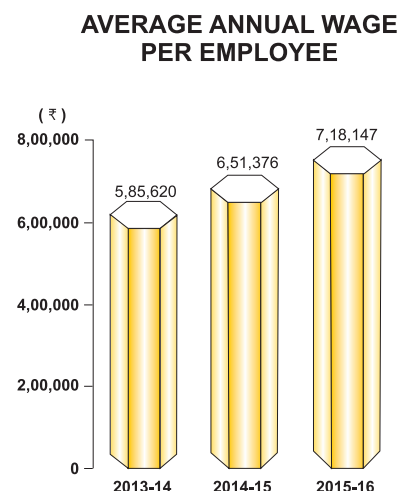
Renovated DLW Gymnasium and Health Club, DLW

Wage Bill

Wage bill including pension etc. at ₹93,015.97 crore increased by ₹8,256 crore-registering a rise of 9.74% over the previous year. The average wage per employee was up by 10.25% from ₹6,51,376 per annum to ₹7,18,147 per annum. The ratio of staff cost on open line (excluding payment towards pension and gratuity) to ordinary working expenses (excluding appropriation to DRF and Pension Fund) was 50.9%. The total number of personnel as on 31st March and the average annual wage per employee for the last two years are as follows:

	2014-15*	2015-16
Total number of personnel (in thousands)	1,326	1,331
Average annual wage per employee (in ₹)	6,51,376	7,18,147

*Revised



Representation of Scheduled Castes (SCs) and Scheduled Tribes (STs):

Representation of scheduled caste and scheduled tribe employees on IR (including MTP Railways) for the year 2015-16 as compared to the previous year is given below:

	Number of SC Employees		Number of ST Employees	
	As on 31.03.2015	As on 31-3-2016	As on 31.03.2015	As on 31.03.2016
Group A	1,213 (12.81%)	1,286 (13.45)	674 (7.12%)	744 (7.78)
Group B	1,300 (17.08%)	1,254 (17.65)	522 (6.86%)	550 (7.74)
Group C #	2,26,916 (17.33%)	2,31,784 (17.63)	1,06,487 (8.13%)	1,08,352 (8.24)
Grand Total	2,29,429 (17.30%)	2,34,324 (17.60)	1,07,683 (8.12%)	1,09,646 (8.24)

Including erstwhile Group 'D'
Note: Figures mentioned in brackets indicate the percentage of SCs/STs to total number of employees.

A fully dedicated reservation cell exists each at the level of Ministry/Railway/Zones/ Divisions/Workshops/Production Units, for dealing with the reservation matters.

Railway Recruitment Boards:

During 2015-16, panels of 27,995 candidates have been supplied to the Indenting Railway/Production Unit by 21 RRBs across India

Productivity Linked Bonus

In 2015-16, all non-gazetted Railway employees (excluding RPF/RPSF personnel) were sanctioned Productivity Linked Bonus (PLB) for 78 days.

This benefitted an estimated 12.59 lakh railway employees. Group 'C' and 'D' RPF/RPSF personnel were sanctioned ad-hoc bonus equivalent



International Yoga Day, MCF



Facility of Indoor Sports at Mahalaxmi, Western Railway

to 30 days' emoluments for the year 2015-16. The PLB and ad-hoc bonus both were paid on an enhanced calculation ceiling of ₹7,000/- p.m.

Human Resource Development (HRD) and Manpower Planning:

Human Resource Development strategies on IR have been re-oriented towards enhancing the competitiveness in the context of internal and external changes. In addition to in-house training facilities railway men are provided specialized training in other institutions in India and abroad. Railway employees are also encouraged to enhance their knowledge and skills by acquiring higher educational qualifications in the specified areas relevant to their work by granting incentives. Efforts to improve the basic infrastructure for training are a continuous process. Manpower Planning system has been redesigned to regulate manpower intake with reference to emerging operational and business needs.

Following Seven Centralised Training Institutes (CTI) cater to the training needs of Indian Railway Officers:

- i) National Academy of Indian Railways, Vadodara.
- ii) Indian Railways Institute of Civil Engineering, Pune.
- iii) Indian Railways Institute of Signal Engineering and Telecommunications, Secunderabad.
- iv) Indian Railways Institute of Mechanical & Electrical Engineering, Jamalpur.
- v) Indian Railways Institute of Electrical Engineering, Nasik.
- vi) Indian Railways Institute of Transport Management, Lucknow.
- vii) Jagjivan Ram Railway Protection Force Academy, Lucknow.

The Centralized Training Institutes, apart from imparting probationary training also cater to the various specialised training needs of IR officers. National Academy of Indian Railways provides inputs in General Management, Strategic Management and function-related areas for serving Railway Officers. Other CTIs conduct specialised technical training courses in respective functional areas. Training programmes on Information Technology are also being conducted by the CTIs and their facilities for trainees from abroad and non-railway organizations in India have been well appreciated. The training programmes emphasize on professional approach to learning with a purpose. In addition to in-house faculty, out side experts with diverse experience in business, industry and government are invited to relate academic concepts with practical problems to address the changing needs.

Training of Non Gazetted staff

Training requirements of non-gazetted staff are taken care of by over 295 Training Centres located over IR. Mandatory training has been

prescribed at different stages in an employee's career especially for staff belonging to the safety and technical categories. In fact some categories of staff overdue for refresher training are taken off duty, till completion of the said training. Efforts are constantly made to improve living conditions in the hostels, provide better messing facilities, strengthen facility for recreational and cultural activities and make good the deficiencies in respect of training aids including upgradation of the Model Rooms with working models, see through models, etc.

As a policy, Railway Board has encouraged setting up of multidisciplinary training centres where cross-functioned competencies could be imparted to railway employees from different functional areas.

Number of Railway personnel trained

During 2015-16, a total of 8,699 Gazetted Officers and 3,61,229 Non-Gazetted Staff underwent different types of training programmes.

Indian Railway Medical Services:

Indian Railway Medical Service was primarily constituted to look after the health of Railway employees. Slowly its ambit of duty expanded to include the family members of the employees, retired employees & their family members also as per pass rules.

With a sanctioned strength of 2,597 Medical Officers it is the largest industrial health services in the world. It is running 24x7 round the year, 127 hospitals & 583 health units spread throughout the length & breadth of the country. Indian Railway Medical Service also employs 41,386 paramedical staff for about 14,000 indoor beds it has in its hospitals. The following statistical figures provide a glimpse of the mammoth services being provided by Indian Railway Medical Service.

(A)

Resources Available	
No of Hospitals	127
No. of Indoor Beds	13,702
No. of Health Units/Polyclinics	583
No. of Lock Up Dispensaries	92
No. of Pvt. Hospitals recognized for Medical treatment	250 (approx)

(B)

Beneficiaries	
No of REHS Card Holders	5,52,992
No. of Beneficiaries	64,40,136



Renovated Canteen for employees of DLW



New operational theatre in Kasturba Gandhi Hospital, CLW



Staff Welfare Activities- Women empowerment camp for non-gazetted women employees of RDSO

(C)

Performance during 2015-16

No. of patients treated in OPD	2,14,68,747
No. of patients treated as Inpatients	4,94,626
Major & Special Surgeries performed	42,621
Total Surgeries performed	1,37,761
Candidates' pre placement Medical Examination	96,950
No. of employee's periodical Examination	1,25,767
No. of Medical Boards held	2,752
No. of Railway incidents attended	37,188
Percentage of Man days lost due to sickness on RMC	1.3%
No. of Passengers provided Medical Aid	37,188
No. of confinements (Deliveries) in Rly Hospitals	9,032
No. of water Samples for Bacteriological examined	66,537
No. of water Samples for Residual Chlorine examined	10,56,970
No. of Food Samples Collected under FSSA	1,509
No. of Food Samples Collected under (Quality Control) Departmental Check	19,677

Staff welfare:

IR's welfare schemes cover a wide spectrum of activities in the areas of education, medical care, housing, sports, recreation and catering.

Staff Benefit Fund is an important channel for providing additional facilities to Railway employees and their families in the sphere of education, recreation, medicare, sports, scouting and cultural activities. Dispensaries under the indigenous systems of medicine, viz. Ayurvedic and Homeopathic, are run with the help of this Fund.

Approximately 44.4% staff have been provided with railway quarters, as on 31.03.2016. 1,644 staff quarters were electrified during 2015-16.

Co-operative societies of various types are functioning on Indian Railways. These Cooperative Societies are registered under the Multi-State Cooperative Societies Act, 2002 and are under overall Supervision of the Central Registrar of Cooperative Societies, Department of Agriculture & Coop., Krishi Bhawan, New Delhi. Railway Administration has no jurisdiction over the administrative, financial, managerial, appointment & service matters of the employees of the society. Railways only provide certain facilities & concessions to these Cooperative Societies as per the provisions of Chapter XXIII of IREM Vol. II. There are 42 Thrift and Credit Societies, 150 Railway men's Consumer Cooperative Societies, 24 Labour Cooperative Societies and 6 Railway men's Housing Societies functioning on Indian Railways during 2015-16.



A scene of health check up camp under Rail Yatri Upbhokta Pakhwada in CLW

IR attach due importance to recreation for its employees and provide excellent facilities through Institutes/Clubs for sports, libraries, etc. as also Holiday Homes to enable the employees and their families to enjoy vacations at nominal expenses.

Pension Adalats:

Long-standing disputes or delays in the settlement of dues of superannuated Railway employees are decided on the spot in Pension Adalats organized at Zonal and Divisional headquarters level. 7,731 cases were decided in the Pension Adalats held during the year.

Railway Minister's Welfare and Relief Fund:

The Fund provides financial assistance and relief to Railway employees and their families in times of distress. Voluntary contributions from the employees and Railway Women's Welfare Organizations constitute the primary source of the Fund. In 2015-16, a sum of ₹2,06,549 was received as contributions from Railway employees to this Fund. Financial assistance to the tune of ₹95,000 was provided from this Fund during this period.

Railway Schools:

IR runs and manages one Degree College and 141 Railway Schools which include 88 Senior/Secondary/High Schools. These schools provide quality education at subsidized cost to about 23,077 children of Railway employees and about 35,873 non-Railway wards. There are 2,606 teachers and 821 non-teaching staff employed in these Railway schools. IR also supports 82 Kendriya Vidyalayas for the benefit of Railway employees.

Outstanding Achievements in Sports at International and National Levels during 2015-16

1. At International Level

- i) Indian Railway (5 Women & 1 Men) weightlifters represented India in the Commonwealth Youth, Junior & Senior Weightlifting Championship held at Pune from 11th to 15th November, 2015, and the performance of Railways players was outstanding. All Railway players won medals in this Championship. Ms. Matsa Santoshi, Ms. Punam Yadav, Ms. Sanjita Chanu, Shri S. Satish Sivalingam won gold medals, Ms. S. Mirabai Chanu silver medal and Ms. Minati Sethi won Bronze medal in their weight categories.
- ii) Ms. L. Bombayla Devi and Ms. Laxmirani Majhi won Silver Medal in 19th Asian Archery Championship held at Bangkok, Thailand from 1st to 8th November, 2015.
- iii) Indian Railway Golf team for the first time won Gold Medal in USIC (World Railway) Golf Championship held at Vichy (France) from 21st to 25th September, 2015.



Blood Donation Camp, MCF



Staff Hostel at Mahalaxmi Western Railway

- iv) Shri Sumedh Kumar Devlalivala, won Gold and Ms. Ayonika Paul won Bronze Medal in the 8th Asian Airgun Championship held at New Delhi from 25th to 30th September, 2015.
- v) Indian Railway Volleyball team won Gold Medal in USIC (World Railway) Volleyball Championship held at Gomel (Belarus) from 10th to 17th June, 2015.
- vi) Indian Railway Tennis team won Gold Medal in USIC (World Railway) Tennis Championship held at Nuremberg (Germany) from 31st May to 6th June, 2015.
- vii) Ms. Sakshi Malik and Ms. Lalita won Bronze Medal in Senior Asian Wrestling Championship held at Doha (Qatar) from 5th to 10th May, 2015.
- viii) Ms. Tintu Luka and Ms. Lalita Babar won Gold Medal in 800 Mtr. and 300 Mtr. Steeple Chase events respectively, in Asian Athletics Championship held at Wuhan (China) from 3rd to 7th June, 2015. In addition Indian Railway Athletes won two Silver and two Bronze Medals.
- ix) Shri Mangal Singh Champia won Silver Medal in mixed double event in World Cup Archery Championship held at Wroclaw (Poland) from 9th to 17th August, 2015.
- x) Shri Arghdip Das won Silver Medal in Commonwealth Chess Championship held at New Delhi from 22nd to 30th June, 2015.
- xi) In South Asian Games – 2016 held in Guwahati and Shillong from 5th to 16th February, 2016, Out of the 81 Railway athletes who participated, 76 (Approximately 94%) had a medal winning performance. Out of total 308 Medals won by India, Railway Sports Persons bagged 67 Medals.

2. At National Level :-

During 1st April, 2015 to 31st March, 2016, Indian Railway team won National titles in 26 disciplines and stood runners-up in 08.

3. Following Railway players have been honoured with National Sports Awards (Arjuna Award) during 2015-16:

S.No.	Name(S/Shri)	Game	Award	Rly.
i)	Mandeep Jangra	Boxing	Arjuna Award	NR
ii)	Manjeet Chhilar	Kabaddi	Arjuna Award	NR
iii)	S Sathish Kumar	Weightlifting	Arjuna Award	SR
iv)	Bajrang	Wrestling	Arjuna Award	NR