

GOVERNMENT OF INDIA (भारतसरकार)
MINISTRY OF RAILWAYS (रेलमंत्रालय)
RAILWAY BOARD

No.2025-E(SCT)I/99/1/PSU

New Delhi, Dated : 21.07.2026

The Chairman & Managing Directors:

1. Container Corporation of India Ltd., New Delhi.
2. Indian Railway Catering & Tourism Corporation, New Delhi.
3. IRCON International Ltd., New Delhi.
4. Indian Railway Finance Corporation Ltd., New Delhi.
5. RITES Ltd., Gurgaon.
6. Rail Vikas Nigam Ltd., New Delhi.
7. RailTel Corporation of India Ltd., New Delhi.
8. Konkan Railway Corporation Ltd., Mumbai.
9. Mumbai Railway Vikas Corporation Ltd., Mumbai.
10. Braithwaite and Company Ltd., Kolkata.

Managing Directors:

1. Dedicated Freight Corridor Corporation of India Limited, New Delhi.
2. Kolkata Metro Rail Corporation Limited, Kolkata.
3. Rail Land Development Authority, Delhi.
4. National High Speed Rail Corporation limited, New Delhi.
5. Centre for Railway Information Systems, New Delhi.

Sub: Minutes of the meeting held on 15th June, 2026 in Board's office with the official of PSUs/Autonomous bodies regarding review of the status of implementation of reservation policies in PSUs/Autonomous bodies under the control of Ministry of Railways-reg.

Ref: Railway Board's letter of even number dated 08.05.2026.

May please recall the meeting cum-interaction session held through video conferencing on 15th June, 2026 on the above-mentioned subject.

A copy of the minutes on the above-mentioned meeting is circulated herewith for information and necessary action, if any please.

DA: As above.



(Thangjam Rakesh Kumar)
Joint Director Estt. (Res.)
Railway Board
Ph.- 47845583

Email: esct1railwayboard@gmail.com

MINUTES OF MEETING HELD ON 15.06.2026 THROUGH VC BY RAILWAY BOARD WITH THE OFFICIALS OF PSUs/AUTONOMOUS BODIES, REGARDING REVIEW OF THE STATUS OF IMPLEMENTATION OF RESERVATION POLICIES IN PSUs/AUTONOMOUS BODIES, UNDER THE CONTROL OF MINISTRY OF RAILWAYS.

ATTENDANCE			
Sl. No.	Officers and Staff attended the meeting from Railway Board	PSUs/ABs	Officers and Staff attended the meeting from Rly's PSUs/Autonomous Bodies
1	Sh. Pramod Kumar Safi, PED/E(Res.) and L/O on SC& ST	RVNL	Ms. Shivani AGM/HR
2	Sh. Shatrughna Behera, ED/MPP and LO on OBC	IRCON	Sh. Dipti Rojai/DGM, HR
3	Sh. Thangjam Rakesh Kumar, JD/E(Res.)	MRVC	Sh. Rajendra Rupnawar, GM/HR Sh. Baburaj Nambiar, Sr. Manager (HR)
4	Sh. Brijesh Kumar, DD/E(SCT)I	DFCCIL	Sh. Sunder Singh, GM/HR Sh. Goutom Mondal, DGM/HR Sh. Girish Kumar Nim, DGM(HR)
5	Sh. Sanjay Kumar, S.O/E(SCT)I	IRCTC	Sh. Sandip Trivedi, Group GM, HRD Sh. Mudivarthi Vasu, AGM, HRD Sh. Biju Lakshmanan, AGM, HRD
6	Smt. Sapna Bhardwaj, S.O/E(SCT)I	BITES	Sh. P. S. Meena, Dir./Projects Sh. Mohanti, CPIO
		BCL	Sh. P. K. Mishra, ED/HR Sh. Somnath Rao
		KMRCL	Sh. Shantanu Datta, DGM/HR
		IRFC	Sh. Manish Chandra, ED/HR
		KRCL	Sh. Manoj Kumar/CPO Ms. Sayali Shinde, Dy. CPO/KRCL Sh. Thiyagrajan, APO
		RCIL	Sh. Rakesh Tyagi, ED/HR/CO
		NHSRCL	Sh. Varun Goel, DGM(HR) Sh. Praveen Kumar, Junior Manager(HR)
		CONCOR	Sh. Babu Rao, GM/P&A
		CRIS	Sh. Ravi Kumar, GM/HRD
		RLDA	Sh. Sashi Kanchan GM/HR, Sh. Rajeev Bhatnagar JGM/HR/E Sh. Ravinder Singh Sajwan, DGM/HR

1. PED/E(Res.) welcomed the representatives of the Railway PSUs and Autonomous Bodies and the officials of Railway Board present in the meeting. He outlined the background and purpose of the meeting as under :-

1.1 The Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes, Other Backward Classes as well as the National Commissions for Scheduled Castes, Scheduled Tribes and Backward Classes have been expressing concern regarding the implementation of reservation policies in Railway PSUs/Autonomous Bodies, particularly with regard to less representation of SCs, STs and OBCs vis-à-vis the prescribed percentage of reservation.

1.2 A review-cum-interaction meeting with the representatives of Railway PSUs/Autonomous Bodies was held in Railway Board's Office on 16.09.2025 to review the implementation of reservation policies and proper maintenance of reservation rosters. During the said meeting, various issues relating to reservation rosters, appointment and functioning of Liaison Officers, backlog vacancies, recruitment and promotion, and compliance with the extant instructions on reservation were deliberated upon in detail. In the said meeting the PSUs/Autonomous Bodies were specifically advised to make efforts for filling the backlog/shortfall of these categories.

1.3 The action taken by the PSUs/Autonomous Bodies on the Minutes of the meeting held on 16.09.2025 and the present status of implementation of reservation policies to be discussed.

2. ED/MPP and Liaison Officer on OBC, in his address, while acknowledging PED/E(Res.)'s observation in regard to the need for improvement in the representation of employees belonging to reserved community in all the PSUs/Autonomous Bodies, and also appreciated the efforts made by some of the PSUs which had taken corrective measures for proper maintenance of reservation rosters, appointment of Liaison Officers and monitoring of reservation implementation. The address also stressed on the need for special recruitment drive so as to arrive at adequate representation of reserved community through proper implementation of reservation policy guidelines of Govt. of India. Lack of proper representation of reserved community in the workforce further draws the adequate attention of constitutional advisory bodies like NCSC, NCST & NCBC and Parliamentary Committees on the welfare of SC/ST/OBC.

2.1 ED(MPP) further emphasized that all Railway PSUs/Autonomous Bodies should ensure strict adherence to the extant instructions issued by Railway Board on the basis of guidelines issued by DoPT, so that the objectives of the reservation policy are achieved in letter as well as in-spirit.

3. Discussion on Agenda :

3.1 The organisation-wise details of the representations of SCs, STs and OBCs are shown in Annexure 'A'. It is seen that there is marginal improvement in the representation taking all the PSUs/Autonomous Bodies together, however, there is less representation in most of the PSUs.

3.2 From the details of recruitment made during last three years (Annexure 'B'), it is seen that in most of the PSUs/Autonomous Bodies, the percentage prescribed for SC/ST/OBC are not being met.

3.3 The concerned PSUs/Autonomous Bodies should make detailed analysis for the shortfall in the representation as well as in recruitment and take action to reduce such shortfall.

3.4 All the PSUs and Autonomous Bodies were advised to adhere to Railway Board's guidelines in regard to maintenance of reservation rosters issued vide letter of even number dated 12.11.2025. Except MRVC, all PSUs/Autonomous Bodies confirmed adherence to these instructions. MRVC to give detailed reason for deviation, if any, and under which authority such deviation are being followed.

3.5 In respect of giving promotion, all the Units, except RCIL, confirmed that the reservation in promotion are being followed. However, RCIL told that their entry level i.e. E-1 is executive grade as such reservation in promotion is not applicable. It was clarified that the reservation in promotion is given upto the grade equivalent to Group 'A' service of Govt. of India. RCIL has been advised to get the matter examined and furnish the details as to how E-1 grade is equivalent to Group 'A', if not, then which grade is equivalent to Group 'A'.

3.6 All the PSUs/Autonomous Bodies should ensure appointment of Liaison Officers for SC/ST and OBC and the officers appointed as Liaison Officer should belong to respective category. Railway Board's letter No.2020-E(SCT)/34/1 dated 28.12.2021 in regard to duties of Liaison Officer is attached for information.

3.7 It must be ensured that grievance redressal mechanisms for receiving, monitoring and timely disposal of grievances pertaining to SC, ST and OBC employees relating to reservation matters are put in place.

4. PED/E(Res.) and ED/(MPP) thanked all participants for their active participation and reiterated that effective implementation of reservation policy is a constitutional obligation. All PSUs and Autonomous Bodies were advised to ensure strict compliance with extant instructions and to take proactive measures for improving representation of reserved categories through proper roster maintenance, timely filling of shortfall/backlog vacancies and regular monitoring by the Liaison Officers.

Representation of SC/ST/OBC Employees in Railway PSU														
PSU	(As on 01.05.2025)							(As on 01.05.2026)						
	Total Number of employee (on roll)	SC	%	ST	%	OBC	%	Total Number of employee (on roll)	SC	%	ST	%	OBC	%
DFCCIL	2853	505	17.70%	220	7.71%	1162	40.73%	2858	493	17.25%	216	7.56%	1260	44.09%
BITES	2640	426	16.14%	133	5.04%	755	28.60%	3060	491	16.05%	171	5.59%	965	31.54%
IRCON	1050	143	13.62%	38	3.62%	276	26.29%	982	141	14.36%	34	3.46%	260	26.48%
RVNL	808	56	6.93%	7	0.87%	230	28.47%	246	18	7.32%	2	0.81%	49	19.92%
IRFC	53	9	16.98%	1	1.89%	7	13.21%	57	7	12.28%	1	1.75%	8	14.04%
IRCTC	1779	348	19.56%	94	5.28%	482	27.09%	1737	349	20.09%	89	5.12%	498	28.67%
CONCOR	1263	182	14.41%	70	5.54%	327	25.89%	1231	175	14.22%	69	5.61%	324	26.32%
BCL	744	70	9.41%	7	0.94%	79	10.62%	200	15	7.50%	2	1.00%	23	11.50%
MRVC	517	98	18.96%	16	3.09%	97	18.76%	281	37	13.17%	5	1.78%	66	23.49%
NHSRCL	167	18	10.78%	3	1.80%	43	25.75%	25.75%	31	6.55%	7	1.48%	112	23.68%
RCIL	871	121	13.89%	34	3.90%	258	29.62%	788	118	14.97%	31	3.93%	256	32.49%
RLDA	0	0		0		0		0	0		0		0	
KMRCL	11	0	0.00%	0	0.00%	0	0.00%	55	2	3.64%	1	1.82%	3	5.45%
KRCL	5600	872	15.57%	370	6.61%	2197	39.23%	5766	919	15.94%	392	6.80%	2257	39.14%
CRIS	789	139	17.62%	32	4.06%	165	20.91%	758	139	18.34%	32	4.22%	165	21.77%
TOTAL	19145	2987	15.60%	1025	5.35%	6078	31.75%	18492	2935	15.87%	1052	5.69%	6246	33.78%

Details of Recruitment of Regular employees and Contractual employees made during the last three years i.e. 2024, 2025 and 2026 (upto 01.05.2026)							
PSU	Total Numbers of Recruitment made	Number and percentage(%)					
		SC	%	ST	%	OBC	%
DFCCIL	531	75	14.12%	35	6.59%	150	28.25%
BITES	1452	169	11.64%	56	3.86%	385	26.52%
IRCON	187	20	10.70%	7	3.74%	52	27.81%
RVNL	186	17	9.14%	1	0.54%	43	23.12%
IRFC	4	1	25.00%	0	0.00%	1	25.00%
IRCTC	380	93	24.47%	40	10.53%	77	20.26%
CONCOR	6	1	16.67%	1	16.67%	1	16.67%
BCL	232	24	10.34%	2	0.86%	55	23.71%
MRVC	91	15	16.48%	4	4.40%	26	28.57%
NHSRCL	146	17	11.64%	1	0.68%	41	28.08%
RCIL	208	19	9.13%	5	2.40%	43	20.67%
RLDA	0	0		0		0	
KMRCL	12	0	0.00%	0	0.00%	0	0.00%
KRCL	574	95	16.55%	37	6.45%	118	20.56%
CRIS	24	2	8.33%	1	4.17%	6	25.00%
TOTAL	4033	548	13.59%	190	4.71%	998	24.75%

MOST IMMEDIATE

भारत सरकार
रेल मंत्रालय (रेलवे बोर्ड)
**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

New Delhi, dated: 28.12.2021

No. 2020-E(SCT)/134/1

The General Managers(P),
All Indian Railways &
Production Units.

Subj: Comprehensive list of responsibilities and duties of respective Liaison Officer appointed for supervision of implementation of reservation for SC/ST/OBC/PwD/EWS

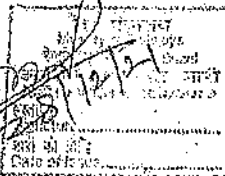
In a meeting of Railway Board's officials with that of DOP&T's under the chairmanship of Additional Secretary (Admn.), DOP&T, held on 11.11.2021, one of the focus was to elaborate the duties and responsibilities of Liaison Officers being appointed with the above ailing.

2. Attention is invited to this Ministry's letter number E(SCT)74CM15/19 dated 24th July 1974 wherein inter-alia a list showing the broad duties and functions of the SPO (RP) was circulated for information and guidance. As the instructions are not updated for long time, the following are added for better implementation of policy on reservations :-

- i. Separate Reservation Cell for extra divisional units such as Workshops etc to be formed also which to be looked after by nominated Liaison Officer.
- ii. SPO/APO level Officer should be exclusively appointed at Headquarter level to assist the Liaison Officer of Headquarter.
- iii. Officer/Staffs of reservation cell in Headquarter engaged for reservation related activities should report to Liaison Officer in Headquarter.

3. A comprehensive list of responsibilities and duties of Liaison Officers as evolved is enclosed as Annexure - I for information and compliance.

DA: As above.



(M.K. Meena)
Joint Director, Estt.(Res.)
Railway Board.

O/C

18/12/21
HKS

ANNEXURE - I

Responsibility and Functions of Liaison Officer (Reservation) for
SC/ST/OBC/PWD/EWS

1. To act as overall incharge of reservation cell constituted in the Headquarter/Division/Extra Divisional Units/Workshops etc.
2. To maintain liaison and coordinate with the recruiting agencies.
3. To inspect the roster registers periodically and omissions and/or irregularities are to be brought to the notice of the concerned office and get it regularised or rectified as the case may be.
4. To hold periodical inspections of the offices of Establishment units both at Headquarters and in divisions including Workshops, etc. to see that assessment of quotas for recruitment is correctly made with reference to the initial records maintained for such purpose.
5. To see that the results of the periodical reviews of the roster registers and the reservation of posts conducted by the officers holding the charge of the offices as prescribed for each half-year ending 30th June and 31st December each year are put up to the General Manager, and that such reports with the remedial measures taken for irregularities or omissions detected are sent to the Railway Board as prescribed.
6. The Liaison Officers should go for inspection regularly at least 07 days in a month to cover up all the divisions and Workshops minimum 02 times in a year.
7. To see that the promotions of Scheduled Castes/Scheduled Tribes candidate as per normal seniority against unreserved vacancies are not adjusted against reserved vacancies of subsequent panel and thus Scheduled Caste/Scheduled Tribe candidates are not deprived of their legitimate claims.
8. To see that a separate complaint register recording and disposing complaints from any source on the matter of communal reservation and concessions granted to the Scheduled Castes/Scheduled Tribes/Other Backward classes is maintained in each of the offices.
9. To see all assessment files for promotion and he should ensure implementation of policy.
10. To assess existing shortfalls, both in the recruitment and promotional grades - Division-wise and Railway as a whole. To research and review the causes of shortfall and to evolve remedial measures. To take steps for prompt wiping out of shortfalls wherever noticed giving utmost attention to the existing shortfalls, if any.
11. To see that the carry forward of shortfalls is correctly made and to initiate action to make good the same within the period of three recruitment years so as to avoid cases of lapsing of the reserved quota.
12. To see that the vacancies whether for selection or non-selection posts are strictly governed by the communal roster in terms of the instructions of the Railway Board.

13. To see that cases of candidates belonging to Scheduled Castes/Scheduled Tribes who could not get through the selection/suitability tests and the reserved vacancies are allowed to be carried forward are put up to GM/HOD/DRM and also to see that GM's/HOD's/DRM's orders if any, are complied with expeditiously.
14. Benefits /concessions to SCs/STs/OBCs circulated through various orders should be scrupulously followed and officials who deliberately flout the reservation order should be sternly dealt with.
15. To see that the Selection/Recruitment Board/Screening Committee include one member belonging to the reserved community whenever there is any candidate of Scheduled Castes/Scheduled Tribes/Other Backward class for reserved vacancies and also to see that such reserved candidates are interviewed in separate block and their performances are liberally viewed and assessed.
16. To see that in all cases of adhoc promotions for vacancies exceeding 45 days duration (and more than 90 days in the case of leave vacancies) roster points are followed and reserved vacancies are filled up by the promotion of Scheduled Caste/Scheduled Tribe candidates as due to them.
17. To organize a system of periodical training of Scheduled Caste/Scheduled Tribe candidates while in service in the existing training schools on the Railway and also to organize coaching in practical working by the supervisors under whom these candidates are working.
18. To deal with the other matters, i.e., personal grievances, transfer, applications for quarters, etc. as are covered by the extant orders of the Board issued from time-to-time.
19. Dealing with AISCSTREA/AIOBCREA & ensure extension of facilities provided to them are strictly being followed. Conducting of informal meetings of AISCSTREA/AIOBCREA is ensured as per the laid down schedules.
20. To deal with the matters of policy, correspondence, representation etc. and also hold meetings and discussions with the concerned officers and various other miscellaneous matters on the subject.
21. Ensuring the extension of necessary assistance to the National Commission for Scheduled Castes, the National Commission for Scheduled Tribes and National Commission for Other Backward classes in the investigation of complaints received by the Commission, in regard to service matters and in the collection of information for his annual report.
22. Liaison with the recruiting agencies regarding the submission of data for annual reports regarding representation of SC/ST/OBC/EWS/PwD as on 1st January, Prime Minister's New 15 point programme for the welfare of Minorities - Annual report on the Intake/representation of Minorities for the financial year, Report of the progress made in the Intake of SC/ST/OBC/EWS/PwD - report for the financial year, Status of filling up of Backlog Vacancies for every calendar year.
23. Apart from above, respective Liaison Officers for SC/ST/OBC/PWD/EWS has to ensure the strict compliance of the instructions issued by Railway Board from time to time.