

WELFARE MEASURES ON INDIAN RAILWAYS

A welfare organisation is functioning on each Railway to look after the welfare of staff. PCPO is the head of such welfare organisation for each railways. Welfare measures taken in Indian Railways including wide range of benefits such as medical care, provision of schooling facilities and grant of educational assistance for the children of the Railway Servants, provision of Railway Institutes and Clubs for recreation of Railway Staff, establishing holiday homes at suitable places where accommodation is not available in cheap rate for all Railway staff for spending their leaves and holidays, provision of mobile libraries for staff at way side stations, arrangement of holiday camp for employees and their families, Vocational Training Centers have been established at suitable places to impart training for semi skilled employees and for the wards of the Rly. Employees.

Apart from these welfare activities, canteens have been set up at different places where large number of staff is posted and where food is available at a reasonable rate to employees either as a part of Railway statutory organization or otherwise. Training centers have been established at different places to impart training to unskilled and semi-skilled Railway Workmen. Also Railways have institutionalized arrangement for meeting staff grievances in connection with non-receipt of their due pay and allowances and other benefits and implementation cell have been set up in Railways to ensure that grievances redressal machinery functions effectively. Railway is a big organization and a good number of Staff & Welfare Inspectors are functioning to look after the welfare schemes and meeting individual staff grievance. CPO at HQ and the Sr. DPOs & WPOs at Divisional & Workshops level assisted the APOs and S&WI are monitoring the day to day welfare activities of the organization. The welfare measures are also taken to grow the mental and moral health of Railway men. In this circumstances all efforts and special care taken for looking after the needs of the staff, privileges as admissible to the staff to enjoy their rights and non-feeling of frustrations. Welfare measures are designed to effect the all-round improvement in the employees working and living condition. In this connection staff benefit fund is set up in every Zonal Railways and the PCPO is the Chairman of the SBF with official members of CMS, Dy. GM, and secretary of the SBF will be the Welfare Officer to be nominated by GM.

Different Welfare Schemes:-

Indian Railways are the biggest enterprise in the country. They consider that contented staff are the assets in Industries. With a view to keep the staff contented as regards their entitlements, they have taken programmed methods to meet the grievances of the staff. Moreover, it also provide different welfare measures for the benefit of the staff, which are as follows:-

- A. PROVISION OF RLY. INSTITUTES & CLUBS;
- B. PROVISION OF SCHOOLING FACILITIES;
- C. FACILITIES FOR SPORTING ACTIVITIES;
- D. CULTURAL ASSOCIATIONS;
- E. EDUCATIONAL ASSISTANCE, REIMBURSEMENT OF TUITION FEES & HOSTEL SUBSIDY
- F. PROVISION OF HOLIDAY HOMES;
- G. PROVISION OF SCOUTS & GUIDES
- H. PROVISION OF CANTEENS;
- I. HANDICRAFT CENTRES / MAHILA SAMITIES;
- J. VOCATIONAL TRAINING CENTRES
- K. PROVISION OF CO-OPERATIVE SOCIETIES;
- L. MOBILE LIBRARIES;
- M. MEDICAL FACILITIES;
- N. STAFF BENEFIT FUND.

RAILWAY INSTITUTES & CLUBS:- For encouraging social and cultural habits among the railway employees, Institutes & Clubs are functioning at different places over the Indian Rlys. The Rlys provided the club for free of cost including cost of electric installation with necessary furniture roads, fences; play ground, Gym, Tennis court, Swimming Pools, Children Park where ever possible. Membership is optional and nominal subscription is realized from the members. Assistance is also provided from the SBF to run these institutes & clubs.

PROVISION OF SCHOOLING FACILITIES:- Education being the concern of State Govt., the policy of the Railway Ministry is not to enter the field except to the limited extent. In the Rly. Colonies where the State Govt. Or other educational organisation are not willing to provide any educational institutions, Elementary education and where no high schools are available in the neighbourhood, education up to high school level should be deemed as an inescapable responsibility, Rlys are providing schooling facilities.

FACILITIES FOR SPORTING ACTIVITIES:- The growth of sports activities is encouraged in Railways, the aim being to induce the greatest number of railway servants to participate in healthy physical exercises. Railways are uplifting all most all different branches of sports activities.

CULTURAL ASSOCIATIONS:- These have been established at different centres with the object of working up cultural, musical and dramatic talents of railwaymen.

CHILDREN EDUCATION ALLOWANCE SCHEME (01.09.2008):- Children Education Allowance and Reimbursement of Tuition Fee which are hereto payable separately will be merged and will henceforth be known as Children Education Allowance Scheme.

(In terms of RBE No. 114/2018)

- The reimbursement of Children Educational Allowance/Hostel Subsidy can be claimed only for the 02 eldest surviving children with the exception that in case the second child birth results in twins/multiple birth. In case of failure of sterilication operation, the CEA/H-Subsidy would be admissible in respect of children born out of the first instance of such failure beyond the usual 02 children norm.
- CEA is admissible @ Rs 2250/- PM and Hostel subsidy @ Rs 6750/- pm. Annual Ceiling limit to Rs 27,000/- & Rs 81,000/- respectively. CEA for Divyaang children are double the rate i.e Rs 4500/- per month (fixed).
- The Hostel Subsidy & Children Education Allowance can be claimed concurrently.
- Children Educational Allowance/Hostel Subsidy admissible for school going children from 02 classes before **Nursery to XII** including classes eleventh and twelfth held by Junior Colleges of schools affiliated to Universities or Boards of Education.
- The upper age limit for Divyaang children is 22 yrs and for others 20 yrs or passing of Class XII which ever is earlier. There shall be no minimum age.
- CEA and H-Subsidy is also admissible for the initial 02 years of diploma/certificate course from Polytechnic/ITI/Engineering College, if the child pursues the course after

passing 10th standard and the Govt. servant has not granted CEA/Hostel Subsidy in respect of the child for studies in 11th and 12th standards.

- It has no nexus with the performance in class, if a child fails, CEA shall not be stopped. However, if the child is admitted in the same class in another school, although the child has passed out of the same class in previous school or in the mid-session, CEA shall not be reimburseable.
- CEA is allowed in case of children studying through “Correspondence or Distance Learning”.
- Hostel Subsidy is applicable only in respect of the child studying in a residential educational institution located at least 50 Km from the residence of Govt. employee.
- In case both the spouses are Govt. Servants, only one of them can avail CEA.
- If the number of children exceeds 02 due to multiple births, CEA is admissible to them.
- The Children Education Allowance or Hostel Subsidy shall be admissible to a Govt. Servant while he/she is on duty or is under suspension or is on leave (including extra ordinary leave). Provided that during any period which is treated as ‘dies non’ the Govt. servant shall not be eligible for the CEA/Hostel subsidy for that period.

PROVISION OF HOLIDAY HOMES:- Holiday Homes are established at different places of interest as a measure of amenity for the Railway Employees so that they can pass their holidays/ leave in these homes with families at a very nominal rent. Each unit of accommodation is self-contained, having a furnished bed room with cots and beddings, well equipped store room, kitchen provided with utensils etc. The use of holiday home set up by a particular Railway may be allowed to the staff of all over the Indian Railway subject to meeting up of the demands of home Railway.

Retired Railway Employees are also eligible for availing of Holiday Homes.

SERVING EMPLOYEES		RETIRED EMPLOYEES	
Gazetted Officer	Rs 25	Officers above JAG	Rs 75
Group ‘C’	Rs 12	Officers up-to inclusive JAG	Rs 35
Group ‘D’	Rs 5	Group ‘C’	Rs 25
		Group ‘D’	Rs 12

PROVISION OF SCOUTS & GUIDES:- The Scouting organisation in the Rlys, is a separate state association on each Rlys, as branch of Bharat Scouts & Guides on condition similar to those applicable to other State Association directly under the Bharat Scouts and Guides. To promote activities of Scouts & Guides, Rlys, are recruiting candidates fulfilling the prescribed qualifications for such categories. The annual quota for recruitment 4 per Rlys in Group –C & 01 per production unit. The GM may recruit not more than 02 persons per Divns. in Group ‘D’ category.

PROVISION OF CANTEENS:-The provision for canteens in the Railways' are of 02 types, viz

- a) **STATUTORY CANTEENS:** Under the Section 46 of the Factory act, 1948 canteens are provided in the Rly. Establishment coming under the purview of the act as well as in the Workshops where 250 or more persons are employed. These canteens should be run by the committees of management of staff on no profit no loss basis. The Administration will have to meet the statutory obligation in respect of expenditure on providing and maintaining such canteens as well as shall provide necessary accommodation, sanitary, electrical installations, furniture, cooking utensils and other articles which would be necessary to serve meals to the workman.
- b) **NON STATUTORY CANTEENS:-** In the lines with the principle of establishing statutory canteens, the Rly. Board decided that as measure of staff welfare, canteens should also be provided at point where considerable employees are concentrated for rendering their services. Tiffin rooms may be provided where the strength of staff is not less than 25 but less than 100 and regular canteen may be provided where the strength of staff is 100 or more.

HANDICRAFT CENTRES/ MAHILA SAMITIES:-

- Handicraft Centers are set up in Rlys' for imparting training to women members of Rly. Employees' families in handicraft such as weaving, knitting, spinning, tailoring of garments during their spare time with the object of helping them in learning some trade to augment the family income.
- Mahila Samities are basically social organization and are functioning at HQ & Divl. Levels, and formed by female Rly. Servants and female members of the families of Rly. Servants. Object of the Samities are to have cordial relations, establish social contacts and to promote literacy, physical, cultural and domestic economy.
- Accommodations & infrastructural facilities eg. elec. /water shall be provided by the Rlys.'

VOCATIONAL TRAINING CENTRES:-

- Vocational Training Centers are established at suitable where classes have been held in the evening to impart training to unskilled and semi-skilled workmen during their off-duty hours for improving their future prospects and vocational training to children of Rly. Employees. Classes are held separately for Rly. employees and their children.

PROVISION OF CO-OPERATIVE SOCIETIES:-

There are the following 03 types of co-operative societies functioning:-

- (a) **Consumer Co-operative Societies:-** Means the retail societies to cater the needs of their members, at reasonable prices with a minimum element of profit. The societies must be registered with the Registrar of co-operative societies under the Co-operative societies Act of the State and adopted model by-laws framed by the Rly. Bd. One Staff & Welfare Inspector should placed in-charge of each of such society for attending meeting, watching the progress of the society and to submit report in this regard to CPO through Divisional Officer.
The Rlys shall provide to such society;

- ✓ Suitable accommodation on nominal rent of Re1/- per month (plus actual Municipal Taxes), if the society is running Fair Price Shop,
- ✓ One ceiling fan free of cost;
- ✓ Supply of water & electric at concessional rates,
- ✓ Recovery of credit sales through pay bill of members;
- ✓ Special passes & special casual leave to the member of managing committee.
- ✓ Land for construction of own building on nominal rent of Rs 20/-per year,
- ✓ Deputation of Rly. Emp. to the society with pay protection,
- ✓ Pass/PTO and medical facilities to the employees of the society.
- ✓ Subsidy amounting not more than half the admin. & establishment charges for the first 03 years, irrespective of the financial result.

(b) **Co-operative Credit Societies and Banks**:-the main object of co-operative Credit Bank / Societies is to encourage habit of thrift among members rather than provide loans to them at reasonable rate of interest. The rate of subscription recoverable from the subscribers every month.

The following facilities are extended to co-operative Credit Bank / Societies:-

- ✓ Recovery of loans, bank deposits & compulsory thrift deposits through salary bills,
- ✓ Pass/PTO and medical facilities to the employees of the societies as per pass rules,
- ✓ Special passes & special casual leave to the member of managing committee,
- ✓ Medical facilities in Rly. Hospitals & Health Units including family at per capita charge,
- ✓ Societies/ bank should pay for rent of accommodation, Telephone, elec., water.

(c) **Co-operative Housing Societies**:-Rly. Servants' co-operative Housing Societies consisting of such Rly. Servants who are eligible for loan under Low Income Group Housing Schemes for construction of houses. The loans will be available to them through the head of the department

MOBILE LIBRARIES:- Mobile Libraries are intended to supply reading material to the staff posted at way side stations where there are hardly amenities. Mobile Libraries having adequate number of books may be set up either attached to the existing institutes or independently or in conversant stock/ coaches and the haulage cost shall be borne by the Rly. Revenue. The cost of books shall be met from the Staff benefit fund.

MEDICAL FACILITIES:-this subject has been dealt separately, so far as Staff Welfare is concerned, it could be said that Rlys' have provided Hospitals, dispensaries, Child Welfare Centres and family planning centres for the benefit of Rly. Servants & their family members including dependents.

STAFF BENEFIT FUNDS:- Each Zonal Rlys maintain a fund mainly for the benefit of non-gaz. Employee is known as Staff Benefit Fund. Resources of the funds are:-

- a) Receipts from fines,
- b) All receipts from the forfeited PF, Bonus (other than Gaz staff)

- c) Annual grant from the Rly. Revenue at a per capita rate of Rs 800/- (RBE No.83/14),
- d) 50% of expenditure incurred by the Rlys on grant of scholarship during the previous year.

The fund is managed by a committee at HQ / Divisional/W/s level as below:-

SBFC	HQ level	Divisional / WS Level
Chairman	PCPO	Sr.DPO/WPO
Secretary	Personnel Officer	S&WI
Members (Admn.)	CMD, Dy.GM(G) or CE	--
Members (Staff Side)	06 members each from the recognized unions	02 members each from the recognized unions

Object of the Fund:-

- ✓ Education of the staff & their children when no assistance is admissible;
- ✓ Recreation and amusement for the staff and their children & families as well;
- ✓ Relief of distress amongst the members of the staff and their families;
- ✓ Scheme for sickness or maternity benefits to the families of the staff as are not covered by the Medical Attendance & Treatment Rules;
- ✓ Any other object with the approval of the GM.

The amount of the fund is spent according to the following proportions:-

A	Education (Scholarships for perusing Technical or Prof. Course, Merit Scholarship for Passing X, XII,, Running Vocational Training Centres, Stipend to the student studying in Degree Classes, CA, Costing, Stipend for Deaf & Dumb & Blind Children)	31%
B	Recreation & Amusements (Institutes & Clubs, Cultural & Sports Activities, Holiday / Children's Camp, Books to Railway Hospital for indoor patients, For supply of Mid-day Meals & uniforms to the children in Railway Schools.)	21%
C	Relief of distress & Sickness (Suffering from TB, Leprosy, Cancer, Mental illness when without pay, Procuring artificial limbs, funeral expenses, running homoeo dispensaries	41%
D	Miscellaneous (any other requirement/proposal as received from HQ/Divisional Level subject to examination & decision taken by the HQ./SBF Committee thereon).	7%

In addition to the credits to the Fund detailed in Rule 804, there shall be credited to the fund on the 1st April of each financial year an annual grant from the revenues of the Railway at a per capita rate of 800/- based on the sanctioned strength of non-gazetted Railway employees, permanent and temporary, as on the 31st March, posts charged to capital being excluded. The Fund shall be credited provisionally on the 1st April each year with an amount equal to the contribution for the previous year, the necessary adjustment being made as soon as the correct amount of the contribution has been determined. The distribution of 800/- among different activities will be as under:

s. No	Head/activity	Allocation (in)	Scope
1.	Education- Scholarship for Higher technical/Professional education for wards of staff in grade pay of above 2400/- and up to 4200/- @ 1500/- pm.	116	For railway wards of employees in grade pay of above 2400/- and upto 4200/- pursuing higher technical/professional education.
2.	Scholarship for higher technical/professional education of Girl children of staff in grade pay up to 2,400/- @ 1500/-pm.	110	Scholarship for pursuing technical/ professional diploma/degree for girl children of railway employees in grade pay up to 2400/-
3.	Scholarship for higher technical/professional education of Male children of staff in grade pay up to 2,400/- @ 1500/-pm.	100	Scholarship for pursuing technical professional diploma/degree for male children of railway employees in grade pay up to 2400/-
4.	Women empowerment activities including seminar, camps, training programmes and gender sensitization camps etc.	28	Giving support to creches , arrangements for safety of women railway employees & other initiatives taken by railways

5.	Recreation other than sports	32	Recreational facilities, purchase of gym equipments, employees'/wards' holiday camps, study tours.
6	Recreational facilities at Institutes and Clubs etc.	36	
7.	Promotion of Cultural Activities	16	Organizing cultural programmes in residential colonies, Divisions and schools and purchase/maintenance of instruments etc.
8.	Relief of distress, sickness, etc for staff in grade pay up to 4600/-	120	To grant higher amount of relief to employees in need such as immediate financial assistance to railway employees in accidents and for employees who are long sick and hospitalized for a long period and are on leave without pay: no leave (LAP or LHAP) is in his credit. Funeral charges for death of Railway employees be given at 10,000/- in each case.
9.	Sports activities	30	Encouraging sports by giving latest sports equipment and imparting training at schools, institutes and clubs.
10.	Scouts & Guides activities	22	Augmentation of training facility all over railways
11.	Indigenous system of medicine including Homoeopathy	36	
12.	Immediate relief in times of crisis arising out of floods, famines, landslides, fire or any other calamity	24	