**Personnel**

The number of regular employees as on 31.3.2014 stood at 13,33,966.

The table below shows, the strength of railway employees under various groups, together with total expenditure on them, for some selected years:

<table>
<thead>
<tr>
<th>Year</th>
<th>Groups A&amp;B</th>
<th>Group C</th>
<th>Group D</th>
<th>Total</th>
<th>Expenditure on staff (₹ in crore)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1950-51</td>
<td>2.3</td>
<td>223.5</td>
<td>687.8</td>
<td>913.6</td>
<td>113.8</td>
</tr>
<tr>
<td>1960-61</td>
<td>4.4</td>
<td>463.1</td>
<td>689.5</td>
<td>1,157.0</td>
<td>205.2</td>
</tr>
<tr>
<td>1970-71</td>
<td>8.1</td>
<td>583.2</td>
<td>782.9</td>
<td>1,374.2</td>
<td>459.9</td>
</tr>
<tr>
<td>1980-81</td>
<td>11.2</td>
<td>721.1</td>
<td>839.9</td>
<td>1,572.2</td>
<td>1,316.7</td>
</tr>
<tr>
<td>1990-91</td>
<td>14.3</td>
<td>891.4</td>
<td>746.1</td>
<td>1,651.8</td>
<td>5,166.3</td>
</tr>
<tr>
<td>2000-01</td>
<td>14.8</td>
<td>900.3</td>
<td>630.2</td>
<td>1,545.3</td>
<td>18,841.4</td>
</tr>
<tr>
<td>2010-11</td>
<td>16.9</td>
<td>1,079.2</td>
<td>235.9</td>
<td>1,332.0</td>
<td>51,776.6</td>
</tr>
<tr>
<td>2011-12</td>
<td>17.3</td>
<td>1,176.1</td>
<td>112.6</td>
<td>1,306.0</td>
<td>58,638.3</td>
</tr>
<tr>
<td>2012-13</td>
<td>17.0</td>
<td>1,196.7</td>
<td>93.4*</td>
<td>1,307.1</td>
<td>67,004.4*</td>
</tr>
<tr>
<td><strong>2013-14</strong></td>
<td><strong>17.1</strong></td>
<td><strong>1,187.9</strong></td>
<td><strong>129.0</strong></td>
<td><strong>1,334.0</strong></td>
<td><strong>76,241.8</strong></td>
</tr>
</tbody>
</table>

*revised

@ Includes number of Railway Protection Special Force (RPSF) personnel and expenditure on them from 1980-81 onwards. These were not included in earlier years.

Management personnel (Groups A&B) constitute up 1.3% of the total strength, while Group C and D account for 89.0 % and 9.7 % respectively. Of the employees in Group C and D, 3.74 lakhs (28.4%) are workshop employees and artisans and 9.45 lakhs (71.65%) from other categories including running staff. Railway Protection Force/RPSF personnel totalled 57,312.

In the non-gazetted cadres, the ratio of Group C to D changed from 25:75 in 1950-51 to 90:10 in 2013-14, indicating a shift towards induction of skilled manpower.
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 2013-14 as compared to the previous year is given below:

<table>
<thead>
<tr>
<th></th>
<th>Number of SC Employees</th>
<th>Number of ST Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>As on 31-3-2013</td>
<td>As on 31.03.2014</td>
</tr>
<tr>
<td>Group A</td>
<td>1,117</td>
<td>1,162</td>
</tr>
<tr>
<td></td>
<td>(12.53%)</td>
<td>(12.77%)</td>
</tr>
<tr>
<td>Group B</td>
<td>1,401</td>
<td>1,510</td>
</tr>
<tr>
<td></td>
<td>(17.35%)</td>
<td>(18.93%)</td>
</tr>
<tr>
<td>Group C **</td>
<td>1,87,447</td>
<td>2,13,208</td>
</tr>
<tr>
<td></td>
<td>(14.87%)</td>
<td>(16.50%)</td>
</tr>
<tr>
<td>Group D (Safaiwalas)</td>
<td>14,161</td>
<td>11,717</td>
</tr>
<tr>
<td></td>
<td>(48.34%)</td>
<td>(47.57%)</td>
</tr>
<tr>
<td>Grand Total</td>
<td>2,04,126</td>
<td>2,27,597</td>
</tr>
<tr>
<td></td>
<td>(15.61%)</td>
<td>(17.06%)</td>
</tr>
</tbody>
</table>

** Group C including erstwhile Group ‘D’ other than Safaiwala.

Note: Figures mentioned in brackets indicate the percentage of SCs/STs to total number of employees.

A fully dedicated reservation cells exist each at the level of Ministry/Railway/Zones/ Divisions/Workshops/Production Units, for dealing with the reservation matter.

Wage Bill:

Wage bill including pension etc. during 2013-14 was ₹ 76,241.80 crore registering an increase of ₹ 9,237.37 crore over the previous year. The average wage per employee was up by 11.61% from ₹ 5,27,295 per annum in 2012-13 to ₹ 5,88,523 per annum in 2013-14. 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 51.19%.
NUMBER OF PERSONNEL

GROUP - WISE
- GROUP 'D'
- GROUP 'C'
- GROUP 'A' & 'B'

THOUSANDS
1800
1500
1200
900
600
300
0

1790-71 80-81 90-91 00-01 12-13 13-14

CATEGORY - WISE
- OTHERS
- WORKSHOP & ARTISAN
- RUNNING

THOUSANDS
1800
1500
1200
900
600
300
0

1790-71 80-81 90-91 00-01 12-13 13-14

AVERAGE ANNUAL WAGE PER EMPLOYEE

GROUP - WISE
- GROUP 'A' & 'B'
- GROUP 'C'
- OVERALL AVERAGE
- GROUP 'D'

(₹)
16,00,000
9,00,000
2,00,000
1,00,000
50,000
0

1790-71 80-81 90-91 00-01 12-13 13-14

CATEGORY - WISE
- RUNNING
- OVERALL AVERAGE
- OTHERS
- WORKSHOP & ARTISAN

(₹)
9,00,000
5,00,000
1,00,000
0

1790-71 80-81 90-91 00-01 12-13 13-14
The average annual wage (excluding fringe benefits) per employee paid under various categories in 2013-14 is given below:

<table>
<thead>
<tr>
<th>Category</th>
<th>Groups A&amp;B (₹)</th>
<th>Group C (₹)</th>
<th>Group D (₹)</th>
<th>Total (₹)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workshop and artisan</td>
<td>-</td>
<td>5,43,090</td>
<td>3,69,579</td>
<td>5,27,738</td>
</tr>
<tr>
<td>Running *</td>
<td>-</td>
<td>8,30,383</td>
<td>-</td>
<td>8,30,384</td>
</tr>
<tr>
<td>Others</td>
<td>-</td>
<td>5,91,470</td>
<td>3,54,917</td>
<td>5,84,038</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>15,87,166</strong></td>
<td><strong>5,99,616</strong></td>
<td><strong>3,58,494</strong></td>
<td><strong>5,88,523</strong></td>
</tr>
</tbody>
</table>

*Emoluments include running allowance.

**Productivity Linked Bonus:**

In 2013-14, all non-gazetted Railway employees (excluding RPF/RPSF personnel were sanctioned Productivity Linked Bonus (PLB) for 78 days. This benefitted an estimated 12.60 lakh employees. Group ‘C’ and ‘D’ RPF/RPSF personnel were sanctioned ad-hoc bonus equivalent to 30 days’ emoluments for the year 2013-14.

**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 taking place. In addition to in-house training, railwaymen are being 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 to them. Efforts are being made to improve the basic infrastructure for training to provide structured training programme in improved learning environment. Manpower planning system has been redesigned to regulate manpower intake with reference to emerging business needs and financial viability of the system.
Following seven Centralised Training Institutes (CTI) cater to the training needs of Indian Railway Officers:

- National Academy of Indian Railway, Vadodara.
- Indian Railways Institute of Civil Engineering, Pune.
- Indian Railways Institute of Signal Engineering and Telecommunications, Secunderabad.
- Indian Railways Institute of Mechanical & Electrical Engineering, Jamalpur.
- Indian Railways Institute of Electrical Engineering, Nasik.
- Indian Railways Institute of Transport Management, Lucknow.
- Jagjiwan Ram Railway Protection Force Academy, Lucknow.

The Centralized Training Institutes, apart from probationary training, cater to various specialised training needs of IR officers. National Academy of Indian Railway 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 to provide solutions for information management and decision support requirements. Need based special courses conducted by CTIs and facilities offered by them to 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, faculties with diverse experience in business, industry and government are utilized to relate academic concepts to practical problems to meet the changing needs arising out of technological development and social-economic transformation.

Training requirements of non-gazetted staff are taken care of by over 300 Training Centres located over IR. In order to make learning more effective, training has been made mandatory at different stages for staff belonging to the safety and technical
categories. Certain categories of staff overdue for refresher training are taken off from duty, till completion of the training. Efforts are constantly made to improve living conditions in the hostels, provide better mess 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, Board has been encouraging the setting up of multi disciplinary training centers where cross-functional competencies could be imparted to railway employees from different functional areas.

During 2013-14, a total of 9,235 Gazetted Officers and 3,12,759 Non-Gazetted Staff underwent different types of training programmes.

**Railway Recruitment Boards:**

During 2013-14, penals of 31,805 candidates have been supplied to the indenting Railway(s)/Production Unit(s) which is a record performance in the history of RRBs.

**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 spheres 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 43.4% staff have been provided with railway quarters. 1,076 staff quarters were electrified during 2013-14.

253 canteens served subsidized meals and refreshments to employees during the year at their work-places.
Co-operative societies of various types are engaged as a part of welfare programme for employees. Besides, 41 Thrift and Credit Societies, 155 registered Railwaymen’s Consumer Co-operative Societies, 8 Railway men’s Co-operative Housing Societies and 23 Labour Co-operative Societies were functional on IR during 2013-14.

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 holidays at nominal expenses.

**Indian Railway Medical Services:**

From a humble beginning in 1853, Indian Railway Medical Service has taken great strides to become a modern well organized three tier Comprehensive Health Care System.

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 employee, retired employee and their family members also as per pass rules.
It has an Infrastructure of 125 hospitals, 586 health units with approximately 14,000 indoor beds. These institutions are manned 24x7 by 2,597 Medical Officers and 54,000 paramedical staff. The statistics below provide a glimpse of services being provided by IRMS.

Besides curative services Indian Railway Medical Service provides:- Preventive, Promotive, Occupational & Industrial health, Public health service also. It also plays a significant role in monitoring the quality of water & food within railway premises.

A number of Zonal Railway hospitals are recognized centers of excellence in the field of medical care where post graduate medical students are also trained. Railway Medical Officers are regular contributors to international Journals & conferences in the field of Medical Science.

<table>
<thead>
<tr>
<th>Performance during 2013-14</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of patients treated in OPD</td>
<td>2,31,29,261</td>
</tr>
<tr>
<td>No. of patients treated as Inpatients</td>
<td>4,66,179</td>
</tr>
<tr>
<td>Major &amp; Special Surgeries performed</td>
<td>46,661</td>
</tr>
<tr>
<td>Total Surgeries performed</td>
<td>1,46,838</td>
</tr>
<tr>
<td>Candidates’ pre placement Medical Examination</td>
<td>72,877</td>
</tr>
<tr>
<td>No. of employee’s periodical Examination</td>
<td>1,28,171</td>
</tr>
<tr>
<td>No. of Medical Boards held</td>
<td>3,229</td>
</tr>
<tr>
<td>No. of Railway incidents attended</td>
<td>30,168</td>
</tr>
<tr>
<td>Percentage of Man days lost due to sickness on RMC</td>
<td>1.5%</td>
</tr>
<tr>
<td>No. of Passengers provided Medical Aid</td>
<td>30,168</td>
</tr>
<tr>
<td>No. of confinements (Deliveries) in Rly Hospitals</td>
<td>9,750</td>
</tr>
<tr>
<td>No. of water Samples for Bacteriological examined</td>
<td>69,176</td>
</tr>
<tr>
<td>No. of water Samples for Residual Chlorine examined</td>
<td>10,18,339</td>
</tr>
<tr>
<td>No. of Food Samples Collected under FSSA</td>
<td>701</td>
</tr>
<tr>
<td>No. of Food Samples Collected under Quality Control Departmental Check</td>
<td>17,705</td>
</tr>
</tbody>
</table>
Recent distinctions earned include:-

- Starting of the whole spectrum of services in the field of cardiology & cardiothoracic surgery at the cardiology centre of JRH, Mumbai.
- Award of quality council of India to the stem cell therapy centre at Divisional Hospital/Vadodara.
- Award to the St. John Ambulance Brigade of Southern Railway by President of India.

**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. 8,983 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 the times of distress. Voluntary contributions from the employees and Railway Women’s Welfare Organizations constitute the primary sources of the Fund. In 2013-14, a sum of ₹ 1,21,154 was received as contributions from railway employees to this Fund.

**Railway Schools:**

IR runs and manages one Degree College and 168 Railway Schools which include 91 Senior/Secondary/High Schools. These schools provide quality education at subsidized cost to about 27,216 children of railway employees and about 38,441 non-railway wards. There are 2,887 teachers and 852 non-teaching staff employed in these railway schools. IR also support 82 Kendriya Vidyalayas for the benefit of railway employees.
Promoting Hindi:

In accordance with provisions of the Official Languages Act 1963 and the Official Language Rules 1976, promotion of usage of Hindi is a continuing endeavour on IR. Till the end of 31st March, 2014, the total number of notified Railway Offices was 3,554. In these offices, employees who are proficient in Hindi have been directed to transact cent percent work in Hindi in the subjects specified under Official Language Rules.

Training in Hindi Typewriting Stenography and Hindi Language:

In addition to the Training Centres set up by the Ministry of Home Affairs, arrangements are also made by IR to provide in-service training in Hindi language, Hindi typing and Hindi stenography. The number of employees trained at the end of 2013-14 as compared to 2012-13, are as follows:

<table>
<thead>
<tr>
<th>Activity</th>
<th>As on March 31, 2013</th>
<th>As on March 31, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working knowledge in Hindi</td>
<td>8,01,325</td>
<td>8,10,190</td>
</tr>
<tr>
<td>Hindi Typewriting</td>
<td>7,236</td>
<td>6,737</td>
</tr>
<tr>
<td>Hindi Stenography</td>
<td>3,249</td>
<td>3,253</td>
</tr>
</tbody>
</table>

Other Activities:

The existing policy of purchasing bilingual electronic equipments, like computers etc. is being followed. During 2013-14, 42,215 bilingual personal computers were available in various offices of Indian Railways. In order to promote usage of Hindi in Railways offices, 890 Codes/Manuals and 6,384 Station Working Rules have been published bilingually. At present all code/manuals of Railway Board are bilingual. Besides, 27,254 Local, Statutory and Standard forms have been made available in bilingual form in Zonal Railways, Production Units including Railway Board’s office. Presently, about 17 lacs books in Hindi are available in 1001 Hindi libraries on Indian Railways.
Official Language Implementation Committees:

To review the progress of the use of Hindi, 1,011 Official Language Implementation Committees are functioning on the Zonal Railways and Production Units etc. Besides, at the Railway Board level also ‘Railway Board Official Language Implementation Committee’ has been constituted and during the year 2013-14, its four meetings have been conducted under the Chairmanship of Chairman, Railway Board.

Railway Hindi Salahkar Samiti:

To review the progress of implementation of Hindi on all Zonal Railways and the Ministry of Railways, ‘Railway Hindi Salahkar Samiti’ was constituted on 18.01.2013 under the Chairmanship of Hon’ble Minister for Railways and its first meeting was conducted on 11.02.14 under his chairmanship.

Incentive Schemes for the use of Hindi:

Various incentive schemes have been implemented to encourage Railway personnel to work in Hindi. Prominent among them are the ‘Individual Cash Awards Scheme,’ ‘Group Award Scheme’, ‘Railway Minister Shield/Trophy Scheme’, ‘Prem Chand and Maithili Sharan Gupt Awards Scheme’, ‘Rail Yatra Vritant Scheme’ and other Schemes for Elocution/Noting/Drafting in Hindi.

In the meeting of ‘Railway Hindi Salahkar Samiti’ held on 11.02.2014 under Chairmanship of Hon’ble Minister for Railways, 9 writers/poets were awarded under ‘Premchand/ Maithili Sharan Gupt Award Scheme’ and ‘Lal Bahadur Shastri Original Technical Books Writing Scheme’.

Outstanding Achievements in Sports:

At International Level:

In the Commonwealth Wrestling Championships 2013
held in South Africa in the month of December 2013, Rajbir Chikkara, Hardeep, Jaydeep, Praveen Rana and Joginder won Gold Medals. Rohit Patel and Naresh won the Silver Medals and Virender won the Bronze Medal.

In Senior World Wrestling Championship held at Budapest (Hungary) from 16th to 22nd September, 2013, Sh. Sandeep Tulsi Yadav has created history by winning Bronze Medal in Greco Roman Style Wrestling event. This is the first occasion in the history of Indian wrestling when any Indian wrestler won Medal in Greco Roman Style in Senior World Wrestling Championship.

In Junior Women FIH World Cup held at Monchengladbach, Germany from 15th July to 4th August, 2013, Indian team won Bronze Medal. Out of total 18 members, there were 8 girls from Indian Railways. This is the first occasion in the history of Indian Women Hockey when Junior Women Hockey team won the Medal in the Junior World Cup.

In Asian Boxing Championship held at Amman, Jordan from 30th June to 9th July, 2013, S/Sh. Mandeep Jangra and Manoj Kumar won Silver and Bronze Medals respectively.

In 20th Asian Athletics Championship held at Pune from 3rd to 7th July, 2013; Ms. Tintu Luka won Gold and Bronze Medals in 4x400 m Relay and 800 m respectively, Ms. Asha Roy won Silver Medal in 200 m, Sh. Prem Kumar K won Silver Medal in long Jump, Sh. Renjith M. won Silver Medal in Triple Jump and Rati Ram Saini won Bronze Medal.

**USIC (Union Sportive International des Cheminots) World Railway Championships:**

Indian Railways Badminton team won Gold Medal in the USIC (World Railways) Badminton Championship held at St. Petersburg (Russia) in October 2013.

**At National Level:**

During 2013-14, Indian Railways teams won National titles in 15 sports disciplines and stood runners-up in 10 National titles
in men’s section were for Aquatics, Bodybuilding, Cross Country, Cycling (Road), Kho-Kho, Powerlifting and Wrestling (Freestyle). In women’s section titles won were for Aquatics (Diving), Athletics, Cricket (T-20), Cricket (One day), Cross Country, Kabaddi, Powerlifting and Volleyball.

**COMMONWEALTH GAMES 2014:**

Representation of Indian Railways in Commonwealth Games 2014 at Glasgow, Scotland from 23rd July - 3rd Aug 2014: 37 Athletes and 9 Coaches formed the Contingent.

The contribution of Railway sportspersons in the country’s medal tally in the recently concluded Commonwealth Games, held at Glasgow, Scotland, has been significant. Out of total 64 Medals won by India, Railway bagged 9 Medals. The performance of railway weightlifters and wrestlers in particular has been remarkable. They have contributed two Gold, one Silver and two Bronze Medals.

The names of the Gold medal winners are – Shri Sushil Kumar: Men’s freestyle 74 kg wrestling, Shri Satish Sivalingam: Men’s 77 kg weightlifting, Silver Medal winners are Shri Mandeep Jangra: Men’s 69 kg boxing, Shri Chinglensana Singh: Hockey, Ms. Ayonika Paul: Women’s 10 metre air rifle shooting, Shri Rajeev Tomar: Men’s freestyle 125 kg wrestling and Bronze Medal winners are- Ms. Pinki Rani: Women’s 48-51 kg boxing, Ms. Swati Singh: Women’s 53 kg weightlifting, Shri Omkar Otari: Men’s 69 kg weightlifting.

The Following Railway Sportspersons have honoured with Arjuna Awards in 2014

<table>
<thead>
<tr>
<th>Name</th>
<th>Sport</th>
<th>Railway</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms Tinku Luka</td>
<td>Athletics</td>
<td>Southern Railway</td>
</tr>
<tr>
<td>Ms Geetu Anna Jose</td>
<td>Basketball</td>
<td>Southern Railway</td>
</tr>
<tr>
<td>Ms Mamta Pujari</td>
<td>Kabaddi</td>
<td>South Central Railway</td>
</tr>
<tr>
<td>Ms Renu Bala Chanu</td>
<td>Weightlifting</td>
<td>Northeast Frontier Railway</td>
</tr>
<tr>
<td>Shri Manoj Kumar</td>
<td>Boxing</td>
<td>Northern Railway</td>
</tr>
</tbody>
</table>