



**Years of  
Tireless Struggle**

**मसौदा प्रस्ताव**  
**DRAFT RESOLUTION**

**ऑल इंडिया रेलवेमेन्स फेडरेशन**  
**ALL INDIA RAILWAYMEN'S FEDERATION**

**101वां वार्षिक सामान्य सभा**  
**101ST ANNUAL GENERAL MEETING**

**दिनांक 22-24 दिसम्बर 2025, लखनऊ**  
**22-24 DECEMBER 2025, LUCKNOW**

## SOCIO-ECONOMIC SCENARIO OF THE COUNTRY

Presently, India is the youngest country, with more than 65% young population below 35 years of age, compared to any other country in the world. Our country is, therefore, having much potential in all the aspects of the developments.

As per S&P's India sovereign rating review published today, the upgrade reflects a combination of key factors, including India's buoyant and dynamic economic growth, the government's sustained commitment to fiscal consolidation, improved quality of public spending, particularly on capex and infrastructure, and strong corporate, financial, and external balance sheets. Credible inflation management and increasing policy predictability have also played a central role.

S&P Global's recent reports highlight India's strong economic resilience, forecasting robust GDP growth (around 6.5%-7% for FY26/27) driven by domestic demand, government investment in infrastructure, and consumption boosts from tax cuts, even amidst global trade headwinds. Key takeaways include India's recent upgrade to a 'BBB' sovereign rating with a stable outlook, recognizing improved public finances and strong growth, making India an attractive investment despite rising US tariffs. The agency also points to India's growing role in global supply chains, particularly in petrochemicals, supported by its large internal market, notes S&P Global

### **Key Themes from Recent Reports (Late 2025)**

**Sovereign Rating:** Upgraded India's long-term rating to 'BBB' with a stable outlook, citing strong growth, improving fiscal metrics, and enhanced policymaking.

**GDP Growth Forecasts:** Expects around 6.5% for FY26, rising to 6.7-7% for FY27, supported by consumption and investment.

**Domestic Resilience:** Strong domestic demand and consumption are cushioning impacts from global trade tensions and US tariffs.

**Government Policy:** Notes positive effects from GST cuts, income tax relief, and increased infrastructure spending (capital expenditure).

**Inflation & Monetary Policy:** Anticipates low inflation, allowing room for potential rate cuts by the RBI.

**Global Role:** Sees India as a key player in shifting global supply chains and a growing market, especially in sectors like petrochemicals, despite trade-related headwinds.

As per data published by the Ministry of Statistics and Programme Implementation, Gross Domestic Product (GDP) reflects the size and health of the economy by capturing total value of the Goods & Services produced within a country.





In quarter one of the F.Y. 2025-26, the real GDP was estimated at Rs.47.89 lakh crore against Rs.44.42 lakh crore in quarter one of F.Y. 2024-25 depicting an impressive growth of 7.8 percent. The sharp pick-up in growth in April since 2025 has been catalyzed by the Services Sector growth hitting a high of 9.3 percent. If the same trend continues, India is projected to reach a GDP of Rs.4 crore, 26 lakh, 45 thousand crore (US\$/5 trillion) by 2027, and is on the course to surpass Germany by 2028. India is set to become the world's third largest economy with a projected GDP of \$7.3 trillion by the year 2030.

As claimed by the Government, India's job market has undergone a profound transformation, mirroring the country's economic evolution from a largely agrarian economy in the pre-independence era to a globally integrated, technology-driven one today. Over the decades, employment patterns have shifted in tandem with structural changes in the economy, with the workforce gradually moving from agriculture to industry and, more recently, to services and knowledge-based sectors.

It is observed that, every year employment in the Organized Sector, particularly under the Government of India or State Governments ruled by the NDA Government, is either reduced drastically or delayed inordinately, causing a lot of disappointment and dissatisfaction among the unemployed youth. Although, as far as recruitment in Indian Railways is concerned, around 1.5 lakh people were recruited against the notifications issued in the years 2018 and 2019, but it could only be materialized by the beginning of 2024. This year also Ministry of Railways is making recruitment against various vacancies, but even after completion of the process of recruitment, a large-number of vacancies would continue to be unfilled. The Ministry of Railways is claiming that, now onwards recruitment shall be made every year, but the actual fact remains that, whatever recruitment is planned, the same even does not fulfill those vacancies which are caused due to normal wastage, i.e. retirement etc. every year. It is imperative that, employment in the Government Sector should also be streamlined, which would not only provide jobs to the unemployed "youth, but also provide some relief to the existing workforce".

## DRAFT RESOLUTION NO.02

### MAJOR PENDING DEMANDS OF THE RAILWAYMENS

This 101st Annual General Meeting of All India Railwaymen's Federation, being held in Lucknow from 22-24 December, 2025, expresses its gratitude towards the leadership of AIRF for vigorously raising various pending demands of the Railwaymen in different Negotiating Fora from time to time. Simultaneously, the AGM expresses its serious concern against the Government of India and Ministry of Railways(Railway Board) for unnecessarily keeping these genuine demands of the Railway Employees pending without timely redressal thereof. The AGM hereby demands that the undernoted legitimate demands of the Railwaymen be settled immediately without further delay:-



1. Surrendering of posts in safety and other categories should be stopped immediately. New posts for new railway lines, new stations, electrification of new routes, operations and maintenance, and new equipment, etc., must be created immediately without the condition of **"Matching Saving"**.
2. All the vacant posts in all categories should be filled immediately by recruiting regular employees, and the process of outsourcing and privatization must be stopped.
3. All the facilities equivalent to Old Pension Scheme must be made available in the Unified Pension Scheme for the Central and Railway employees appointed on or after January 1, 2004.
4. Risk and Hardship Duty Allowance should be extended to employees of other categories within the safety bracket based on work risk and responsibility, and the current rates should be increased.
5. The ceiling of ₹7,000/- for the payment of P.L.B. (Bonus) should be removed, and it should be paid based on the employee's actual salary.
6. 30% of the posts in Level-1 (erstwhile Grade Pay ₹1800) should be upgraded to Level-2 (erstwhile Grade Pay ₹1900) as agreed with AIRF without further delay.
7. 10% of the posts for direct recruitment in higher categories should be declared as **"LDCE Open to All,"** providing promotion opportunities to serving employees possessing higher educational and technical qualifications, especially Track Maintainers, etc.
8. Pay structure granting benefits up to Level-6 for Pointsman and Trackman Categories should be issued immediately.
9. Keeping in view the changes in working pattern, due to use of advance technology, the post of Track Maintainer be upgraded to Level-2 with further improvement of percentage in Level-4, Level-5 and Level-6.
10. Orders to increase the rates of Kilometrage Allowance(KMA) for Running Staff, by 25%, should be issued immediately. Cadre reviews on all the Zonal Railways should be issued in a time-bound manner as per Railway Board orders, and 70% of the Kilometrage Allowance(T.A. Element) should be exempted from the Income Tax deduction by enhancing the existing ceiling of Rs.10,000 in KMA for exemption in payment of Income Tax.
11. Night Duty Allowance should be paid to all non-gazetted railway employees deployed for duty at night, regardless of the pay level in which they work.
12. Benefit of upgradation to Level-8 and Level-9 of the 7th CPC for all left out categories should be provided immediately with effect from 17/11/2022 (RBE No.155/2022).
13. Employees appointed in the Railways should be given three sets of passes from the very first year, similar to Group 'A' Railway Officers.
14. Both the parents of the Railway Employees should be included in the Privilege Pass and Medical Facilities(same as to the employees) should be provided to them, as announced by the Former Railway Minister during the Budget Speech in the Parliament.
15. Years old HOER System should be abolished, and Railway Employees of all the categories should be placed under **8-hour "Continuous Duty Roster"** classification. Additionally, duty of the Running



Staff should be limited to **8 hours from "Signing On to Signing Off,"** ensuring their return to the Headquarters **within 36 hours.**

16. Essential basic facilities for women employees, such as Separate Ladies' Toilets, Changing Rooms, Lunch Rooms, Common Rooms, and Crèches for the childcare at their workplaces, must be ensured.
17. Ticket Checking Staff should be granted all the facilities equivalent to the Running Staff (including Running Allowance) as recommended by the committee constituted by the Railway Board.
18. Financial upgradation under MACP Scheme to Pay Level-7 and Pay Level-8 of the 7th CPC (erstwhile Grade Pay ₹4800 and ₹5400) should be granted immediately to Loco Pilots, and Train Managers.
19. The staff working in the Quasi-Administrative Offices of the Indian Railways should be absorbed into regular railway posts, and 'UMID Cards' should be issued to them and their families for medical facilities.
20. Mobile Medical Vans should be provided across the Indian Railways within a scheduled time to ensure medical availability for the Railway employees and their family members living at the roadside stations.
21. Patrolling by Track Maintainers should be limited to a **maximum of 12 kilometers** and '**Rakshak**' Device must be provided to all the Patrolling Staff. Track Maintainers should be granted pay scale of Level-6 in pay matrix, and Keymen should be given additional financial benefits.
22. Payment for the cost of two pairs of special quality shoes per year should be ensured for Track Maintainers and other category staff. The remaining recommendations of the committee constituted on Track Maintainers' career progression and other demands should be implemented immediately.
23. Separate rest facilities at the destination/terminal stations should be made available on priority for Train Escorting Staff, and also berth availability on trains should be earmarked for them.
24. Appointment of Specialist Doctors and adequate Paramedical Staff in the Railway Hospitals should be ensured as per yardsticks. Additionally, availability of various diagnostic equipment, machines, medicines and other essential materials should be ensured in the Health Units and Hospitals.
25. Recovery of "**Commutated Pension**" from the Retired Railway Employees should be completed in 12 years instead of 15 years, which is justified by the reduction in interest rates across the Banking System.
26. Adequate budget should be allocated to the Zonal Railways and Production Units for construction of new railway quarters, repair and improvement of the old quarters, upgrading the same to liveable condition, and proper maintenance of the Railway Colonies be ensured.
27. In the light of Para No.5 of MACPS, financial upgradation benefit under Railway Board's orders dated 10/6/2009 (RBE No. 101/2009) should be ensured for all the MCF and P. Way Supervisors (Ex. P. Way Mistries) — who were merged with the JEs during Cadre Restructuring w.e.f. 01/11/2003 — at par with Mistries (Mistry Supervisors) of other technical departments.



28. IT Cadre should be provided with Pay Structure, Promotion Avenues etc. as per the instructions already issued by the Railway Board, vide letter dated 24.03.2015, to all the Zonal Railways, Major Workshops and Production Units.
29. As per recommendations of the committee, constituted for desired improvements in the Group Insurance Scheme, risk value should be increased to ₹3 Lakh, ₹6 Lakh, and ₹12 Lakh respectively.
30. Stagnation Increment should be re-implemented, ensuring that the Railway Employees stagnating at the maximum salary for more than 2 years receive this benefit.
31. Outsourcing in Railway Production Units and Railway Workshops must be stopped and regular employees should be recruited against the vacant posts.
32. Arrears of Dearness Allowance/Relief for the period between January 1, 2020 and June 30, 2021 should be paid immediately.
33. Fill-up up 100% posts of the SSEs in all the departments by promotion till SSEs, against 20% Direct Recruitment Quota, are recruited and made available.
34. Cadre Restructuring Exercise should be completed without further delay, and surrender value of the posts, already surrendered during the period 2022-25, should be taken into account while computing 4, for upgradation of various categories of Non-Gazetted Staff.
35. The 6th CPC, considering the demand of the Staff Side, had recommended two years Child Care Leave for the Women Govt. Employees with full salary. Unfortunately, the 7th CPC in its recommendations mentioned that the CCL in the second year should be with 80% of the salary, i.e. 20% less salary, which is a gross injustice to Women Govt. Employees. Women Govt. Employees should be given two years CCL on full salary without any curtailment therein.
36. Menstruation Leave to Women Employees be given without any delay since many State Governments are already giving one-day Menstruation Leave to Women Employees per month  
This 101st Annual General Meeting of All India Railwaymen's Federation, being held in Lucknow from 22-24 December, 2025, directs all the rank and file to observe the "All India Demands Day" on 01.02.2026 for achieving the above demands.

### **DRAFT RESOLUTION NO.03**

#### **WITHDRAW/MODIFY THE PROVISIONS CONTAINED IN THE LABOUR CODES, PARTICULARLY IN THE INDUSTRIAL RELATIONS CODE 2020, WHICH ARE HEAVELY LOADED IN FAVOUR OF THE EMPLOYER AND AGAINST THE INTEREST OF THE WORKERS**

The Government of India has notified Four Labour Codes, replacing the time-tested well established 47/49 Labour Laws. Certain provisions, which used to safeguard the workers interest, have either been dispensed with or modified in such a way to favour the employers in the name of "Ease of Doing Business".





It is unfortunate to note that the threshold of the number of workers in any establishment, where Labour Laws should be applicable, have been abruptly enhanced to more than 300. This would further result in exploitation of the labour in the hands of the employers.

There are a number of similar other provisions which are against the interest of the Working Class, like removal of stringent action on non-timely contributing the share of the Provident Fund by the employer.

This 101st Annual General Meeting of All India Railwaymen's Federation, being held in Lucknow (Northern Railway) from 22-24 December, 2025, strongly demands to either withdraw or modify the provisions contained the Labour Codes, which are against the interest of the Working Class.

## DRAFT RESOLUTION NO.04

### **MERGER OF KONKAN RAILWAY CORPN. LTD. (KRCL) WITH THE INDIAN RAILWAYS**

The Konkan Railway has travelled a long and challenging journey since its inception. Though efforts to extend railway connectivity through Konkan Region began in the 1960s, that actually took shape in the year 1977.

The Konkan Railway, built under the BOT model, was envisaged to merge with the Indian Railways by 2005. However, the merger did not materialize. The lack of proportionate freight allocation compared to adjoining zones further restricted its revenue. Despite these challenges, KRCL has earned national and international recognition through its execution of complex projects, reflecting the dedication and technical excellence of its workforce. .

Given these circumstances, merging KRCL with the Indian Railways has become imperative to ensure survival and sustainability of this strategic organization. The merger will

- **Safeguard the interests of KRCL employees and prevent institutional collapse;**
- **Facilitate completion of key projects including electrification, doubling, and modernization;**
- **Enhance freight and passenger movement along the western coastal corridor; and**
- **Strengthen National Integration and economic growth.**

It is pertinent to recall that, a similar resolution, regarding merger of KRCL with the Indian Railways, was unanimously adopted during the 91st AGCM of AIRF at Jodhpur (3rd–5th October 2015) and again at the 99th AGCM of AIRF at Mumbai (8th–9th November 2023). However, despite repeated endorsements, no concrete action has been taken by the authorities to date.





In view of the above, this 101st Annual General Meeting of All India Railwaymen's Federation, being held in Lucknow from 22-24 December, 2025, earnestly urges the Ministry of Railways and Government of India to take immediate and favourable steps towards the merger of Konkan Railway Corporation Limited with Indian Railways, in the larger interest of the organization, its employees, and the overall economic development of the nation.

## DRAFT RESOLUTION NO.05

### FORMATION OF SEPARATE CADRE FOR MEDICALLY DECATEGORIZED LOCO RUNNING STAFF WORKING AS CREW CONTROLLERS/LOCO POWER CONTROLLERS/TRACTION POWER CONTROLLERS

Loco Running Staff play a pivotal role in ensuring safe and efficient train operations across the Indian Railways. However, during the course of their service, many employees in this vulnerable category get medically de-categorized due to stringent Aye-One medical standards prescribed for the post.

#### As per existing norms:-

- Medically de-categorized Loco Running Staff, found fit in Aye-Two medical category, are posted as Loco Pilot (Shunter) or Train Manager, thereby continuing within Running Staff Cadre.
- Those de-categorized to Aye-Three and below medical categories are eligible to apply for the post of Loco Inspector, subject to having completed 5 lakh km of footplate duty or 10 years of service as Loco Pilot.

Apart from the above, a large-number of medically de-categorized employees, who do not qualify for Loco Inspector posts or are declared fit only in Bee-One and below categories, are deployed as Crew Controllers, Power Controllers or Traction Power Controllers at Crew Lobbies. These posts are presently treated as **Ex-Cadre Assignments**, drawn from the Running Staff, without any permanent lien, promotional avenues or financial progression. As a result:-

- Medically de-categorized Loco Running Staff working as Crew/Power Controllers remain in the same grade and pay level till retirement without any career advancement.
- When such medically de-categorized staff are posted to other departments, it adversely affects promotional prospects of the employees in those departments where they are absorbed on medical de-categorization.
- Vast experience and operational knowledge of these employees as Former Running Staff are underutilized, causing inefficiency in Crew Management as also increasing level of mental dissatisfaction among the affected staff.

It is also a matter of concern that the number of medically de-categorized Running Staff is increasing across the Indian Railways; and the absence of a structured cadre is leading to widespread career stagnation and demotivation.





In view of the above, Separate Cadre be created for Crew Controllers, Loco Power Controllers and Traction Power Controllers in Indian Railways. The cadre should have defined hierarchy, promotional structure and financial progression, allowing Medically De-categorized Running Staff to continue contributing effectively to Railway operations. The cadre may include both Medically De-categorized Running Staff and Ex-Cadre postings from the existing Running Staff ensuring that technical experience and operational expertise of Former Loco Pilots are fully utilized for safe and efficient crew management.

This 101st Annual General Meeting of All India Railwaymen's Federation, being held in Lucknow from 22-24 December, 2025, firmly resolves that the Railway Board should consider the above proposal of AIRF in the larger interest of safety as well as to minimize the difficulties in absorption of Medically De-categorized Running Staff.

### DRAFT RESOLUTION NO.06

#### **EARLY FINALISATION AND TIMELY IMPLEMENTATION OF THE RECOMMENDATIONS OF THE 8TH CENTRAL PAY COMMISSION**

The Union Cabinet, in its meeting held on **16th January, 2025**, approved formation of the **8th Central Pay Commission** for the Central Government Employees.

Subsequently, a meeting with the Staff Side, National Council(JCM) was convened on **10th February, 2025**, to discuss the Draft Terms of Reference of the 8th CPC. However, no further action was taken by the Government to formally constitute the 8th CPC and finalisation of the Terms of Reference thereof.

It was after the countrywide agitational programmes launched by the affiliates of AIRF at the Branch level across the length and breadth of the Indian Railways on **19th September, 2025**, i.e. **Martyrs' Day**, when the Union Cabinet formally approved appointment of the Chairman and Members of the 8th CPC on 27th October, 2025, and the same was notified on 3rd November, 2025.

The Railway Employees as well as Central Government Employees are expecting implementation of final recommendations of the 8th CPC w.e.f. 01.01.2026, and this was also decided by the Union Cabinet in its meeting on 27.10.2025, announcement of which was made by **Shri Ashwini Vaishnav** in the Press Conference.

The Central Government Employees also expected that, merger of Dearness Allowance with Pay would be done w.e.f. 01.01.2026 for all purposes.

While deciding Minimum Wage for Level-1, the need of the employees in the present circumstances, keeping in view 15h ILC recommendations, improved from time to time, and computation of Minimum Wage based on the definition of "**Family**", as provided for in Social Security Code, notified on 21.11.2025, need to be taken care of.



The 8th CPC should also positively consider Risk and Hardship as well as Dress Allowance as recommended by the committee appointed by the Railways Board.

As appointment of the 8th CPC has been delayed inordinately, recommendations of which are likely to take one-and-half an years' time, the 8th CPC should also consider and recommend payment of the **Interim Relief** w.e.f. 01.01.2026.

This 101st Annual General Meeting of All India Railwaymen's Federation, being held in Lucknow from 22-24 December, 2025, therefore, urges upon the Government of India for early finalization and timely implementation of the recommendations of the 8th CPC for the Serving Employees and Pensioners/ Family Pensioners of the Indian Railways.

### DRAFT RESOLUTION NO.07

#### IMPLEMENTATION OF DUTY HOURS AND REST RULES AS PER RECOMMENDATION OF HIGH POWER COMMITTEE HEADED BY LATE SHRI D.P. TRIPATHI

A **High Power Committee** was constituted by the Railway Board under the Chairmanship of Late Shri D.P. Tripathi to examine and recommend **Duty Hours and Rest Rules** for the Loco and Traffic Running Staff as well as other Safety Categories Staff of the Indian Railways.

The said committee had categorically recommended **maximum 06 hours duty** for those staff who are performing Intensive Duty, including Running Staff operating High Speed Trains from "**Signing On to Signing Off**".

The committee also recommended that the Duty Hours of all the staff working in the Safety Categories of the Indian Railways should be restricted to **08 hours only**.

The said committee also made various other recommendations which need to be implemented in the larger interest of Railway Safety as also to benefit the concerned staff.

The recommendations of the committee in regard to **06 hours duty** for the Running Staff operating High Speed Trains and those performing Intensive Duty as also **08 hours duty** for all other Safety Categories staff be implemented immediately in the larger interest of safe Rail operation and also to mitigate the hardship being faced by the captioned Railway Employees.

