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No. AIRF/PNM/46/2018(310)

Dated: Nov. 02, 2025

The Chairman & CEO
Railway Board
Rail Bhawan,
New Delhi

Sub: Request to consider the safety, physical limitations, qualifications, and career advancement of Women Track Maintainers, Assistant Loco Pilots, Loco Pilots and Train Managers, etc. and arrange to provide alternative posts to women employees working in these categories.

Ref.: 1. AIRF's letters No. AIRF/55(191) dated 18.07.2018, 17.09.2024, 12.02.2025 & 14.05.2025
2. AIRF's letters No. AIRF/PNM/46/2018(310) dated 14.09.2024, 14.05.2025 & 24.07.2025
3. AIRF's PNM Item No. 46/2018
4. Railway Board's letters No. E (NG)I-2015/TR/10 Pt. dated 04.10.2023 and 06.10.2023

Dear Sir,

On this crucial issue, AIRF has been consistently and repeatedly taking up the matter with the Railway Board regarding the safety, physical limitations, qualifications, and career advancement of Women Track Maintainers, and the need for their transfer/appointment to more suitable posts in appropriate departments.

It is, however, regretted that despite several representations, formal and informal discussions with the concerned authorities of the Railway Board, and the submission of multiple letters as cited above, no tangible or conclusive decision has been taken so far on this long-pending matter concerning the welfare and dignity of women employees.

The issue has been pursued by AIRF since 2018 and remains a standing agenda item (No. 46/2018) in the PNM with the Railway Board. Through our detailed communications, including letters dated 17.09.2024, 12.02.2025, 14.05.2025, and 24.07.2025, AIRF has persistently urged for a one-time option to be given to women employees in operational categories such as Track Maintainers, Assistant Loco Pilots, and Train Managers to opt for alternative posts more suited to their physical and social conditions.

It may be recalled that the Railway Board, vide letters dated 04.10.2023 and 06.10.2023, had directed all General Managers to furnish details of pending requests from women employees seeking category change. Unfortunately, even after the lapse of over one and a half years, there has been no visible progress in this regard, resulting in continued hardship and deep dissatisfaction among the affected employees.

It is also pertinent to mention that the former Chairman, Railway Board, Shri Ashwani Lohani, had recognized the genuine difficulties faced by women employees in these operational posts and had expressed his concurrence with AIRF's proposal for a one-time relaxation/option to facilitate their redeployment on safer and more appropriate posts.

Despite facing all adversities, women employees continue to perform their duties with sincerity and dedication. However, their talent, qualifications, and potential are not being adequately recognized or utilized.

Women Track Maintainers and Loco Running Staff are frequently exposed to strenuous work and electromagnetic fields from 25 kV overhead lines, which have led to numerous cases of miscarriages and other complications. Many have undergone cesarean deliveries, making it medically impossible for them to continue such physically demanding roles. These conditions have a serious bearing on their health, families, and overall well-being.

The continued inaction on this matter has caused immense hardship to women employees, forcing them to depend on male colleagues, which sometimes results in mental stress and, in some cases, harassment.

Therefore, AIRF urges that this issue be treated as a matter of utmost priority and that the Railway Administration immediately initiate steps to provide suitable and dignified employment to women Track Maintainers, Assistant Loco Pilots, Loco Pilots, and Train Managers by redeploying them in safer office-side departments.

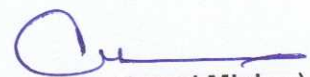
In view of the foregoing, AIRF once again earnestly requests that the following measures be implemented without further delay:

- 1. Provide option for transfer/change of category to willing women employees working as Track Maintainers, Assistant Loco Pilots, Loco Pilots, and Train Managers to safer and more suitable departments, such as Personnel, Commercial, or other office-oriented departments, commensurate with their qualifications.**
- 2. Consideration of women employees with at least 10 years of service and possessing graduate or higher qualifications for redeployment in clerical, ministerial, or administrative posts in suitable departments.**

In light of the above, and considering the humanitarian, safety, and gender-sensitivity aspects involved, AIRF once again urges the Railway Board to issue suitable instructions allowing a one-time option for category change to willing women employees working as Track Maintainers, Assistant Loco Pilots, and Train Managers.

Your early and favorable action in this matter will not only ensure the welfare and safety of women employees but also uphold the principles of justice, equality, and inclusivity within the Indian Railways workforce.

Yours sincerely,


(Shiva Gopal Mishra)
General Secretary

Copy to: General Secretaries, All Affiliated Unions – For information.