RBE No. 46/2026

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

No. 2026/E(Trg)/41/23 **New Delhi, dt: As signed.**

The General Managers.
All Zonal Railways/PUs.

Sub: Policy for Promoting Skilling of Artisans/Supervisors in Railway Projects and Works.

Indian Railways is executing a large number of infrastructure projects and works involving engagement of contractors and outsourced manpower across various disciplines. The quality, safety and timely completion of such works are critically dependent upon the availability of adequately skilled and certified workforce.

2. In order to establish a uniform framework for assessment, certification and deployment of skilled artisans and supervisory personnel engaged in railway projects and works, the Board has approved **Policy for Promoting Skilling of Artisans/Supervisors in Railway Projects and Works**. The policy aims to:

a) Ensure availability of competent and certified manpower for railway projects and works.
b) Standardize skill assessment and certification mechanisms across Indian Railways.
c) Improve quality of workmanship, safety and productivity.
d) Facilitate deployment of appropriately skilled personnel in critical and safety-related activities.
e) Create a verifiable database of certified artisans and supervisors through a structured certification framework.

3. It is requested to take necessary action for implementation of the policy. The concerned departments may identify critical trades and activities under their jurisdiction and put in place the requisite arrangements for skill assessment, certification and deployment of artisans in accordance with the provisions of the policy.

4. This issues with the approval of the competent authority.

Encl.: As above.

Digitally signed by
Neelam Sharma
Date: 10-06-2026
10:49:12

(Neelam Sharma)
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Copy to: CRB & CEO, All Board Members and DGs/Railway Board.

Policy for Promoting Skilling of Artisans/Supervisors in Railway Projects and Works

1. Purpose and Objectives

In order to ensure quality in execution of Railway Projects/Works done through contractors, the outsourced manpower should possess the necessary skillset for the specific tasks. Further, there is a need for verification for the same while contractor staff is deputed for various technical works.

The policy is aimed at providing a framework to ensure that the manpower deployed by contractors in Railway projects and works possess the requisite technical competence, practical skills, and experience necessary to meet prescribed quality, safety, and performance standards.

Given the critical nature of Railway works which involve safety-sensitive operations, precision engineering, and adherence to strict timelines—it is important that artisans engaged in such works possess requisite skills.

This policy aims to:

- Ensure right person at specific work
- Ensure uniformity in assessment of skilled personnel
- Establish a structured mechanism for identification and testing of critical trades

2. Scope and Applicability

This policy shall be applicable to all Railway projects and works executed through contractors where deployment of skilled artisans, housekeeping staff and supervisors is required.

The policy shall cover skill levels for various trades for a particular project or work. This will include skills required for civil, electrical, mechanical, signaling, telecommunications, track works, rolling stock, fabrication,

welding, and other specialized activities as defined by nominated authority where such contract works are executed.

e.g. Welding on stainless steel will require specific test for welding on stainless sheets, tiling for floors require skills by masons, wiring in railway coaches requires training for wiring, conduiting,labelling etc. These will require skills in specific trades.

3. Identification of Critical Trades

Railways shall have the sole discretion to identify skills for various activities for a particular project or work.

4. Definition of Skill Test Methodology

The methodology for conducting Skill tests shall be defined by nominated authority. The methodology shall be skill-specific and may include:

Artisans

- Practical skill tests simulating actual site conditions for evaluation of workmanship against defined benchmarks.
- Oral examinations;

Supervisors

- Oral examinations to test the knowledge level
- Report writing and communication skills

5. Authority to Conduct Skill Tests

A. Artisans

PHODs/HODs of the various departments in ZR/PUs will define skill sets required for a work, methodology for conducting skill tests and will nominate authority who will conduct skill sets test. These nominated authorities shall test skill sets required by technicians/artisans who are deployed by contractors and issue a necessary certificate.

These skill test cards/certificates will be valid for a period as decided by ZRs/PUs. These skill test cards/certificates shall have QR Code for verification with live database.

Only those artisans/technicians who possess valid skill cards/certificate will beallowed to be deployed for work.

B. Supervisors

The testing authority and methodology, if any, will be decided by the PHOD/HOD.

6. Trade Test Process and Timelines

The entire process—from scheduling and conduct of the trade test to declaration of results—shall ordinarily be completed within a period of 1-2 days for each case.

The artisan/supervisor who is not qualified shall be subjected to retest after 3 months so that he can acquire required skill by attending training institutes. Contractor shall be required to give another lot of personnel for testing them.

7. Conclusion

This policy establishes a robust, transparent, and uniform framework for assessment and deployment of skilled artisans in Railway works. By ensuring that only qualified and tested personnel are engaged, will ensure and upgrade skill level in country.