

# COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

**EIGHTEENTH REPORT**

**MINISTRY OF FINANCE  
(DEPARTMENT OF BANKING)**

**Action taken by Government on the recommendations  
contained in the Ninth Report (Fifth Lok Sabha) on  
the Ministry of Finance (Department of Banking)—  
Reservations for, and Employment of, Schedu-  
led Castes and Scheduled Tribes in the  
State Bank of India and its  
Subsidiaries.**

*(Presented on 2-5-1973)*



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CORRIGENDA

to the Eighteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes—(Fifth Lok Sabha).

<u>Page</u>	<u>Para</u>	<u>Line</u>	
2		3	Delete 'that' appearing after 'reiterate'.
6.	Para under the heading 'Recommendation No.2'	10	<u>For</u> 'on' <u>read</u> 'or'
10	Para under the heading 'Reply of Government'	2	<u>For</u> '1739' <u>read</u> '1973'
		5	<u>For</u> 'oper" ' <u>read</u> 'open'
12	Para under the heading 'Reply of Government to Recommendation No.15'	5	<u>For</u> 'Generable' <u>read</u> 'General'
		7	<u>For</u> 'Axamination' <u>read</u> 'Examination'
28			Last line for '850' <u>read</u> '1050'

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1971—73)

Sardar Buta Singh—*Chairman*

MEMBERS

*Lok Sabha*

2. Shri B. K. Daschowdhury
3. Shri D. Deb
- \*4. Shri Anant Prasad Dhusia
5. Shri Hukam Chand Kachwai
6. Kumari Kamla Kumari
7. Shri Arjun Shripat Kasture
8. Shri M. Kathamuthu
9. Shri Kinder Lal
10. Shri Nihar Laskar
11. Shri Kartik Oraon
12. Shri Bhaljibhai Ravjibhai Parmar
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17. Shri S. M. Siddayya
18. Shri Babu Nath Singh
19. Shri K. Subravelu
20. Shri Tulmohan Ram

*Rajya Sabha*

21. Shri G. A. Appan
22. Shri Balram Das
23. Shri Ganeshi Lal Chaudhary
- \*\*24. Shri Kalyan Chand
25. Shri B. T. Kemparaj

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\*Elected w.e.f. 19-12-1972 *vice* Swami Ramanand Shastri died.

\*\*Elected w.e.f. 16-3-1973 *vice* Shri Sukhdev Prasad ceased to be a member of the Committee on his appointment as Deputy Minister.

(iv)

26. Shri K. P. Subramania Menon
27. Shri Brahmananda Panda
- \*\*\*28. Shri Sundar Mani Patel
29. Shri Roshan Lal
30. Shri Melhupra Vero

SECRETARIAT

Shri B. K. Mukherjee—*Deputy Secretary.*

Shri J. R. Kapur—*Under Secretary.*

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES

**STUDY GROUP VI**

**(Action Taken Reports)**

- Sardar Buta Singh—*Chairman*
2. Shri G. A. Appan—*Convener.*
  3. Shri Kartik Oraon
  4. Shri K. P. Subramania Menon
  5. Shri B. K. Daschowdhury
  6. Shri Arjun Shripat Kasture
  7. Shri S. M. Siddayya
  8. Shri Roshan Lal
  9. Shri Sundar Mani Patel
  10. Kumari Kamla Kumari
  11. Shri Ganeshi Lal Chaudhary
  12. Shri B. T. Kemparaj
  13. Shri Nihar Laskar

**SECRETARIAT**

- Shri B. K. Mukherjee—*Deputy Secretary.*  
Shri J. R. Kapur—*Under Secretary.*

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Eighteenth Report (Fifth Lok Sabha) on Action Taken by Government on the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes contained in their Ninth Report (Fifth Lok Sabha) on the Ministry of Finance, Department of Banking—Reservations for, and Employment of, Scheduled Castes and Scheduled Tribes in the State Bank of India and its Subsidiaries.

2. The draft Report was considered and adopted by the Study Group VI on Action Taken Reports of the Committee at their sitting held on the 30th March, 1973 and finally adopted by the Committee on the 19th April, 1973.

3. The Report has been divided into the following Chapters:

I. Report.

II. Recommendations|observations which have been accepted by Government.

III. Recommendations|observations which the Committee do not desire to pursue in view of the Government's replies.

IV. Recommendations|observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

V. Recommendations|observations in respect of which final replies of Government have not been received.

4. An analysis of the action taken by Government on the recommendations contained in the Ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) is given in Appendix. It would be observed therefrom that out of 25 recommendations made in the report, 13 recommendations, i.e. 52 per cent., have been accepted by Government. The Committee do not desire to pursue seven recommendations, i.e. 28 per cent of their recommendations, in view of Government's replies. Two recom-



mendations, *i.e.* 8 per cent., in respect of which replies of Government have not been accepted by the Committee require reiteration. Final replies of Government in respect of three recommendations, *i.e.* 12 per cent have not been received.

BUTA SINGH,

*Chairman,*

*Committee on the Welfare of Scheduled  
Castes and Scheduled Tribes.*

NEW DELHI;

April 24, 1973

Vaisakha 4, 1895 (Saka).

## CHAPTER I

### REPORT

This Report of the Committee deals with action taken by Government on the recommendations contained in their Ninth Report (Fifth Lok Sabha) on the Ministry of Finance, Department of Banking—Reservations for, and Employment of, Scheduled Castes and Scheduled Tribes in the State Bank of India and its Subsidiaries.

1.2. In their Ninth Report (Fifth Lok Sabha), para 2.15, the Committee had observed that unless specific and positive steps were taken by the State Bank of India to recruit the best among the Scheduled Caste and Scheduled Tribe candidates against the reserved vacancies and to give them in-service training, as recommended by the Yardi Working Group in its Report (1967) as well as by the Commissioner for Scheduled Castes and Scheduled Tribes in his Nineteenth Report (1969-70), the Scheduled Castes and Scheduled Tribes would not be able to take advantage of the recruitment quotas reserved for them. The Committee had recommended that the State Bank of India should consider implementation of this recommendation made by the Yardi Working Group, at least on an experimental basis.

In their reply dated the 31st October, 1972, the Ministry of Finance (Department of Banking), have stated:

“The bank has stated that it is not in a position to adopt the recommendation in view of the fact that having regard to the need to preserve certain minimum standard in the efficiency and in view of the fact that the clerks in the State Bank are considered for promotion as officers at early stages in their career, the waiving of the minimum qualifying standard in the written test will not be in the interests of the institution.”

**The Committee are unable to appreciate the plea taken by the State Bank of India that as the clerks in the State Bank of India are considered for promotion as officers at early stages in their career, the waiving of the minimum qualifying standard in the written test will not be in the interest of the institutions. The Committee feel that such of the Scheduled Caste and Scheduled Tribe candidates, as are taken with relaxed standards being the best among the lot, if given extensive in-service training, as recommended by the Yardi**

**Working Group, would certainly acquire the requisite proficiency by the time they are considered for promotion to the posts of officers. The Committee reiterate that their earlier recommendation and stress upon the Ministry of Finance to take up the matter seriously with the State Bank of India for implementation of that recommendation.**

In para 2.19 of their said Report, the Committee had suggested that the State Bank of India should review its recruitment rules and consider the feasibility of modifying/relaxing the same to enable the Bank to resort to special or *ad hoc* recruitment of eligible Scheduled Caste and Scheduled Tribe candidates till the quotas reserved for them were filled up.

In their reply dated the 31st October, 1972, the Ministry of Finance (Department of Banking) have stated as follows:

“The State Bank of India has stated that it has issued instructions to all its recruiting offices that all vacancies in the subordinate cadre be filled in by the candidates belonging to these communities till the shortfall is made up. These instructions are without prejudice to 20 per cent reservation for ex-service men and the preference given to the already existing temporary employees.

As regards the vacancies in the clerical/cash department cadres, the State Bank of India has informed that they are not in a position to relax the minimum standards in the qualifying tests and as such *ad hoc* or special recruitment will not serve any purpose.”

**The Committee note that the State Bank of India has issued instructions to all its recruiting officers that all vacancies in the subordinate cadre be filled in by the candidates belonging to Scheduled Castes and Scheduled Tribes till the shortfall is made up.**

**As regards clearing of the back-log in the clerical/cash department cadres, the Committee regret to say that the stand taken by the State Bank of India is not tenable. The Committee, in their earlier recommendation, had not suggested that the State Bank of India should relax the minimum standards in the qualifying tests for the recruitment of Scheduled Caste and Scheduled Tribe candidates but had desired that the State Bank of India should so amend/modify their recruitment rules as may enable them to resort the special or *ad hoc* recruitment of qualified/eligible Scheduled Caste and Scheduled Tribe candidates till the quotas reserved for them were filled up.**

The Committee reiterate their earlier recommendation.

The Committee had noted in para 3.29 of the same Report that the State Bank of India was to re-constitute the Recruitment/Selection Boards and had agreed to take Scheduled Caste and Scheduled Tribe officers, where available, on such Boards. The Committee desired that, where the Bank did not, have its own Scheduled Caste or Scheduled Tribe Officers available for the purpose, the Bank should associate an officer from the Department of Social Welfare of the Government of India or of the State Government concerned, with such Recruitment/Selection Boards.

In their reply dated the 31st October, 1972, the Ministry of Finance (Department of Banking) have stated:

“The State Bank has stated that there has been some misunderstanding about its stand as according to it, it has indicated to the Committee that should the Government of India nominate anyone belonging to the Scheduled Caste Tribe on the Bank’s Central and Local Board, it could associate them on the Bank’s Central Recruitment Board for the interviews relating to the recruitment of Probationary Officers. At present there is none from these communities on the Local and Central Boards of the Bank. The State Bank would coopt a person belonging to the Scheduled Caste/Tribe in their Central Recruitment Board if anybody from these communities is nominated on the Local/Central Board.

As regards interview for the recruitment to the clerical cadres etc. the Bank’s senior and experienced officers are presently conducting the interviews and it proposes to continue the existing arrangement.”

**The Committee would like the Government of India to nominate Scheduled Caste and Scheduled Tribe persons on the Bank’s Central and Local Boards.**

**The Committee would also like that, where the Bank does not have its own Scheduled Caste or Scheduled Tribe Officers to be included in its Recruitment/Selection Boards, the Bank should associate an officer from the Department of Social Welfare of the Government concerned as per the assurance given by the Chairman of the State Bank of India during his evidence before the Committee.**

In para 3.40 of the same Report, the Committee had recommended that no vacancy reserved for a Scheduled Caste or a Scheduled Tribe

should be deserved without following the proper procedure laid down for the purpose and necessary information being given to the Ministry of Finance (Department of Banking), Cabinet Secretariat (Department of Personnel) and the Commissioner for Scheduled Castes and Scheduled Tribes.

In their reply dated the 31st October, 1972, the Ministry of Finance (Department of Banking) have stated:

“The procedure for the reservation of vacancies as prescribed in ‘Draft Directive’ prepared by Bureau of Public Enterprises and forwarded to the bank by this Department is, according to the bank, being followed to the extent possible. The exact procedure followed by bank is indicated below:

#### *Recruitment of Probationary Officers*

The Probationary Officers are recruited directly by Central Office. The vacancies including reserved vacancies are advertised on all India basis once a year. The position regarding the unfilled reserved vacancies is advised to the Central Board of the Bank after each recruitment is completed. The Reserved vacancies which remain unfilled for want of suitable Scheduled Caste/Tribe candidates are filled by the general candidates. These vacancies are, however, carried over for a period of three years. As advertisement for recruitment of probationary officers appears in the newspapers every year, a separate advertisement for reserved vacancies is not considered necessary by the bank.

#### *Recruitment to Class III and Class IV Posts*

As the unfilled reserved vacancies cannot be kept unfilled for any length of time without prejudice to the Branch Expansion Programme and efficiency of working, State Bank of India have instructed its recruiting authorities to treat the reserved vacancies as unreserved and fill these by the general candidates wherever suitable candidates belonging to Scheduled Castes/Tribes are not available. The dereservation of all such vacancies which are filled by the general candidates is referred to the Managing Director by the recruiting authorities for administrative clearance at half-yearly intervals. After the clearance is given by the Managing Director, the matter is to be submitted to the concerned local Boards for information.

On account of continuous expansion and developmental activities of the Bank, recruitment tests are held every year and as such holding of special tests for filling the unfilled reserved vacancies is not considered necessary. The commulative reserved vacancies are notified to the Employment Exchanges with a request that adequate number of Scheduled Caste|Tribe candidates should be sponsored by them. The State Bank of India has, however, confirmed that instructions are being issued to its recruiting authorities that the vacancies reserved for the Scheduled Castes| Tribes should henceforth be also notified to Special Associations|bodies of Scheduled Castes|Tribes with the request to sponsor as many applications as possible."

**The Committee hope that in regard to Cass III and Class IV posts the reserved vacancies are carried forward upto three subsequent recruitment years before they are treated as dereserved as laid down in the Directive prepared by the Bureau of Public Enterprises.**

## CHAPTER II

### RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

#### **Recommendation (Serial No. 2, Para No. 1.15)**

The Committee find no justification for the State Bank of India having made reservations in the vacancies in the subordinate staff occurring sporadically in the various branches from time to time. The Committee regret that this has deprived a large number of Scheduled Castes and Scheduled Tribes from joining the services of the Bank. This is entirely due to lack of proper planning and coordination and proper attention not having been paid to the reservation orders on the subject. The Committee would stress the desirability of recruitment in all the branches of the Bank in a Circle being coordinated at the District on Circle level. Branches should plan their future requirements well in time and notify the same to their respective District Offices and proper Circles for coordination.

#### **Reply of Government**

State Bank of India has accepted this recommendation and has advised its Local Head Offices that for recruitment of Clerks etc. and the subordinate staff, vacancies should be grouped on the basis of recruitment zones consisting of one or more revenue districts and steps should be taken to fill the reserved vacancies from among the Scheduled Castes and Scheduled Tribes candidates.

[Ministry of Finance (Department of Banking) No. 5(16)-72|IR].

#### **Recommendation (Serial No. 4, Para No. 2.9)**

The Committee are unhappy to learn that the Employment Exchanges have not been able to sponsor the required number of Scheduled Caste and Scheduled Tribe candidates for the reserved vacancies notified to them by the Bank in spite of the fact that there is a large number of educated Scheduled Caste and Scheduled Tribe persons registered for employment with the Employment Exchanges. The Committee regret to point out that no information has been furnished to the Committee relating to the Calcutta, Madras, Delhi and Ahmedabad Local Head Offices in regard to the total

number of Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges against the reserved vacancies notified to them by the State Bank of India. The information furnished in respect of other local Head Offices is also scanty. The Committee find that in a majority of the cases, the State Bank of India did not indicate the specific number of posts reserved for Scheduled Castes and Scheduled Tribes respectively in its demands placed with Employment Exchanges. The Committee would like the State Bank of India invariably to specify the number of posts reserved for Scheduled Castes and Scheduled Tribes respectively while notifying its demands to the Employment Exchanges and maintain statistics relating to the number or reserved vacancies notified to the Employment Exchanges and the number of Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges and numbers of candidates of these communities selected in each recruitment.

### **Reply of Government**

This recommendation has been accepted by State Bank of India. The State Bank of India has stated that it has advised its local Head Offices to specify the exact number of vacancies reserved for SC|ST candidates at the time of notifying vacancies to the Employment Exchanges. Presently the Local Head Offices are submitting half yearly statements as on 30th June and 31st December, regarding recruitment of SC/ST candidates to the Central Office at Bombay. The Local Head Offices have been asked to incorporate additional details, regarding tests held during the half year *viz.* number of reserved vacancies notified and the candidates sponsored by the Employment Exchanges so that this information is available as and when required.

[Ministry of Finance (Department of Banking) No. F. 5(16)-72/IR].

### **Recommendation (Serial No. 6, Para No. 2.11)**

The information about the non-availability of candidates and the number of reserved posts to be filled, along with the qualifications prescribed for the reserved posts, should be brought to the notice of the Ministry of Finance (Department of Banking) and the Commissioner for Scheduled Castes and Scheduled Tribes.

### **Reply of Government**

The recommendation is accepted.

[Ministry of Finance (Department of Banking) No. F. 5(16)-72/IR]



### Recommendation (Serial No. 7, Para No. 2.12)

The Committee also desire that the Ministry of Education and Social Welfare (Department of Social Welfare) in consultation with the State Governments should formulate a scheme for imparting pre-recruitment training to eligible Scheduled Caste and Scheduled Tribe candidates to enable them to reach the prescribed standard for competition in the written examinations conducted by the State Bank of India and other nationalised Banks for entry in the Banks' services, on the pattern of the Pre-examination Centres being run for these communities for competition in the I.A.S. etc. examinations.

### Reply of Government

The recommendation has been accepted by department of Social Welfare *vide* their O.M. No. 4(15)-72/RU, dated 1-8-72 with whom the matter was taken up by this Department. They have stated that at the Seminar-cum-Workshop on Employment Oriented Schemes of Pre-Examination Training Centres and Coaching-cum-Guidance Centres held from 22nd to 24th September, 1971, it was decided that the pre-Examination Training Centres (List appended) should start training of Scheduled Caste/Scheduled Tribe students for various examinations held by the Nationalised Banks and the Life Insurance Corporation etc. All the banks have since supplied details of employment opportunities under them, mode of recruitment specimen test papers etc. to the Pre-Examination Training Centres for drawing up suitable training programme.

[Ministry of Finance (Department of Banking) No. F. 5(16)-72/IR]

*List showing names, addresses and other particulars of the pre-Examination Training Centres.*

State/Union Territory	Names of the Centre, location and address
Andhra Pradesh	. Pre-Exam. Tr. Centre for Sch. Castes and Sch. Tribes Banjara Hills, Road No. 12, Hyderabad.
Bihar .	. Pre-Examination Tr. Centre Morabadi Road, Ranchi.
Delhi .	. Pre-Exam. Coaching Centre for Sch. Castes D. 61/32, Ramjas Road, Karol Bagh, New Delhi-5.
Haryana	. Pre. Exam. Tr. Centre, Govt. Polytechnic Patiala House, Ambala city
Kerala .	. Pre-Exam. Tr. Centre for S. C. & S. T. Dewan's Road, Mills Lane, Ernakulam, Cochin-16.

State/Union Territory	Name of the Centre, Location and address
Madhya Pradesh .	. Pre-Exam. Tr. Centre Lal Bahadur Shastri Inst. of Public Administration ( Near Old Sectt.) Bhopal.
Mysore	. National College, Basvangudi, Bangalore-4.
Punjab .	. Zonal IAS etc. Pre-Exam. Coaching Centre, Arts Block, 3, Second Floor, Punjabi University Campus, Patiala.
Orissa .	. Pre-Exam. Tr. Centre for S. C. and S. Ts, Ravenshaw College, Cuttack-3.
Uttar Pradesh	. Poorva Parikasha Prashikashan Kendra for S.C. & S.T. 8-B, Bund Road, Allefganj, Allahabad-2.
Gujarat .	. Pre-Exam. Tr. Centre for Sch. Castes and S. Ts. 6th Floor, District Panchayat Building, Lal Darwaja, Ahme. abad.
West Bengal .	. W.B.C.S. Pre-Exam. Training Centre, Maulana Azad College, Calcutta-13.
Maharashtra .	. The Scheme being implemented by sponsoring Sch. Castes and S. Ts. for coaching in Universities.
Rajasthan	. The Scheme has been sanctioned but no centre has been opened so far.
All India Centre Uttar Pradesh	. Sch. Castes and Tribes All India Services Pre-Exam. Training Centre, 40-D, Motilal Nehru Road, Allahabad University, Allahabad.
Tamil Nadu .	Pre-Exam. Training Centre for S. C. and S.Ts. 22, Mount Rd. West CIT Nagar Madras-35.

### Recommendation (Serial No. 12, Para No. 3.21)

The Committee feel that in the case of Scheduled Caste and Scheduled Tribe candidates for the posts of clerks/cashiers insistence on a particular class in the qualifying examination should be given up. A Scheduled caste or Scheduled Tribe Candidate should be called for the written test so long as he has passed the qualifying examination irrespective of the class obtained by him in that examination.

### Reply of Government

State Bank of India has informed that the minimum educational qualification for candidates belonging to the Scheduled Castes and

514 LS—2.

Scheduled Tribes has already been relaxed to 2nd Division Matriculation as against first division for candidates from open market. As the bank has decided to recruit as far as possible only graduates for clerical positions, it will not be in its opinion, in the banks' interests to relax this still further.

[Ministry of Finance (Department of Banking) No. F. 5(16)-72/IR].

**Recommendation (Serial No. 13, Para No. 3.22)**

The Committee also note that in the competitive examination for recruitment as Probationary Officers in the State Bank of India, only Second Class Graduates or Second Class post-graduates are eligible and that there is no relaxation in educational qualifications for Scheduled Castes and Scheduled Tribe candidates. The Committee understand that even the Union Public Service Commission has not fixed any Division Bar in the qualifying examination for appearing in the I.A.S. etc. examinations. In view of the fact that the State Bank of India invariably imparts in-service training to all the Probationary Officers after recruitment, the Committee suggest that the Bank should relax the Division Bar at least in the case of Scheduled Castes and Scheduled Tribes candidates for appearing in the examination for recruitment as Probationary Officers.

**Reply of Government**

The Bank has decided to apply this recommendation of the Committee commencing from their 1739 advertisement and the minimum educational qualifications will be bare Graduation for Scheduled Castes/Tribes candidates, as against second division for candidates from the open market.

[Ministry of Finance (Department of Banking) No. F. 5(16)-72/IR].

**Recommendation (Serial No. 14, Para No. 3.23)**

The Committee would also like the State Bank of India to examine the feasibility of relaxing the selection standards for candidates belonging to Scheduled Castes and Scheduled Tribes to the extent the number of reserved vacancies cannot be filled on the basis of the general standard as per instructions from the Ministry of Home Affairs issued *vide* O.M. No. (1)-70-Est (SCT) dated the 25th July, 1970.

## Reply of Government

The State Bank of India has relaxed qualifying standard as under:

Recruitment to clerical grade in State Bank of India is now done on the basis of four objective type of tests evolved by the National Institute of Bank Management. The Institute have prescribed the minimum qualifying standards in all the four tests as given below:

	Minimum Score	Maximum Score
(1) Numerical Ability . . . . .	12	30
(2) Abstract Reasoning Intelligence Test .	25	50
(3) Clerical Aptitude . . . . .	64	200
(4) English . . . . .	18	35

All the candidates who secure at least the minimum score indicated above in each of the four tests are considered to have qualified in the test. The Scheduled Caste/Tribe candidates, who qualify in the tests, are merit-listed separately and all such candidates are called for interview although non-Scheduled Caste/Tribe candidates securing even higher score may or may not be invited for interview as the Bank's practice is to invite candidates equal to 1½ time the number of vacancies for interview. Whereas the bank follows the rock-bottom qualifying standard referred to above for the Scheduled caste/Tribe candidates, the other general candidates have to secure a high ranking order of merit to be able to qualify for the interview. It would thus be observed that the minimum qualifying standard stands relaxed in the case of Scheduled Caste/Tribe candidates.

### *Appointment of Probationary Officers*

In the Preliminary Examination held on the 16th July, 1972 for the recruitment of Probationary Officers, the qualifying standard was fixed at 51/120 for general candidates but a relaxed qualifying standard 40/120 was adopted for the Scheduled Caste/Tribe candidates. This relaxation enabled 189 additional Scheduled Caste/Tribe candidates to appear in the Second Examination for recruitment of Probationary Officers held on the 27th August, 1972. While calling the candidates for interview on the basis of their performance in the second examination, a comparatively lower qualifying standard will be adopted in respect of the Scheduled Caste/Tribe candidates. The

extent of relaxation will depend on the results of the examination, which are under compilation.

[Ministry of Finance (Department of Banking) No. 5(16)-72|IR].

### **Recommendation (Serial No. 15, Para No. 3.24)**

The Committee are also not satisfied with the quantum of concession given to the Scheduled Caste and Scheduled Tribe candidates in the matter of fees for examination for recruitment to the posts of Probationary Officers. The fee payable by a Scheduled Caste or Scheduled Tribe candidate should not exceed one-fourth of the amount payable by a general candidate.

### **Reply of Government**

State Bank of India has accepted this recommendation and has decided to lower the fees for the candidates belonging to Scheduled Castes and Scheduled Tribes commencing from their 1973 advertisement as shown below:

Chargeable from	Generable candidate	SC/ST candidate
Examination fee . . . . .	Rs . 25/-	Rs. '5/-

[Ministry of Finance (Department of Banking) No. 5(16)-72|IR].

### **Recommendation (Serial No. 16, Para No. 3.28)**

The Committee are unhappy to learn that the State Bank of India authorities did not interview the Scheduled Caste and Scheduled Tribe candidates separately until September, 1971. As pointed out by the Secretary, State Bank of India, New Delhi, this step, when they took it in September, 1971 showed better results in the intake of Scheduled Castes and Scheduled Tribes in the services of the Bank. The Committee hope that this salutary safeguard for the Scheduled Caste and Scheduled Tribe candidates will be scrupulously observed in future.

### **Reply of Government**

Observations made by the Committee have been noted by State Bank of India, who has already issued instructions regarding this.

[Ministry of Finance (Department of Banking) No. 5(16)-72|IR].

**Recommendation (Serial No. 21, Para No. 3.42)**

The Committee also recommend that simultaneously with the issue of advertisements for such vacancies, these should be brought to the notice of the recognised Associations of Scheduled Castes and Scheduled Tribes.

**Reply of Government**

The Bank has accepted the recommendation.

[Ministry of Finance (Department of Banking) No. 5(16)-72/IR].

**Recommendation (Serial No. 22, Para No. 4.12)**

The Committee would like to emphasise that roster is the only mechanism to watch the proper placement of Scheduled Castes and Scheduled Tribes in services against the vacancies reserved for them. The Committee regret to note that this primary step has not been taken by the State Bank of India and its Subsidiaries. The Committee feel that this is contrary to the reservation orders. The Committee would urge the State Bank of India and its Subsidiaries to maintain scrupulously and regularly the prescribed rosters for ensuring proper implementation of the reservation orders.

**Reply of Government**

This recommendation has been accepted by State Bank of India. It has issued instructions to Local Head Offices|Regional Manager who are the recruiting authorities for the maintenance of rosters for the recruitment to the clerical and subordinate cadres. In regard to recruitment to the officer cadre the roster will be maintained by the Central Office. The rosters will be maintained in respect of recruitments made from the 1st January, 1972.

[Ministry of Finance (Department of Banking) No. 5(16)-72/IR].

**Recommendation (Serial No. 23, Para No. 4.14)**

The Committee regret to note that the Ministry of Finance (Department of Banking) have been regularly receiving annual statements from the State Bank of India and its Subsidiaries, but they have not been able to scrutinise the same for ensuring recruitment of Scheduled Castes and Scheduled Tribes against the vacancies reserved for them, and to take corrective measures in regard to the unusual divergence between expectation and performance. The Committee would like the Ministry of Finance (Department of Banking) to publish the annual statements regard-

ing the representation of Scheduled Castes and Scheduled Tribes in the services of the State Bank of India and its Subsidiaries in their annual report and to highlight the lapses, if any, on the part of the State Bank and its Subsidiaries in not implementing the orders/instructions for the recruitment of persons belonging to these communities in the services of the Bank against the quota reserved for them.

### **Reply of Government**

The recommendation has been noted for compliance.

[Ministry of Finance (Department of Banking) No. 5(16)-72/IR].

### **Recommendation (Serial No. 24, Para No. 4.14)**

The Committee would also recommend that the Ministry of Finance (Department of Banking) and the State Bank of India should set-up separate Cells, within their respective Organisations and appoint Liaison Officers to ensure due compliance of the reservation orders.

### **Reply of Government**

State Bank of India has designated Liaison Officers for the purpose. In addition the bank has also detailed adequate number of other staff to look after the work connected with the appointment of Scheduled Caste/Tribe candidates and grievance, complaints correspondence connected there with.

Department of Banking has appointed a Liaison Officer and pending the creation of a separate cell, the Section in charge of recruitment in public sector banks is keeping a special watch on the compliance of reservation orders.

[Ministry of Finance (Department of Banking) No. F. 5(16)-72/IR, dated 17-10-1972].

A separate cell has since been set up in this Department to ensure compliance of reservation orders.

[Ministry of Finance (Department of Banking) No. F. 5(16)-72/IR, dated 17-2-1973].

### CHAPTER III

## RECOMMENDATIONS|OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLIES

### **Recommendation (Serial No. 1, Para No. 1.10)**

The Committee note with dissatisfaction that although the State Bank of India came into being in 1955 under the State Bank of India Act, 1955, the Government orders making reservation for Scheduled Castes and Scheduled Tribes in services were made applicable to Bank only in 1966.

### **Reply of Government**

In Recommendation 69 of the Estimates Committee (1964-65) 52nd Report (Third Lok Sabha) on Personnel Policies of Public Undertakings, the Committee strongly urged upon Government to ensure that the reservation policy of posts for Scheduled Castes/Scheduled Tribes on the pattern applicable on the Government side, is strictly followed by all public sector undertakings. A copy of this Recommendation of Estimates Committee was forwarded by the Ministry of Home Affairs to the Ministry of Finance in 1965. Ministry of Finance Department of Economic Affairs, forwarded Government orders regarding reservation for Scheduled Castes and Scheduled Tribes to the State Bank of India in August, 1966 and requested the bank to agree to the adoption of these orders.

[Ministry of Finance (Department of Banking) No. 5(16)-72/IR].

### **Recommendation (Serial No. 3, Para No. 2.8)**

The Committee are distressed to note from the figures furnished by the State Bank of India that the percentage of Scheduled Castes and Scheduled Tribes in the supervisory staff of the Bank is 0.25 and 0.02 respectively. In the subordinate services of the State Bank of India in which, in the opinion of the Committee, there is a wide scope for the appointment of a large number of Scheduled Castes and Scheduled Tribes, their representation is not even 1 per cent. The Committee need hardly emphasise that the placement of these people in the services of the State Bank of India will im-



prove only if all Government orders regarding the reservations and other matters relating to the Scheduled Castes and Scheduled Tribes are *pari passu* made applicable to the services in the State Bank of India and its subsidiaries.

### Reply of Government

According to the State Bank, Government instructions regarding appointment of Scheduled Castes and Scheduled Tribes as applicable to the public sector undertakings have been adopted by the bank except for dereservation procedures. Regarding dereservation, the bank has decided that the unfilled reserved vacancies may be treated and filled as un-reserved, subject to the approval of the Managing Director for dereserving these vacancies. The unfilled reserved vacancies, however, will be carried over for 3 subsequent years as per Government instructions. The statistics regarding this will be furnished to the Department of Banking every half-year.

[Ministry of Finance (Department of Banking) No. 5(16)-72/IR].

### Recommendation (Serial No. 10, Para No. 2.28)

The Committee are constrained to observe that even subsequent to the receipt of the Ministry of Home Affairs' communication regarding reservations for Scheduled Castes and Scheduled Tribes by the Bank in 1966, there has been no perceptible improvement in the intake of Scheduled Caste and Scheduled Tribe candidates in the services of the State Bank of India and its Subsidiary Banks. The Committee find that the percentage of recruitment of these communities *vis-a-vis* the total recruitment made in the clerical and cash department in the Calcutta Circle was 1.6. in 1966. It went down to 0.5 in 1967, 0.8 in 1968 and 1.37 in 1970. Figures for the year 1971 relating to this Circle have not been made available to the Committee. In the Bombay Circle also the position is not good. It was 4.2 per cent in 1966, 0.4 per cent in 1967 and 0.3 per cent in 1968. In the Madras Circle, it recorded a fall from 2.6 per cent in 1966 to 2 per cent in 1967, 1.5 per cent in 1968 and 1 per cent in 1971. The percentage in the Central Office establishment recorded a steep fall from 3 in 1966 to zero in 1967, 1969 and 1971, 0.5 in 1968 and 2 in 1971. In the New Delhi Circle, the percentage was 1 or less than 1 during the year 1966, 1967, 1968, 1969 and 1970. It was 2.5 in 1971 as against their quota of 22½ per cent reservations. The recruitment percentage of these communities in the officer cadre in the Bank and in the subsidiary Banks is also far from satisfactory.

The Committee are not convinced by the view point of the State Bank of India and the Government that the instruction of the Ministry of Home Affairs regarding reservations for Scheduled Castes and Scheduled Tribes are being implemented by the State Bank of India right from 1966. The Committee would, therefore, strongly urge that the State Bank of India must take immediate and effective steps to ensure that in all the vacancies in fresh recruitments, together with the vacancies carried forward from previous years, the due proportions of candidates of these communities are invariably selected.

### **Reply of Government**

The State Bank of India has informed that all possible steps are being taken by them in this direction subject to the availability of suitable Scheduled Caste/Scheduled Tribe candidates.

[Ministry of Finance (Department of Banking) No. F. 5(39)-72/IR].

### **Recommendation (Serial No. 17, Para No. 3.29)**

The Committee note that the State Bank of India is to reconstitute the Recruitment/Selection Boards and has agreed to take Scheduled Caste and Scheduled Tribe officers, where available, on such Boards. The Committee desire that, where the Bank does not have its own Scheduled Caste or Scheduled Tribe Officers available for the purpose, the Bank should associate an officer from the Department of Social Welfare of the Government of India or of the State Government concerned, with such Recruitment/Selection Boards.

### **Reply of Government**

The State Bank has stated that there has been some misunderstanding about its stand as according to it, it has indicated to the Committee that should the Government of India nominate anyone belonging to the Scheduled Caste/Tribes on the Bank's Central and Local Board, it could associate them on the Bank's Central Recruitment Board for the interviews relating to the recruitment of Probationary Officers. At present there is none from these communities on the Local and Central Boards of the Bank. The State Bank would coopt a person belonging to the Scheduled Caste/Tribe in their Central Recruitment Board if anybody from these communities is nominated on the Local/Central Board.

As regards interview for the recruitment to the clerical cadres etc., the Bank's senior and experienced officers are presently con-

ducting the interviews and it proposes to continue the existing arrangement.

[Ministry of Finance (Department of Banking) No. F.5(16)-72|IR.]

### Comments of the Committee

Please see Chapter I.

### Recommendation (Serial No. 18, Para No. 3.34)

The Committee note that promotions in the State Bank of India and its Subsidiaries, from Subordinate Staff to Clerical Cadre and from Clerical/Cash Department Cadre to Officer Grade II and trainee Officers, are made on the basis of a written test and interview. The Committee are constrained to note that the State Bank of India and its Subsidiaries have not provided for reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion although the Ministry of Home Affairs, *vide* their O.M. No. 1|12|67-Est(C), dated the 11th July, 1968, issued instructions providing for reservations of 12½ per cent and 5 per cent (now 15 per cent and 7.5 per cent) for Scheduled Castes and Scheduled Tribes respectively, in promotions made on the basis of competitive examination limited to departmental candidates, within or to Class II, III and IV posts, in grade or services in which the element of direct recruitment, if any, does not exceed 50 per cent. The Committee also note with regret that the State Bank of India has not complied with the reservation orders of the Ministry of Home Affairs issued as early as in 1952 in regard to posts filled by temporary appointments which were to apply separately to:

- (a) permanent vacancies; and
- (b) to temporary vacancies lasting three months or longer whether in permanent or in temporary posts.

The Committee would, therefore, urge upon the State Bank of India to follow strictly the aforesaid reservation orders in favour of Scheduled Castes and Scheduled Tribes, without delay.

### Reply of Government

In accordance with the provisions of the directive issued by Bureau of Public Enterprises all posts the maximum of which exceeds Rs. 950 are to be treated as class I posts. Reservations are required to be made on the basis of limited competitive examinations in respect of class III and II posts only and not from Class II to Class I. As the maximum of the scale of the lowest category

of officers in State Bank of India and its subsidiaries exceeds Rs. 950 they are for the purposes of these orders to be treated as Class I post and as such Government orders for making reservation are not attracted.

### *Temporary Appointment*

The Bank has stated that temporary appointments to the clerical cadres, are made by and large on the basis of the waiting list prepared at the time of the normal recruitment test and as such no separate reservations need be made in this regard. If there are candidates belonging to Scheduled Castes/Scheduled Tribes communities on the list, they would be appointed at their turn. As far as the appointments to the subordinate cadre are concerned, the Bank has already issued instructions on 21st March, 1972 that all fresh temporary appointments be made from among the Scheduled Castes and Scheduled Tribe candidates only, till such time as the shortfall in their representation is made up.

[Ministry of Finance (Department of Banking) No. F.5(47)-72/IR]

### **Recommendation (Serial No. 19, Para No. 3.40)**

The Committee are distressed to note that the State Bank of India has de-reserved a large number of reserved posts as a matter of course without following the prescribed procedure in this regard. The Committee would like to stress that no vacancy reserved for a Scheduled Castes or a Scheduled Tribe should be de-reserved without following the proper procedure laid down for the purpose and necessary information being given to the Ministry of Finance (Department of Banking), Cabinet Secretariat (Department of personnel) and the Commissioner for Scheduled Castes and Scheduled Tribes.

### **Reply of Government**

The Probationary Officers are recruited directly by Central Office. in "Draft Directive" prepared by Bureau of Public Enterprises and forwarded to the Bank by this Department is, according to the Bank, being followed to the extent possible. The exact procedure followed by bank is indicated below:

### *Recruitment of Probationary Officers*

The Probationary Officers are recruited directly by Central Office. The vacancies including reserved vacancies are advertised on all India basis once a year. The position regarding the unfilled reserved vacancies is advised to the Central Board of the Bank after each

recruitment is completed. The Reserved vacancies which remain unfilled for want of suitable Scheduled Castes/Tribe candidates are filled by the general candidates. These vacancies are, however, carried over for a period of three years. As advertisement for recruitment of probationary officers appears in the newspapers every year, a separate advertisement for reserved vacancies is not considered necessary by the bank.

#### *Recruitment to Class III and Class IV Posts*

As the unfilled reserved vacancies cannot be kept unfilled for any length of time without prejudice to the Branch Expansion Programme and efficiency of working, State Bank of India have instructed its recruiting authorities to treat the reserved vacancies as unreserved and fill these by the general candidates wherever suitable candidates belonging to Scheduled Castes/Tribes are not available. The de-reservation of all such vacancies which are filled by the general candidates is referred to the Managing Director by the recruiting authorities for administrative clearance at half-yearly intervals. After the clearance is given by the Managing Director, the matter is to be submitted to the concerned local Boards for information.

On account of continuous expansion and developmental activities of the Bank, recruitment tests are held every year and as such holding of special tests for filling the unfilled reserved vacancies is not considered necessary. The cumulative reserved vacancies are notified to the Employment Exchanges with a request that adequate number of Scheduled Castes/Tribes candidates should be sponsored by them. The S.B.I. has, however, confirmed that instructions are being issued to its recruiting authorities that the vacancies reserved for the Scheduled Castes/Tribes should henceforth be also notified to Special Associations bodies of Scheduled Castes/Tribes with the request to sponsor as many applications as possible.

[Ministry of Finance (Department of Banking) No. 5(6)-72/IR]

#### **Comments of the Committee**

Please see Chapter I.

#### **Recommendation (Serial No. 25, Para No. 4.15)**

The Committee note that loans without interest are given to the Housing Cooperative Societies of the State Bank of India for

house-building purpose and that loans from the Societies are available to all irrespective of caste or community.

**Reply of Government**

No action is called for.

[Ministry of Finance (Deptt. of Banking) No. 5(47)-72-/IR]

## CHAPTER IV

### RECOMMENDATIONS|OBSERVATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

#### **Recommendation (Serial No. 8, Para No. 2.15)**

The Committee would like to re-emphasise the observations made by the Yardi Working Group in its Report (1967) as well as by the Commissioner for Scheduled Castes and Scheduled Tribes in his Nineteenth Report (1969-70) regarding relaxations for Scheduled Castes and Scheduled Tribes in the matter of recruitment. They feel that unless specific and positive steps are taken in this direction, the Scheduled Castes and Scheduled Tribes will not be able to take advantage of the recruitment quotas reserved for them. The Committee are strongly of the opinion that the authorities of the State Bank of India must consider, at least on an experimental basis, the employment of the best of the candidates belonging to Scheduled Castes and Scheduled Tribes, who possess the minimum qualifications for the post(s), against the reserved vacancies. They may be given inservice training afterwards so as to bring them up to the required standards.

#### **Reply of Government**

The bank has stated that it is not in a position to adopt the recommendation in view of the fact that having regard to the need to preserve certain minimum standard in the efficiency and in view of the fact that the clerks in the State Bank are considered for promotion as officers at early stages in their career, the waiving of the minimum qualifying standard in the written test will not be in the interests of the institution.

[Ministry of Finance (Department of Banking) No. 5(16)-72/IR].

#### **Comments of the Committee**

Please see Chapter I.

#### **Recommendation (Serial No. 9, Para No. 2.19)**

Admittedly there are shortfalls in the representation of Scheduled Castes and Scheduled Tribes in the services of the State Bank of India and its Subsidiary Banks and it is absolutely necessary to wipe

out those shortfalls as early as possible. The Committee are not convinced that the Employees' Unions would or can come in the way of giving due representation to the candidates of these communities in the services of the Bank. The Committee suggest that the State Bank of India should review its recruitment rules and consider the feasibility of modifying/relaxing the same to enable the Bank to resort to special or ad hoc recruitment of eligible Scheduled Caste and Scheduled Tribe candidates till the quotas reserved for them are filled up.

### **Reply of Government**

State Bank of India has stated that it has issued instructions to all its recruiting offices that all vacancies in the subordinate cadre be filled in by the candidates belonging to these communities till the shortfall is made up. These instructions are without prejudice to 20 per cent reservation for ex-servicemen and the preference given to the already existing temporary employees.

As regards the vacancies in the clerical/cash department cadres State Bank of India has informed that they are not in a position to relax the minimum standards in the qualifying tests and as such ad hoc or special recruitment will not serve any purpose.

[Ministry of Finance (Department of Banking) No. F. 5(16)-72/IR].

### **Comments of the Committee**

Please see Chapter I.



## CHAPTER V

### RECOMMENDATIONS|OBSERVATIONS REGARDING WHICH FINAL REPLIES OF GOVERNMENT HAVE NOT BEEN RECEIVED

#### **Recommendation (Serial No. 5, Para No. 2.10)**

In case the Employment Exchanges are not able to sponsor the requisite number of Scheduled Caste and Scheduled Tribe candidates against the indents received from the State Bank they should furnish the 'non-availability' certificates to the Bank so as to enable the latter to advertise the vacancies.

#### **Reply of Government**

At present, the State Bank of India is not allowed to advertise its vacancies because of its arrangement with the Director of Employment Exchanges. After the receipt of the Committee's recommendation, this Department took up with the Department of Personnel and the Directorate General of Employment and Training the question of termination of bank's arrangement with the Director of Employment Exchanges as requested by the Bank, since in its opinion the employment exchanges are not able to sponsor requisite number of candidates of the required calibre and that there is inordinate delay in furnishing the non-availability certificates. During the discussions the Department of Personnel as well as DGE&T were of the opinion that it would not be possible to allow the State Bank of India to advertise directly because of Government instructions and that even advertisements meant exclusively for Scheduled Castes and Scheduled Tribes could not be given. We have nevertheless requested the Department of Personnel to give their concurrence to the following procedure with a view to implementing the Government Directive that adequate representation be given to the members of the Scheduled Castes and Scheduled Tribes in the State Bank of India:

- (a) State Bank of India shall notify to the Employment Exchanges for advice of suitable candidates for appointment in the reserved categories.
- (b) In addition, the bank will issue open advertisements in the newspapers calling for applications of Scheduled Castes and Scheduled Tribes employees only.

- (c) All candidates sponsored by employment exchanges answering the minimum educational qualifications and requirements as regards age etc. will be allowed to sit for the competitive examination.
- (d) The applications received in response to the open advertisements will be screened and suitable number out of them will also be allowed to sit for the competitive examination.

Decision of the Department of Personnel is awaited.

[Ministry of Finance (Department of Banking) No. F. 5(16)72/IR]

**Recommendation (Serial No. 11, Para No. 3.12)**

The Committee have been informed that it is compulsory for the State Bank of India to get names of possible candidates for employment in the subordinate services of the State Bank of India from the local Employment Exchanges, limited to the particular district in which the Branch needing the staff is situated. The Committee have also been informed that as per the arrangement entered into by the Bank with the Director of Employment Exchanges in connection with the utilisation of Employment Exchanges for recruitment of clerks|cashiers in the State Bank of India, the Bank can call only 30 per cent candidates direct without the intervention of the Employment Exchanges. The Committee are unhappy to learn that the effort of the State Bank of India, even for recruitment of the Scheduled Castes and Scheduled Tribes, in the subordinate services of the Bank is confined to the district in which a Branch needing the staff may be situated. It is also regrettable to note that the State Bank of India should find itself unable to advertise the posts for Scheduled Castes and Scheduled Tribe candidates even when the Employment Exchanges are unable to sponsor adequate number of such candidates. Even according to the present practice and arrangements, the State Bank of India does recruit 30 per cent of its vacancies in the subordinate services otherwise than through the Employment Exchanges. The Committee, therefore, strongly recommend that the State Bank should be authorised to issue advertisements to the extent of at least 50 per cent of vacancies, the remaining 50 per cent of posts being filled up from the candidates sponsored by the Employment Exchanges. In case the latter are unable to sponsor suitable candidates belonging to Scheduled Castes and Scheduled Tribes, the State Bank should then be allowed to resort to open advertisement for the unfilled posts also.

### Reply of Government

With a view to implementing the Government directive that adequate representation be given to members of the Scheduled Castes and Scheduled Tribes in the State Bank, this Department has taken with Department of Personnel the adoption of the following procedure.

- (a) The State Bank of India shall notify to the Employment Exchanges for advice of suitable candidates for appointment in the reserved categories.
- (b) In addition, the bank will issue open advertisement in the newspapers calling for applications of Scheduled Caste and Scheduled Tribe employees only.
- (c) All candidates sponsored by employment exchanges answering the minimum educational qualifications and requirements as regards age etc. will be allowed to sit for the competitive examination.
- (d) The applications received in response to the open advertisements will be screened and suitable number out of them will also be allowed to sit for the competitive examination.

Decision of the Department of Personnel is awaited.

[Ministry of Finance (Department of Banking) No. F. 5(16)72/IR]

### Recommendation (Serial No. 20, Para No. 3.41)

The Committee hope that, in future, the State Bank of India before dereserving a reserved vacancy, will take, all necessary steps to get Scheduled Caste and Scheduled Tribe candidates from the Employment Exchanges, the Central Employment Exchange or the Directorate General of Employment & Training, New Delhi, as the case may be. If these agencies are unable to sponsor adequate number of Scheduled Caste and Scheduled Tribe candidates, the vacancies should be advertised in newspapers inviting applications from Scheduled Caste and Scheduled Tribe candidates only.

### Reply of Government

As stated in reply to recommendation No. 11 the question of allowing State Bank of India to advertise reserved vacancies has

been taken up by Department of Banking with Department of Personnel, whose reply is awaited.

[Ministry of Finance (Department of Banking) No. F. 5(16)72/IR]

BUTA SINGH,

*Chairman,*

*Committee on the Welfare of*

*Scheduled Castes & Scheduled Tribes.*

NEW DELHI;

April 24, 1973

Vaisakha 4, 1895 (Saka).

## APPENDIX

*Analysis of the action taken by Government on the recommendations contained in the Ninth Report (Fifth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.*

I.	Total number of recommendations . . . . .	25
II.	Recommendations which have been accepted by Government ( <i>Vide</i> Recommendations at Sl. Nos. 2, 4, 6, 7, 12—16 & 21—24) . . . . .	
	Number . . . . .	13
	Percentage to total . . . . .	52
III.	Recommendations which the Committee do not desire to pursue in view of Government's replies ( <i>Vide</i> recommendations at Sl. Nos. 1, 3, 10, 17, 18, 19 & 25) . . . . .	
	Number . . . . .	7
	Percentage to total . . . . .	28
IV.	Recommendations in respect of which replies of Government have not been accepted by the Committee and which require reiteration ( <i>Vide</i> recommendations at Sl. Nos. 8 & 9) . . . . .	
	Number . . . . .	2
	Percentage to total . . . . .	8
V.	Recommendations in respect of which final replies of Government have not been received ( <i>Vide</i> recommendations at Sl. Nos. 5, 11 & 20) . . . . .	
	Number . . . . .	3
	Percentage to total . . . . .	12